



A REPORT  
TO THE  
ARIZONA LEGISLATURE

Division of School Audits

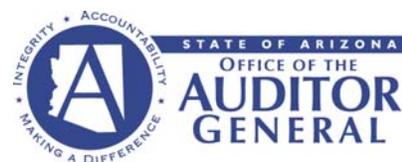
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Special Study

# Arizona Public School Districts' Dollars Spent in the Classroom Fiscal Year 2005

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MAY • 2006



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**Debra K. Davenport**  
Auditor General

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AUDITOR GENERAL

STATE OF ARIZONA  
OFFICE OF THE  
**AUDITOR GENERAL**

WILLIAM THOMSON  
DEPUTY AUDITOR GENERAL

May 31, 2006

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 2005*. 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 2005, Arizona's state-wide percentage of dollars spent in the classroom decreased slightly, to 58.4 percent. This remains nearly 3 percentage points behind both the national average of 61.3 percent reported by the National Center for Education Statistics and the 60.9 percent average for the ten states with per-pupil spending similar to Arizona's. Likewise, Arizona's percentage is below other states' with similar district sizes, population growth, poverty rates, or per capita income.

State-wide, Arizona school districts 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. 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 June 1, 2006.

Sincerely,

Debbie Davenport  
Auditor General

# SUMMARY

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The Office of the Auditor General has conducted an analysis of Arizona school districts' percentage of dollars spent in the classroom during fiscal year 2005. 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 fifth 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 the 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 26)

In fiscal year 2005, Arizona's state-wide percentage of dollars spent in the classroom was 58.4 percent, slightly less than the previous 2 years. Arizona's classroom spending continues to lag nearly 3 percentage points behind the national average of 61.3 percent, as reported by the NCES.

The same disparity is also evident when Arizona's expenditures are compared with those states that are closest to Arizona in per-pupil spending. Based on NCES-reported data, the ten most comparable states spent an average of 60.9 percent of their current expenditures on instruction. Likewise, when compared to other states with similar district sizes, population growth, poverty rates, and per capita income, Arizona's classroom dollars percentage remains at least 2.7 percentage points

behind. Thus, Arizona is behind both the national average and its “peer states” in directing dollars into the classroom.

Although the addition of Proposition 301 monies has helped raise the state-wide average to 58.4 percent, the average could have been higher still. If districts had spent their fiscal year 2005 non-Proposition 301 monies in the same proportions as they did prior to receiving Proposition 301 monies, the additional monies would have raised the state-wide average to 59.3 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 34 to 86 percent. This wide range is somewhat misleading, though, as nearly two-thirds of Arizona districts were within 5 percentage points of the state average. Many of the districts with very high or low percentages are the State’s very smallest districts with fewer than 200 students each. Because of their size, these districts tend to either not provide some nonclassroom services, such as administration or food services, or have very high costs relative to their size to do so.

Compared to national averages, on a state-wide basis, Arizona school districts 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 services 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 having a higher-than-average participation in 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 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 with lower classroom dollar percentages.

Further, within Arizona, higher total 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 27 through 34)

Districts spent more than \$250 million from their Classroom Site Funds during fiscal year 2005 and continued to use the monies almost solely for teacher compensation. This complies with the requirement that at least 60 percent of the monies be used for teacher compensation. However, 19 districts spent \$225,800 for administration, plant operation, and transportation costs. While some of these were for allowable purposes, such as interest expense or teacher liability insurance, as much as \$117,000 of these expenditures did not appear to comply with the new limitations placed on certain menu option programs. Effective in fiscal year 2004, expenditures for dropout prevention, AIMS intervention, and class-size reduction programs can be used only for instruction.

According to salary data collected by the Arizona Department of Education, the State's average teacher salary increased from \$37,176 in fiscal year 2001 to \$39,095 in fiscal year 2005. Based on district-reported data, teacher salary increases attributable to Proposition 301 monies averaged 11 percent, but ranged from 1 to 25 percent. The amounts attributable to Proposition 301 monies ranged from \$486 to \$7,904 per eligible employee, on average.

While most monies were directly used for teacher compensation increases, districts also used some of their monies for the other purposes authorized under Proposition 301. This was often accomplished by paying teachers for activities related to these other purposes, such as teacher development and AIMS intervention.

## Appendix (see pages a-1 through a-226)

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.



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# INTRODUCTION & BACKGROUND

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The Office of the Auditor General has, for the fifth 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. 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 same 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 2003, as shown in Figure 1 (see page 3). Unless otherwise noted, the expenditure data for Arizona in this report is based on our own compilations using districts' Annual Financial Reports and summary accounting data.

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 include 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

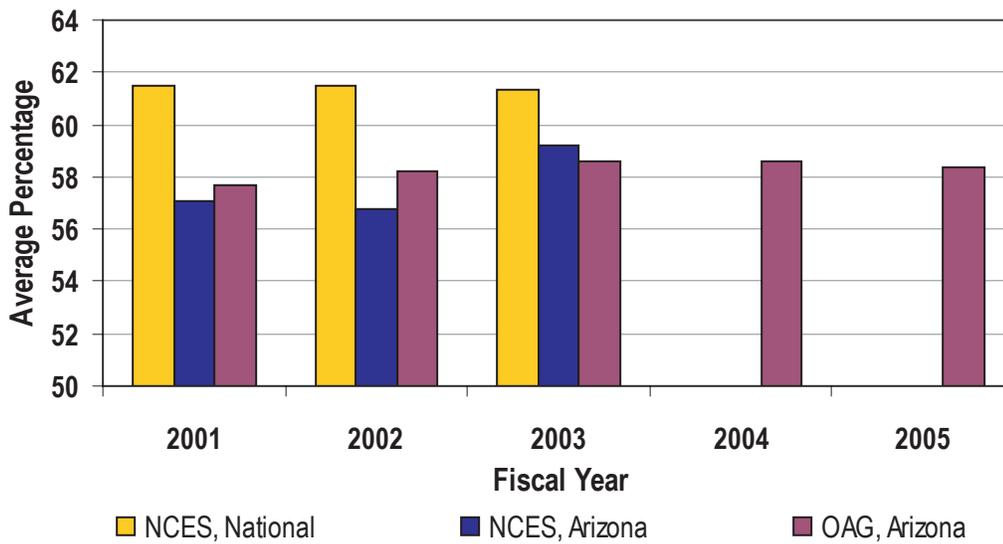
**Student support services**—Counselors, audiologists, speech pathologists, and nurses

### 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*.

Figure 1: Average Percentage of Each Dollar Spent on Instruction  
Fiscal Years 2001 through 2005



Source: Auditor General staff analysis of National Center for Education Statistics (NCES) Web site, NCES' annual report, *Digest of Education Statistics*, and school districts' Annual Financial Reports and summary accounting data.

## Scope and methodology

To analyze the most current expenditure and budget data available for Arizona's districts, auditors obtained fiscal year 2005 district Annual Financial Reports (AFRs) and budgets from the Arizona Department of Education. In addition, all of the State's 238 school districts provided auditors with fiscal year 2005 summary accounting data, and 222 school districts submitted summaries of their Classroom Site Fund expenditures and program results. The AFRs, budgets, and summary accounting data were not audited to the underlying district records. Instead, auditors performed analytical procedures using the financial data and narrative information about the uses of Classroom Site Fund monies and interviewed school district officials about significant anomalies or variances. Auditors corrected data errors that this review identified prior to calculating classroom dollar percentages and analyzing Proposition 301 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, to align with NCES' most current available expenditure data, which was for fiscal year 2003, auditors also obtained fiscal year 2003 national data, at both the state and district level. State-level data included staffing and enrollment

data from NCES, personal income data from the U.S. Department of Commerce, and poverty rates and population estimates from the U.S. Census Bureau. Fiscal year 2000 population estimates were also obtained to determine state population growth. National district-level data included expenditure, staffing, and enrollment data from NCES and census poverty rate data NCES collected for all U.S. public school districts. Auditors analyzed district-level data for approximately 15,000 public school districts, excluding special purpose districts, such as regional service agencies and charter schools that do not have established boundaries (span multiple census-block areas) and are not sponsored by public school districts. 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 and national 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 and to results that were previously reported for fiscal years 2001 through 2004. In addition, auditors examined the 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 the districts that offered all-day kindergarten at no charge to parents. This adjustment 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.

All of the State's 238 districts were included in the calculation of the State's classroom dollar percentage. However, some districts were excluded from further analyses of classroom dollars and Proposition 301 monies. 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 222 districts. The specific exclusions and reasons for excluding are as follows:

- 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 6.

- 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 9 on page 26.
- The 54 smallest districts, those with fewer than 200 students, were also excluded from our 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 9 on pages 25 and 26 as "very small."
- Only 222 districts received Proposition 301 monies for fiscal year 2005. The 16 districts not receiving fiscal year 2005 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 6.

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

Table 2: Districts Excluded from Analysis as Noted  
Fiscal Year 2005

Districts by Type	Excluded from Analysis of	
	State-wide Classroom Dollar Factors	Proposition 301
<b>Accommodation Districts (10)</b> Listed on page 26	X	
<b>Joint Technological Education Districts (10)</b>		
Central Arizona Valley Institute of Technology	X	
Cobre Valley Institute of Technology	X	X
Cochise Technology District	X	X
Coconino Association for Vocation Industry and Technology	X	X
East Valley Institute of Technology	X	
Gila Institute for Technology	X	
Northeast Arizona Technological Institute of Vocational Education	X	X
Northern Arizona Vocational Institute of Technology	X	
Valley Academy for Career and Technology Education	X	X
Western Maricopa Education Center	X	X
<b>Very Small Districts (54)</b> Listed on pages 25 and 26	X	
<b>Transporting Districts (10)</b>		
Champie Elementary	X	X
Chevelon Butte Elementary	X	X
Eagle Elementary	X	X
Empire Elementary	X	X
Forrest Elementary	X	X
Klondyke Elementary	X	X
Redington Elementary	X	X
Rucker Elementary	X	X
Walnut Grove Elementary	X	X
Williamson Valley Elementary	X	X

Source: Auditor General staff analysis of fiscal year 2005 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

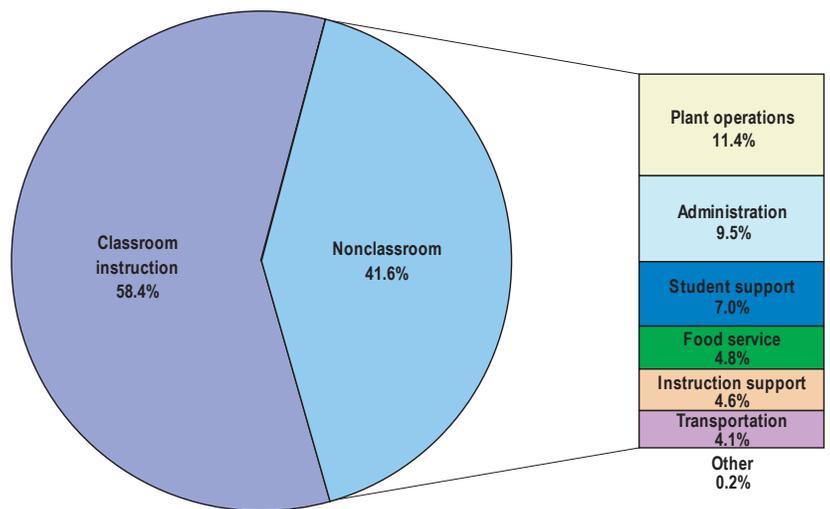
Arizona spent 58.4 cents of every dollar in the classroom, lower than the previous 2 years and the national average

As shown in Figure 2, in fiscal year 2005, Arizona school districts spent 58.4 cents of each dollar in their classrooms, slightly less than the previous 2 years. Districts also made slight spending shifts that lowered the proportion spent on plant operation and maintenance from the previous year, but increased the proportions spent on instructional support services, food service, and student transportation.

In the most recent national data available, the U.S. Department of Education's National Center for Education Statistics (NCES) reported the national average for fiscal year 2003 spending on instruction as 61.3 percent. The national average has remained between 61 and 62 percent for at least the last 10 years.

In fiscal year 2001, before Proposition 301 monies were available, the classroom dollar percentage for Arizona districts was 57.7 percent, as shown in Table 3 on page 8. With the infusion of \$251 million of Proposition 301 monies in fiscal year 2002, the state-

Figure 2: Current Expenditures by Functional Area  
Fiscal Year 2005



Source: Auditor General staff analysis of fiscal year 2005 summary accounting data provided by individual school districts.

wide classroom dollar percentage increased to 58.2 percent, as shown in Table 3. However, as the annual amounts of Proposition 301 monies stabilized, the flow of dollars into the classroom has stabilized as well. After a 4-year total increase of approximately \$968 million of Proposition 301 monies, the state classroom dollar percentage has increased less than 1 percentage point, and still lags about 3 points behind the national average.

**Table 3: Total Current Expenditures, Classroom Dollar Percentage, and Proposition 301 Monies Fiscal Years 2001 through 2005 (in millions)**

	2001	2002	2003	2004	2005
<b>Total Current Expenditures<sup>1</sup></b>	\$3,921	\$4,707	\$5,073	\$5,403	\$5,766
<b>Proposition 301 Monies Received</b>	\$ 0	\$ 251	\$ 236	\$ 232	\$ 249
<b>Proportion of Proposition 301 Monies to Total Current Expenditures</b>	0.0%	5.3%	4.7%	4.3%	4.3%
<b>Classroom Dollar Percentage</b>	57.7%	58.2%	58.6%	58.6%	58.4%

<sup>1</sup> Total Current Expenditures are those incurred for school districts' day-to-day operations. They exclude costs associated with repaying debt, capital outlay (such as purchasing land, buildings, and equipment), and programs, such as adult education and community service, that are outside the scope of preschool through grade 12 education.

Source: Auditor General staff analysis of fiscal year 2005 school district Annual Financial Reports provided by the Arizona Department of Education, and summary accounting data provided by individual school districts, and prior years' Classroom Dollars reports of the Arizona Office of the Auditor General.

Although the addition of Proposition 301 monies has helped to raise the state-wide average to 58.4 percent, the average could have been higher still. If districts had spent their fiscal year 2005 non-Proposition 301 monies in the same proportions as they did in fiscal year 2001, the additional Proposition 301 monies would have raised the state-wide average to 59.3 percent. However, most districts spent proportionately less of their other monies in the classroom.

## Comparable states had higher classroom dollar percentages

Arizona's comparatively low classroom dollar percentage is not explained by low per-pupil spending or other factors auditors examined. Using NCES expenditure and other available state-level data as well as district-level data for approximately 15,000

public school districts in the U.S., auditors examined several factors that might explain Arizona’s relatively low classroom dollar percentage.<sup>1</sup> This was accomplished by creating ten-state peer groups to analyze potentially significant factors, such as total spending per pupil, district size, state population growth, and average state per capita income.

Arizona’s low classroom dollar percentage not explained by low per-pupil spending—As similarly reported in previous years, Arizona’s low per-pupil spending does not appear to explain its relatively low percentage spent in the classroom. In fiscal year 2003, the most recent year for which data is available nationally, Arizona spent \$6,048 per pupil, ranking 48th in per-pupil total current expenditures. When compared to the ten other lowest-spending states, which spent an average of \$6,078 per pupil, Arizona’s classroom dollar percentage is still below the 60.9 percent average for this peer group, as shown in Table 4.

**Table 4:** Comparison of NCES-Reported Expenditures for Ten Lowest-Spending States, Excluding Arizona Fiscal Year 2003

<b>State</b>	<b>Total Current Expenditures Per Pupil</b>	<b>Current Instruction Expenditures Per Pupil</b>	<b>Classroom Dollars Percentage</b>
South Dakota	\$6,547	\$3,836	58.6%
Arkansas	6,482	3,961	61.1
Florida	6,439	3,786	58.8
Alabama	6,300	3,812	60.5
Tennessee	6,118	3,933	64.3
Nevada	6,092	3,812	62.6
Oklahoma	6,092	3,528	57.9
Idaho	6,081	3,721	61.2
Mississippi	5,792	3,466	59.8
Utah	4,838	3,103	64.1
<b>Average of the 10 lowest states' averages (2003)</b>	<b>\$6,078</b>	<b>\$3,696</b>	<b>60.9%</b>
<b>Arizona (2003)</b>	<b>\$6,048</b>	<b>\$3,545</b>	<b>58.6%</b>
<b>Arizona (2005)</b>	<b>\$6,500</b>	<b>\$3,794</b>	<b>58.4%</b>

Source: Auditor General staff analysis of fiscal years 2003 and 2005 school district Annual Financial Reports provided by the Arizona Department of Education, summary accounting data provided by individual school districts, and NCES "Revenues and Expenditures for Public Elementary and Secondary Education: School Year 2002-03," October 2005.

<sup>1</sup> NCES collects data on all districts nation-wide; auditors excluded special purpose districts, such as regional service agencies and charter schools, leaving approximately 15,000 public school districts.

Arizona's low classroom dollar percentage not explained by other factors—Several factors, including district size, state population growth, state poverty, and per capita income level, were not significantly related to classroom spending on the national level. As shown in Table 5, four different state

**Table 5:** Average Classroom Dollar Percentages and Factor Values for U.S., Arizona, and Various 10-State Peer Groups Fiscal Year 2003

Factors	Peer Group Classroom Dollars Percentage	Average Factor Value		
		Peer Group	Arizona	U.S.
District Size	61.1%	1,345	1,198	1,077
Population Growth (2000-2003)	61.4	6.3%	8.7%	3.0%
Poverty Rate	61.5	17.7%	17.7%	15.3%
Per Capita Income	61.6	\$27,024	\$27,199	\$31,484
U.S. average (2003)	61.3			
Arizona (2003)	58.6			
Arizona (2005)	58.4			

Source: Auditor General staff analysis of fiscal years 2003 and 2005 school district Annual Financial Reports provided by the Arizona Department of Education, summary accounting data provided by individual school districts, and NCES "Revenues and Expenditures for Public Elementary and Secondary Education: School Year 2002-03," October 2005 and Regional Economic Information System, Bureau of Economic Analysis, U.S. Department of Commerce.

peer groups, each selected to be comparable to Arizona in the following factors, on average, still had classroom dollar percentages very near or above the national average:

- District size**—Although the classroom dollar percentage is generally found to increase along with district size within Arizona, district size was not found to be significantly related to classroom spending at the national level. Specifically, the 10 states with median district sizes similar to Arizona spent an average of 61.1 percent of their dollars in the classroom, 2.7 percentage points higher than Arizona. One of the other lowest-spending states (shown in Table 4 on page 9), Idaho, was also in this group.
- High population growth**—The 10 states with population growth comparable to that in Arizona spent 61.4 percent of their dollars in the classroom; on average, 3 percentage points higher. Like Arizona, several of these high-growth states had low per-pupil expenditures. Between 2000 and 2003, Arizona and four of the other lowest-spending states had population growth

rates approximately two to four times the national average rate of 3 percent.<sup>1</sup> To a degree, their student enrollments related to this growth may have outpaced the states' education spending levels, contributing to low overall per-pupil expenditures. This might help explain why Arizona's per-pupil expenditures are low relative to most other states, but it does not explain Arizona's low classroom dollar percentage.

- **Poverty rates and per capita income**—Similarly, on average, states with poverty rates and per capita income levels comparable to Arizona spend dollars in the classroom at rates above the national average. As with high population growth, while per capita income may not be related to a state's classroom dollar percentage, it may be related to per-pupil spending, on average. The six other lowest-spending states listed in Table 4 (see page 9) that did not have high population growth had high poverty rates and low per capita income levels, relative to the national averages.

## Arizona's nonclassroom spending is higher for plant costs, food service, and student support services, but lower for administration

State-wide, about 42 percent of Arizona school districts' current dollars are not spent in the classroom. As shown in Table 6, compared with the national average, Arizona districts spend a larger portion of their current dollars on plant operation and maintenance, student support services, and food services, and spend less on administration. The national data used for the analysis is fiscal year 2003, the most recent available from NCES summarizing functional expenditures. Arizona's 2003 data from the Auditor General's fiscal year 2003 *Dollars Spent in the Classroom* report is also shown for comparison purposes.

**Table 6:** Comparison of Arizona Districts' Spending To National Average, by Functional Area Fiscal Years 2003 and 2005

Functional Area	Arizona		
	U.S. 2003	2003	2005
Classroom Dollars	61.3%	58.6%	58.4%
Plant Operation and Maintenance	9.5	11.7	11.4
Administration	11.1	9.9	9.5
Student Support Services	5.2	6.8	7.0
Instructional Support Services	4.8	4.3	4.6
Food Service	3.9	4.6	4.8
Transportation	4.0	3.9	4.1
Other Noninstructional Services	0.2	0.2	0.2

Source: Auditor General staff analysis of fiscal years 2003 and 2005 school district Annual Financial Reports provided by the Arizona Department of Education, summary accounting data provided by individual school districts, and NCES "Revenues and Expenditures for Public Elementary and Secondary Education: School Year 2002-03," October 2005.

**Plant operation and maintenance costs**—Arizona school districts continue to allocate a significantly larger percentage of their dollars to plant operation and maintenance costs than the national average. Plant costs include expenditures for

<sup>1</sup> Nevada, Utah, Florida, and Idaho experienced population growth rates of 12.2%, 6.5%, 6.3%, and 5.7%, respectively.

the care and upkeep of buildings, grounds, and equipment; utilities; and security. For fiscal year 2005, this category accounted for 11.4 percent of current expenditures in Arizona school districts, which is about 2 percentage points higher than the national average.

Arizona's high plant maintenance and operation 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 more than half of the difference between the national and state percentages.

**Student support services**—Arizona school districts allocate a significantly larger percentage of their dollars to student support services than the national average. This category includes student attendance, guidance, and health-related costs. Student support services accounted for 7 percent of Arizona school districts' fiscal year 2005 current expenditures, 1.8 percentage points higher than the national average. Arizona's higher proportion spent on student support service salaries accounts for over half of this difference. According to the fiscal year 2003 data collected as part of NCES' *Schools and Staffing Survey*, Arizona student support staff average 95 students for each full-time equivalent (FTE) employee, while the national average is 167 students.

**Food services**—Arizona school districts also allocate a larger percentage of their dollars to 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 2005, this category accounted for 4.8 percent of current expenditures in Arizona school districts, while the national average is 3.9 percent. Arizona's higher food service allocation may be related to its higher-than-average participation in the National School Lunch Program. As shown by the Auditor General's 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. Since Arizona ranks among the states with the highest percentage of students in the Program, Arizona may serve more meals per student than other states, on average, or incur additional costs for participating in the Program, such as collecting and processing more school lunch program applications. Serving more meals per pupil would increase the proportion being spent on food service. In fact, the 10 states with similarly high percentages of free- or reduced-eligible students allocate 5.4 percent, on average, to food service.

**Administrative costs**—One area in which Arizona school districts, on a state-wide basis, allocate a smaller percentage of their dollars 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. Although similar to the national average in fiscal year 2001, Arizona school districts' administrative costs have continued to decline during the past few years. In fiscal year 2001, Arizona districts spent 10.5 percent

of their dollars on administration while the national average was 10.9 percent. In fiscal year 2005, this category consumed only 9.5 percent of each current dollar in Arizona. The lower percentage spent on administration may be due to Arizona administrators serving more students. According to the fiscal year 2003 data collected as part of NCES' *Schools and Staffing Survey*, Arizona administrators serve 35 percent more students for each administrative full-time equivalent (FTE) employee than the national average.

## More than half of districts' classroom dollar percentages declined, with most still clustering around the state average

During fiscal year 2005, nearly two-thirds of Arizona school districts were within 5 percentage points of the state average. As the slightly lower state-wide average also reflects, more than half of the districts spent a smaller percentage in the classroom than they did the previous year.

### Most Arizona districts close to state average for classroom spending

percentage—For the 208 elementary, union high, and unified districts for which a percentage was calculated, individual district classroom dollar percentages ranged from 34 to 86 percent in fiscal year 2005. However, nearly two-thirds, or 138 districts, are within 5 percentage points of the state average, and more than one-quarter, or 61 districts, are within 2 percentage points. Table 7 groups the districts in comparison to the state-wide average.

**Table 7:** Districts Grouped by Percentage of Dollars Spent in the Classroom Fiscal Year 2005

Compared to State Average	Percentage Range	Number of Districts
More than 5% above	> 63.4%	12
2.1% to 5% above	60.5-63.4%	24
2% above to 2% below	56.4-60.4%	61
2.1 to 5% below	53.4-56.3%	53
5.1 to 10% below	48.4-53.3%	37
More than 10% below	< 48.4%	21

Source: Auditor General staff analysis of fiscal year 2005 school district Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by individual school districts.

Many of the districts furthest from the average are very small districts (fewer than 200 students) or special purpose districts. The very small districts are among the highest (86 percent) and lowest (34 percent) classroom dollar percentages in the State and, as a group, they tend to be skewed to one or the other of these extremes. This is often the case because their unique circumstances have a marked effect on nonclassroom

expenditures. For example, a very small district may have very low administrative costs because the county school superintendent provides most of its administrative services, or it may not operate a food service program. On the other hand, very small districts that have their own administrative staff and/or operate a food service program have exceptionally high per-pupil administrative or food service costs because they have very few students over which to spread the costs. As a result, administrative costs for these very small districts ranged between \$0 and \$9,135 per pupil, and their food service costs ranged between \$0 and \$3,270 per pupil. Special purpose districts, such as accommodation districts and joint technological education districts, many of which do not operate their own campuses, also have a wide range of classroom dollar percentages (from 0.0 percent to 67 percent). These very small and special purpose districts are included in calculating the state-wide classroom dollar percentage, but are excluded from our further analysis.

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, 85 districts (55 percent of those analyzed) spent a smaller percentage of dollars in the classroom in fiscal year 2005. Districts with declining classroom dollar percentages typically increased their administrative costs and instructional support services, while districts increasing their classroom dollar percentages typically spent a smaller proportion on plant costs, administrative costs, and instructional support services. 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. For example, a small district in Pima County made a one-time expenditure of \$200,000 for information technology consultants in fiscal year 2005, which resulted in its classroom dollar percentage decreasing by more than 5 percentage points.

## Factors associated with higher or lower classroom spending

Within Arizona, certain factors were associated with higher or lower percentages of classroom spending. 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 2005, 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 8 and as found in previous fiscal years’ analyses, the classroom dollar percentage increases as the number of students in a district increases.

**Table 8: Average Classroom Dollar Percentages of Districts Grouped by Size Fiscal Year 2005**

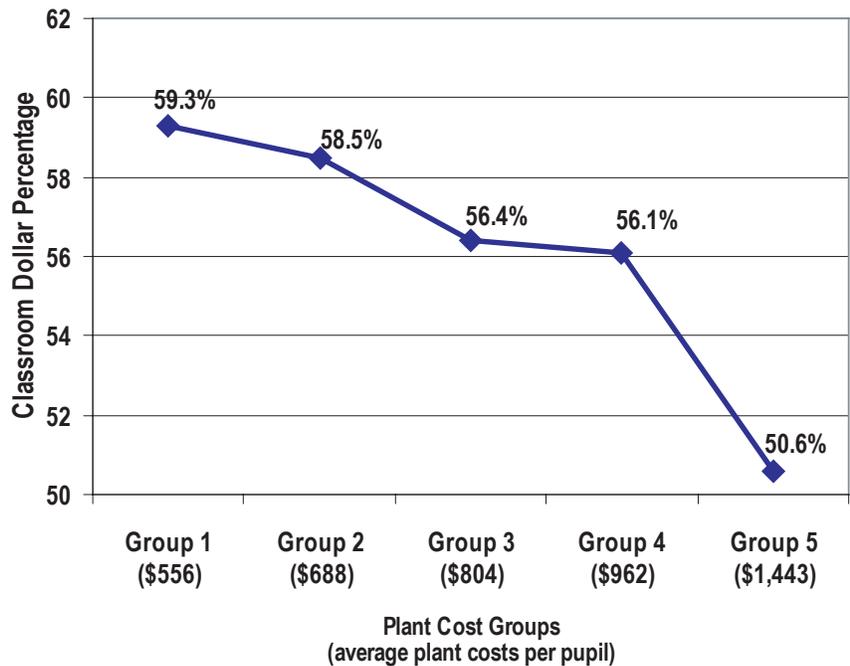
District Size	Number of Districts	Number of Students	Average Classroom Dollar Percentage
Very Large	10	20,000 or more	60.9%
Large	35	5,000-19,999	58.4
Medium	78	600-4,999	55.3
Small	31	200-599	54.3
Very Small	54	Less than 200	54.7

Source: Auditor General staff analysis of fiscal year 2005 school district Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by individual school districts.

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. The large districts can spread the costs associated with operating these facilities over more students. In fact, small districts maintain almost twice the square footage per student as large and very large districts, on average. Further, small districts are typically rural and in fiscal year 2005, rural districts transported their students 25 percent farther than nonrural districts. In each of the following sections on noninstructional cost groups, the high-cost districts were typically small.

Higher plant costs associated with lower classroom dollar percentages—As per-pupil spending on plant operation and maintenance increases, the classroom dollar percentage decreases, on average. Auditors ranked districts by per-pupil plant costs and then divided this ranking into five equal-numbered groups, with Group 1 having the lowest per-pupil plant costs and Group 5 having the highest. Figure 3 (see page 16) shows the average classroom dollar percentages for these five groups. The group with the lowest per-pupil plant costs (averaging \$556) had the highest classroom dollar percentage (59.3 percent), while the group with the highest per-pupil plant costs (averaging \$1,443) had the lowest classroom dollar percentage (50.6 percent).

Figure 3: Classroom Dollar Percentages by Plant Cost Groups  
Fiscal Year 2005



Source: Auditor General staff analysis of fiscal year 2005 School District Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by individual school districts.

Analysis of the districts in the lowest and highest 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, districts in the highest-cost group are:

- **Located at higher elevations with colder temperatures**—The average elevation for high-cost districts was 4,233 feet, compared to the low-cost districts' average of 1,789 feet. The 60-degree average annual temperature for these high-cost districts was 10 degrees cooler than the low-cost districts' 70-degree average.
- **Operating and maintaining older buildings**—High-cost districts' buildings were more than 5 years (32 percent) older, on average. For this comparison, the age of each building was weighted by its proportion of the district's total square footage.
- **Serving more high school students**—87 percent of the high-cost districts were high school or unified, whereas 61 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.

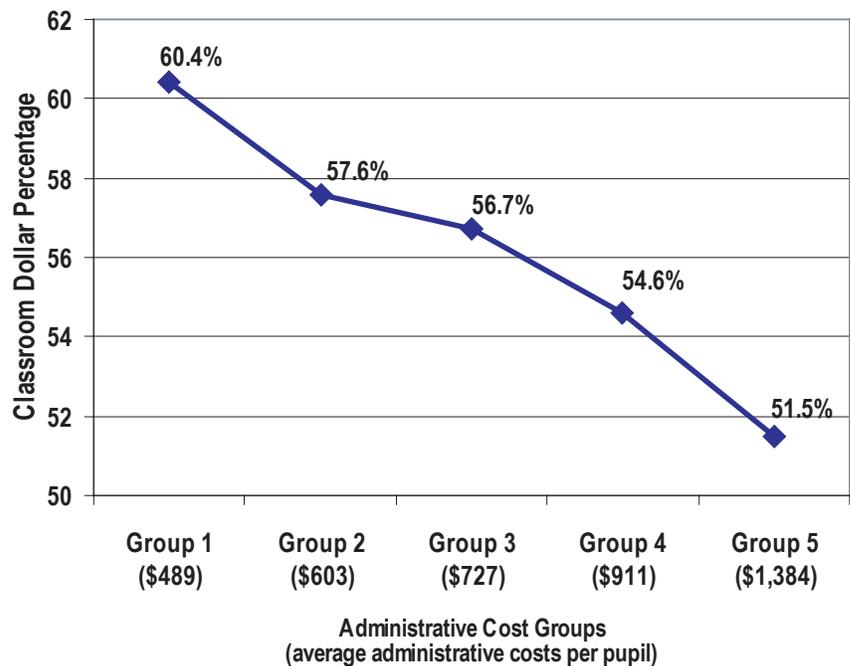
- **Providing more building space per pupil**—High-cost districts provided over 60 percent more square footage per pupil (181 square feet) as the low-cost districts (111 square feet). State requirements for square footage per pupil, established in 1999, range from 80 to 125 square feet, depending on school size and grades served.

### Higher administrative costs associated with lower classroom dollar

**percentages**—As per-pupil spending on administration increases, the classroom dollar percentage decreases, on average. Auditors ranked districts by per-pupil costs for administration and then divided this ranking into five equal-numbered groups, with Group 1 having the lowest per-pupil administrative costs and Group 5 having the highest. Figure 4 shows the average classroom dollar percentages for these five groups. The group with the lowest per-pupil administrative costs (averaging \$489) had the highest classroom dollar percentage (60.4 percent), while the group with the highest per-pupil administrative costs (averaging \$1,384) had the lowest classroom dollar percentage (51.5 percent).

Compared to districts in the lowest per-pupil cost group, districts in the highest-cost group served only 44 students per administrative position, while the low-cost districts served 77 students per administrative position.<sup>1</sup>

Figure 4: Classroom Dollar Percentages by Administrative Cost Groups  
Fiscal Year 2005

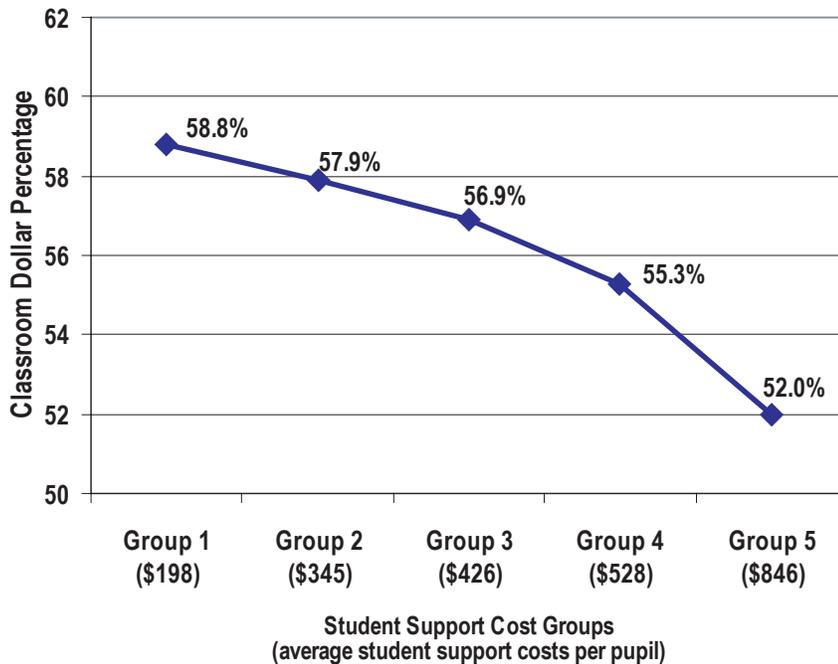


Source: Auditor General staff analysis of fiscal year 2005 School District Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by individual school districts.

<sup>1</sup> Administrative positions are based on a "full-time equivalent" calculation.

Higher student support service costs associated with lower classroom dollar percentages—As per-pupil spending on student support services increases, the classroom dollar percentage decreases, on average. Auditors ranked districts by per-pupil costs for student support services and then divided this ranking into five equal-numbered groups, with Group 1 having the lowest per-pupil student support service costs and Group 5 having the highest. Figure 5 shows the average classroom dollar percentages for these five groups. The group with the lowest per-pupil student support service costs (averaging \$198) had the highest classroom dollar percentage (58.8 percent), while the group with the highest per-pupil student support service costs (averaging \$846) had the lowest classroom dollar percentage (52 percent).

Figure 5: Classroom Dollar Percentages by Student Support Cost Groups Fiscal Year 2005



Source: Auditor General staff analysis of fiscal year 2005 School District Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by individual school districts.

As with the other noninstruction 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, districts in the highest-cost group are:

- Serving more at-risk students**—According to 2005 Census Bureau estimates, 34 percent of the students in high-cost districts live in poverty, compared to 21 percent of those in low-cost districts. On a per-pupil basis, high-cost districts also spend almost eight times more federal and state grant money on student support services than low-cost districts do. These grants include programs such as Title 1 for the disadvantaged and IDEA for children with disabilities, which are, at least in part, earmarked for student support-type activities.
- Employing more guidance counselor and social worker staff to meet at-risk student needs**—The high-cost districts have more than twice the number of guidance counselors who serve 580 students per position, while the low-cost districts' guidance counselors serve 1,027 students per position. The high-cost and low-cost districts have about the same number of social worker positions, but the high-cost district employees serve 1,712 students per

position while the low-cost district employees serve 3,410 students per position, nearly twice as many.

- **Serving more high school students**—77 percent of the high-cost districts were high school or unified, whereas 52 percent of the low-cost districts were elementary. This is likely due to high schools having more counselors who provide career guidance to high school students.

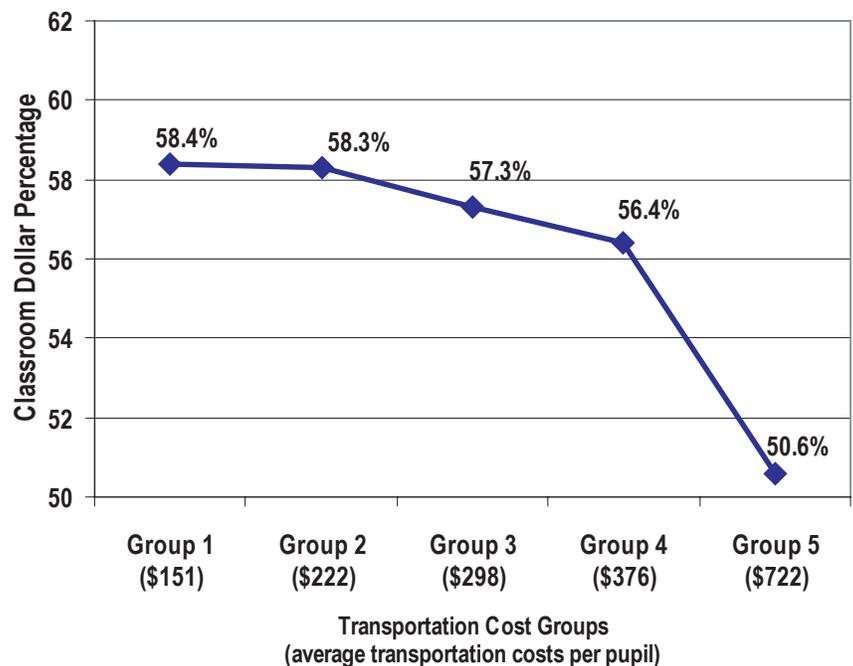
**Higher transportation costs associated with lower classroom dollar percentages**—As per-pupil spending on transportation increases, the classroom dollar percentage decreases, on average. Auditors ranked districts by per-pupil costs for transportation and then divided this ranking into five equal-numbered groups, with Group 1 having the lowest per-pupil transportation costs and Group 5 having the highest.

Figure 6 shows the average classroom dollar percentages for these five groups. The group with the lowest per-pupil transportation costs (averaging \$151) had the highest classroom dollar percentage (58.4 percent), while the group with the highest per-pupil transportation costs (averaging \$722) had the lowest classroom dollar percentage (50.6 percent).

As with other noninstructional costs, the groups with the highest and lowest per-pupil transportation costs also differed in certain characteristics. Compared to districts in the lowest per-pupil cost group, districts in the highest-cost group are:

- **Transporting students farther**—On average, the high-cost districts transport each rider 454 miles per year, over two and one-half times farther than the low-cost districts, which averaged 165 miles per year.
- **Transporting higher percentage of student population**—The high-cost districts transport, on average, 89 percent of the student population, compared to 34 percent for low-cost districts.

Figure 6: Classroom Dollar Percentages by Transportation Cost Groups Fiscal Year 2005



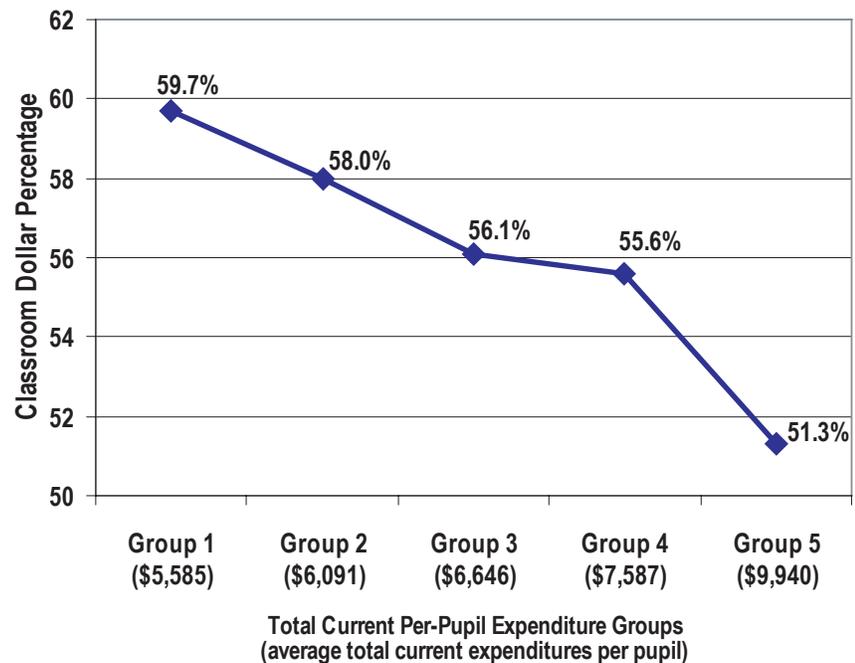
Source: Auditor General staff analysis of fiscal year 2005 School District Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by individual school districts.

## 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 allocate a greater percentage of their total resources to 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 outside the district's control, inefficient operation of noninstructional areas, and the availability of additional funding.

**High-spending districts spend 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 7 shows the average classroom dollar percentages for groups of districts ranked by their per-pupil total current expenditures and then sorted into five equal-numbered groups. As shown, the group with the highest total per-pupil spending (averaging \$9,940) had the lowest classroom dollar percentage (51.3 percent). For the high-spending districts, the additional monies flow into the classroom at a lower rate.

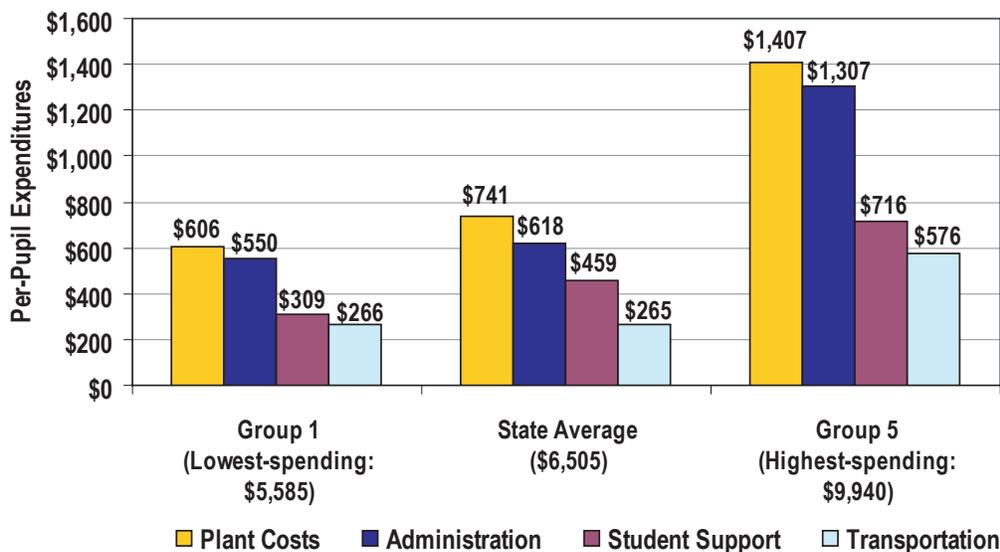
Figure 7: Classroom Dollar Percentages by Total Current Per-Pupil Expenditure Groups Fiscal Year 2005



Source: Auditor General staff analysis of fiscal year 2005 School District Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by individual school districts.

High-spending districts spend significantly more of their resources outside the classroom—As seen in Figure 8, while the lowest-spending districts spend their noninstructional dollars at rates similar to the state-wide averages, the highest-spending districts spend significantly more on plant, administration, student support, and transportation costs. Specifically, when compared to the lowest-spending districts, the highest-spending districts spent, on average, \$801 more per pupil on plant costs, \$757 more per pupil on administration, \$407 more per pupil on student support, and \$310 more per pupil on transportation; more than twice as much per pupil in each category.

Figure 8: Per-Pupil Spending on Certain Noninstructional Cost Areas by Low- and High-Spending Districts and State Average Fiscal Year 2005



Source: Auditor General staff analysis of fiscal year 2005 School District Annual Financial Reports 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 61 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, a factor

associated with higher transportation costs. Also, 52 percent of the highest-spending districts are small, whereas only 3 percent of the lowest-spending districts are.<sup>1</sup> Smaller districts have fewer students over which to spread their fixed costs. In addition, the highest-spending districts experienced a 1.3 percent decline in student population from fiscal year 2004, compared to a 13.4 percent increase for the lowest-spending group, 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 text box), can result in higher expenditures outside the classroom, and thus, lower classroom dollar percentages. In fiscal year 2005, auditors identified the following types of inefficient operations that may have contributed to lower classroom dollar percentages: high administrative staffing levels, lack of proper bidding likely resulting in higher vendor costs, inefficient bus routes resulting in low bus capacity utilization, and maintaining excessive amounts of unneeded building space.

#### Examples of Performance Audit recommendations

District staff should review and monitor:

**Administrative staffing levels** at district and schools, to reduce salary and benefit costs

**Costs per meal and meals per labor hour**, to identify and reduce high-cost areas

**Meal prices**, to determine adequacy in recovering program costs

**Food service contract terms**, such as requiring the vendor to break even or generate a profit for the district

**Cost per mile, cost per rider, miles per rider, and bus capacity utilization**, to identify inefficiencies and reduce transportation costs

**Transportation contract service terms**, to minimize built-in cost escalators and clarify billable time

**Cost per square foot**, to identify and reduce high electricity, water, and sewage costs.

<sup>1</sup> For the total 154 districts analyzed, 35 percent are in rural locations and 20 percent are small.

- **Additional revenue sources**—Higher-spending districts have more total revenues to spend. How these additional revenues are spent is within district control to varying degrees, depending on the revenue source.

On average, districts with high per-pupil total expenditures receive more federal and state grants, federal impact aid, budget overrides, small school budget adjustments, and/or rapid decline budget adjustments than lower-spending districts. The highest-spending districts spent more than three times the amount per pupil from federal and state grants, and on average, increased their Maintenance and Operation Fund budget capacity by nearly 25 percent through desegregation, federal impact aid, budget overrides, rapid decline adjustments, and/or small school adjustments. In contrast, none of the lowest-spending districts had desegregation or small school budget adjustments, and only one had a rapid decline adjustment. Also, none received significant additional monies through federal impact aid adjustments. Districts have significant control over whether monies from federal impact aid, budget overrides, small school budget adjustments, and rapid decline budget adjustments are spent in the classroom and less control over whether federal and state grants are spent in the classroom.

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 9 (see pages 24 through 26) lists the fiscal year 2005 classroom dollar percentages for each of the 208 districts grouped by size, 10 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 228 (lowest).

### Additional Revenue Sources

**Federal and State Grants**—Monies provided above and beyond district basic funding that are generally provided for specific purposes.

**Federal Impact Aid**—Additional federal monies 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.

**Budget Overrides**—Allow districts, with voter approval, to increase their expenditure budgets by a specified amount.

**Small School Budget Adjustment**—Allows districts with very few students to increase their expenditure budgets.

- Grades K-8 with 125 or fewer students
- Grades 9-12 with 100 or fewer students

**Rapid Decline Budget Adjustment**—Allows districts experiencing at least a 5 percent decline in student population to increase their expenditure budgets by a specified amount.

Source: Auditor General staff summary of the *Uniform System of Financial Records for Arizona School Districts* and Title 8 of the Elementary and Secondary Education Act of 1965.

**Table 9: Districts Grouped by Size (Average Daily Membership) and Ranked by Percentage of Dollars Spent in the Classroom<sup>1</sup> Fiscal Year 2005**

<b>Very Large (20,000+)</b>	<b>Average = 60.9%</b>	<b>Large (Concl'd)</b>	
Chandler Unified School District	63.7%	Nogales Unified School District	54.9%
Mesa Unified School District	63.3%	Yuma Union High School District	54.6%
Paradise Valley Unified School District	63.0%	Yuma Elementary School District	54.5%
Gilbert Unified School District	63.0%	Casa Grande Elementary School District	54.5%
Scottsdale Unified School District	62.3%	Apache Junction Unified School District	53.3%
Deer Valley Unified School District	61.9%		
Washington Elementary School District	60.8%	<b>Medium (600-4,999)</b>	<b>Average = 55.3%</b>
Peoria Unified School District	60.0%	Willcox Unified School District	62.8%
Tucson Unified School District	55.4%	Liberty Elementary School District	62.4%
Phoenix Union High School District	55.3%	Toltec Elementary School District	62.3%
		Blue Ridge Unified School District	62.1%
<b>Large (5,000-19,999)</b>	<b>Average = 58.4%</b>	Buckeye Elementary School District	61.4%
Higley Unified School District	65.4%	Thatcher Unified School District	61.1%
Kyrene Elementary School District	64.3%	Bullhead City Elementary School District	60.9%
Avondale Elementary School District	63.9%	Fowler Elementary School District	60.3%
Alhambra Elementary School District	61.8%	Douglas Unified School District	60.0%
Cartwright Elementary School District	61.6%	Florence Unified School District	59.9%
Lake Havasu Unified School District	61.1%	Pima Unified School District	59.6%
Flowing Wells Unified School District	60.7%	Globe Unified School District	59.4%
Humboldt Unified School District	60.5%	Payson Unified School District	59.3%
Prescott Unified School District	60.5%	Madison Elementary School District	59.3%
Tolleson Union High School District	59.9%	Ray Unified School District	59.2%
Cave Creek Unified School District	59.7%	Show Low Unified School District	59.1%
Litchfield Elementary School District	59.6%	Chino Valley Unified District	58.7%
Glendale Union High School District	59.4%	Catalina Foothills Unified School District	58.4%
Pendergast Elementary School District	58.9%	Snowflake Unified School District	58.4%
Tempe Union High School District	58.9%	Morenci Unified School District	58.3%
Marana Unified School District	58.8%	Colorado River Union High School District	58.2%
Vail Unified School District	58.5%	Littleton Elementary School District	58.2%
Roosevelt Elementary School District	58.2%	Santa Cruz Valley Unified School District	58.2%
Flagstaff Unified School District	57.9%	Mingus Union High School District	58.1%
Creighton Elementary School District	57.8%	Safford Unified School District	58.1%
Sunnyside Unified School District	57.8%	Wilson Elementary School District	58.0%
Dysart Unified School District	57.4%	Mohave Valley Elementary School District	58.0%
Crane Elementary School District	57.4%	Benson Unified School District	57.8%
Phoenix Elementary School District	57.1%	Miami Unified School District	57.7%
Amphitheater Unified School District	56.9%	Tanque Verde Unified School District	57.6%
Sierra Vista Unified School District	56.8%	Wickenburg Unified School District	57.3%
Kingman Unified School District	56.7%	Tolleson Elementary School District	57.2%
Tempe Elementary School District	55.9%	Balsz Elementary School District	57.2%
Isaac Elementary School District	55.5%	Queen Creek Unified School District	57.1%
Glendale Elementary School District	55.2%	Williams Unified School District	56.9%

<sup>1</sup> Accommodation and Joint Technological Education Districts are grouped separately.

Table 9 (Cont'd)

**Medium (Concl'd)**

Winslow Unified School District	56.8%
Fountain Hills Unified School District	56.5%
Tombstone Unified School District	56.2%
J. O. Combs Elementary School District	56.2%
Mammoth-San Manuel Unified School District	56.2%
Maricopa Unified School District	55.8%
Sahuarita Unified School District	55.8%
Murphy Elementary School District	55.7%
Holbrook Unified School District	55.6%
Nadaburg Elementary School District	55.6%
Camp Verde Unified School District	55.4%
St. Johns Unified School District	55.2%
Parker Unified School District	55.1%
Round Valley Unified School District	55.1%
Palominas Elementary School District	54.3%
Coolidge Unified School District	54.3%
Cottonwood-Oak Creek Elementary School District	53.9%
Riverside Elementary School District	53.8%
Whiteriver Unified School District	53.6%
Casa Grande Union High School District	53.3%
Saddle Mountain Unified School District	53.1%
Sedona-Oak Creek Joint Unified School District	52.7%
San Carlos Unified School District	52.5%
Buckeye Union High School District	52.1%
Window Rock Unified School District	52.0%
Bisbee Unified School District	51.4%
Agua Fria Union High School District	51.3%
Page Unified School District	51.3%
Eloy Elementary School District	51.3%
Chinle Unified School District	51.1%
Laveen Elementary School District	50.7%
Somerton Elementary School District	50.7%
Indian Oasis-Baboquivari Unified School District	49.6%
Osborn Elementary School District	49.1%
Sanders Unified School District	49.0%
Stanfield Elementary School District	48.9%
Gadsden Elementary School District	48.6%
Tuba City Unified School District	47.7%
Altar Valley Elementary School District	47.5%
Kayenta Unified School District	46.9%
Pinon Unified School District	45.8%
Red Mesa Unified School District	43.9%
Ganado Unified School District	43.5%

**Small (200-599)**

Naco Elementary School District	65.3%
Beaver Creek Elementary School District	63.9%
Clarkdale-Jerome Elementary School District	62.5%
Fredonia-Moccasin Unified School District	62.4%
Wellton Elementary School District	62.3%
Continental Elementary School District	59.6%
Ash Fork Joint Unified School District	58.9%
St. David Unified School District	58.8%
Gila Bend Unified School District	57.3%
Duncan Unified School District	57.1%
Littlefield Unified School District	55.6%
Joseph City Unified School District	55.0%
Ajo Unified School District	55.0%
Ft. Thomas Unified School District	54.5%
Picacho Elementary School District	54.1%
Superior Unified School District	53.8%
Sacaton Elementary School District	53.7%
Mayer Unified School District	53.7%
Grand Canyon Unified School District	53.7%
Antelope Union High School District	53.7%
Mohawk Valley Elementary School District	53.6%
Heber-Overgaard Unified School District	51.7%
Hayden-Winkelman Unified School District	50.3%
Union Elementary School District	49.6%
Santa Cruz Valley Union High School District	49.6%
Palo Verde Elementary School District	49.6%
Bagdad Unified School District	49.5%
Oracle Elementary District	48.7%
Quartzsite Elementary School District	48.2%
Cedar Unified School District	43.0%
Colorado City Unified School District	39.0%

**Average = 54.3%**

**Very Small (1-199)**

Blue Elementary School District	86.4%
Valentine Elementary School District	75.6%
Santa Cruz Elementary School District	70.4%
Sonoita Elementary School District	68.1%
Bonita Elementary School District	68.1%
Crown King Elementary School District	67.0%
Double Adobe Elementary School District	62.9%
Yucca Elementary School District	62.1%
Peach Springs Unified School District	60.6%
Young Elementary School District	60.2%

**Average = 54.7%**

Table 9 (Concl'd)

**Very Small (Cont'd)**

Owens-Whitney Elementary School District	59.6%
Patagonia Elementary School District	59.0%
Mcnary Elementary School District	58.8%
Bowie Unified School District	57.5%
Cochise Elementary School District	57.5%
Tonto Basin Elementary School District	56.2%
Hillside Elementary School District	56.0%
Congress Elementary School District	55.6%
Kirkland Elementary School District	55.6%
Red Rock Elementary School District	55.5%
Elfrida Elementary School District	55.4%
Valley Union High School District	55.4%
Solomon Elementary School District	55.1%
Aguila Elementary School District	55.1%
Hyder Elementary School District	55.1%
San Simon Unified School District	55.0%
Hackberry Elementary School District	55.0%
Pine Strawberry Elementary School District	54.8%
Topock Elementary School District	54.5%
Arlington Elementary School District	54.2%
Seligman Unified School District	53.9%
Yarnell Elementary School District	53.2%
Apache Elementary School District	53.2%
Pearce Elementary School District	52.4%
Pomerene Elementary School District	52.3%
Vernon Elementary School District	51.6%
Alpine Elementary School District	51.4%
Clifton Unified School District	51.1%
Maine Consolidated School District	50.7%
Skull Valley Elementary School District	49.6%
Bouse Elementary School District	49.6%
McNeal Elementary School District	49.2%
Canon Elementary School District	48.1%
Paloma Elementary School District	48.1%
Wenden Elementary School District	47.4%
Bicentennial Union High School District	47.4%
Concho Elementary School District	46.9%
Morristown Elementary School District	45.8%
Salome Consolidated Elementary School District	44.5%

**Very Small (Concl'd)**

Sentinel Elementary School District	42.7%
Ash Creek Elementary School District	42.6%
San Fernando Elementary School District	41.8%
Patagonia Union High School District	41.7%
Mobile Elementary School District	34.2%

**Accommodation Average = 46.7%**

Pima Accommodation School District	66.5%
Coconino County Regional Accommodation School District	63.9%
Ft. Huachuca Accommodation School District	60.4%
Yavapai Accommodation School District	53.1%
Rainbow Accommodation School District	51.6%
Pinal County Special Education Program	45.2%
Maricopa County Regional School District	44.7%
Mary C. O'Brien Accommodation School District	39.2%
Graham County Special Services District	39.2%
Santa Cruz County Regional School District	2.7%

**Joint Technological Education<sup>2</sup> Average = 16.9%**

East Valley Institute of Technology	56.9%
Cochise Technology School District	28.8%
Northern Arizona Vocational Institute of Technology	28.7%
Central Arizona Valley Institute of Technology	26.1%
Northeast Arizona Technological Institute of Vocational Education	10.4%
Valley Academy for Career and Technology Education	10.2%
Gila Institute for Technology	7.4%
Cobre Valley Institute of Technology District	0.7%
Coconino Association for Vocation Industry and Technology	0.0%
Western Maricopa Education Center	0.0%

<sup>2</sup> 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 2005 school district Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by individual school districts.

# CHAPTER 2

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## Districts' uses of Proposition 301 monies

School districts, charter schools, and state schools received about \$277 million of the total Proposition 301 monies collected in fiscal year 2005. 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 1 percent to 25 percent of eligible employees' pay and ranged from \$486 to \$7,904, on average. Statutory changes made during the first regular session of the 2005 Legislature will require district governing boards to adopt future Proposition 301 performance pay plans at public meetings and to address specified elements, while previously no statutory guidelines were established.

### 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. As shown in Table 10 (see page 28), 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 2005, these other distributions accounted for about \$247 million of the \$538 million in available Proposition 301 monies, or 46 percent.

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 2005, sales tax collections plus other sources to this fund totaled more than \$302 million. Using a per-pupil rate established by the Joint Legislative Budget Committee staff,

Table 10: Proposition 301 Distributions in Statutory Priority Order  
Fiscal Years 2004 and 2005  
(Unaudited)

	<b>FY 2004</b>	<b>FY 2005</b>
<b>State Tax Revenue</b>	<b><u>\$487,928,685</u></b>	<b><u>\$538,346,435</u></b>
<b>Students FIRST Debt Service Fund</b> —the amount necessary to pay annual debt service payments for outstanding state school facilities revenue bonds. The revenue bonds cannot exceed \$800 million.	66,053,206	65,814,700
<b>Universities</b> —Technology and Research Initiative Fund for investment in technology and research-based initiatives. (12 percent of amount remaining after Students FIRST deduction.)	50,625,058	56,703,808
<b>Community College Districts</b> —for districts' Workforce Development Accounts that invest in workforce development programs. (3 percent of amount remaining after Students FIRST deduction.)	12,656,264	14,175,952
<b>Tribal Assistance</b> —to community colleges owned, operated or chartered by qualifying Indian tribes for investment in workforce development and job training.	495,136	516,637
<b>Arizona Department of Education (ADE) for five programs:</b>		
• Additional School Days—to fund additional school days and the associated teacher salaries.	50,246,825	68,567,475
• School Safety programs	7,800,000	7,800,000
• Character Education matching grant program	200,000	200,000
• School Accountability—for developing performance measure and state-wide database on student attendance and academic performance.	6,855,441	7,000,000
• Failing Schools Tutoring Fund	1,500,000	1,500,000
<b>Income tax credit for sales tax paid</b> —reimburses the State's General Fund for the increased income tax credits to low-income households resulting from the sales tax increase.	<u>25,000,000</u>	<u>25,000,000</u>
<b>Available for Classroom Site Fund</b>		
Remaining Sales Tax Revenue	266,496,755	291,067,863
Permanent State School Fund earnings (Land Trust)	0	11,770,232
Monies not yet distributed to closed charter schools	(45,489)	0
Monies withheld for AIMS noncompliance <sup>1</sup>	0	(39,032)
Monies withheld for Arizona School Improvement Plan noncompliance <sup>2</sup>	0	(206,560)
Monies not yet distributed <sup>3</sup>	<u>(10,225,729)</u>	<u>(25,037,274)</u>
<b>Total Funds Distributed To Districts and Charter and State Schools—</b>	<b><u>\$256,225,537</u></b>	<b><u>\$277,555,229</u></b>

<sup>1</sup> These monies were to be distributed once schools complied with AIMS requirements.

<sup>2</sup> These monies remain in the CSF for future years' distributions; monies are not returned to a district when its plan has been submitted.

<sup>3</sup> 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 revenue collection and distribution data.

school districts received \$249 million, or about 90 percent of the \$277 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 specified that CSF monies could not be used for administrative purposes, and also required that monies directed toward class size reduction, AIMS intervention, and dropout prevention be spent only on instruction, except that they cannot be spent for athletics.<sup>1</sup> In the First Regular Session of 2005, the Legislature established the Arizona Performance Based Compensation System Task Force to evaluate and report on school districts' performance-based compensation.<sup>2</sup> 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 continued to spend more than 90 percent of Proposition 301 monies for teacher pay

As directed by Proposition 301, districts spent the majority of the CSF monies for teacher pay and related benefits. As shown in Table 11 (see page 30), the largest proportion of these monies, 93.5 percent, was used for instruction purposes, such as paying teacher salaries and benefits. Nonclassroom expenditures included such things as transportation, security, registration fees for professional development workshops, outside instructors, and supplies.

<sup>1</sup> 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.

<sup>2</sup> 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.

Table 11: Proposition 301 Expenditures by Function  
Fiscal Year 2005

Function	Base Pay	Performance Pay	Menu Options	Total Expenditures	Percentage of Total
Classroom (instruction)	\$47,583,904	\$ 95,455,003	\$ 91,379,086	\$234,417,994	93.5%
Student Support	1,634,527	2,883,559	3,438,327	7,956,413	3.2
Instruction Support	754,153	2,195,424	5,239,993	8,189,570	3.2
Administration	11,869	24,571	134,621	171,061	0.1
Plant Operations & Maintenance	0	1,214	49,611	50,825	0.0
Transportation	0	0	3,926	3,926	0.0
<b>Total Expenditures</b>	<b>\$49,984,453</b>	<b>\$100,559,771</b>	<b>\$100,245,564</b>	<b>\$250,789,789</b>	<b>100.0%</b>

Source: Auditor General staff analysis of district-reported fiscal year 2005 Annual Financial Reports and summary accounting data.

While about half of the districts include Student Support Services and Instruction Support Services staff in Proposition 301 pay increases, a few districts pay less typical costs, which may still be allowable Proposition 301 expenditures. For example, a few districts used these monies to pay employees holding administrative positions, such as dean of students, principal, and assistant principal. Two districts used a portion of Proposition 301 monies to pay for allowable interest expenses, and one district paid for teacher liability insurance, which is an allowable plant operation expense. On the other hand, as Table 12 on page 31 shows, four districts spent approximately \$117,000 of Proposition 301 menu monies for expenditures not allowed by law. Since fiscal year 2004, 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. However, the districts listed in the table also spent menu monies for these three specified programs on administration, plant operations, and transportation.

**Eligible employees included staff other than certified teachers—**In addition to providing salary increases for teachers, about one-half of the districts reported providing Proposition 301 pay increases to librarians, counselors, and others. As shown in Table 13 (see page 31), a few districts also paid Proposition 301 monies to instructional aides and other staff, such as nurses, instructional specialists, and support staff. In some cases the districts provide these other staff with performance pay but reserve the base pay increases for certified teachers.

Among those in the “Other” category, two very small districts paid Proposition 301 monies to noninstructional staff, such as bus drivers, custodians, and cafeteria workers. One of these districts indicated that these employees were also involved in its students’ education. The other district stated that cafeteria workers helped with AIMS tutoring. Further, one large district used approximately \$15,200 of menu monies to pay employees, including clerical and other support staff, for working an additional school day even though districts already receive additional state aid for this purpose.

Table 12: Proposition 301 Expenditures from Menu Options for Administration, Plant, and Transportation Functions Fiscal Year 2005

District Name	Function	Description of Expenditures	Amount Spent
Arlington Elementary School District	Transportation	Transporting students to summer school for AIMS intervention	\$ 742
Avondale Elementary School District	Transportation	Transporting students to field trips as part of dropout prevention efforts	3,184
Deer Valley Unified School District	Administration	Administration of the District's dropout prevention program, including salary and benefits for the program's principal and secretary as well as printing and binding costs for program materials.	106,187
	Plant Operations	Additionally, the District paid salary and benefit costs for a security monitor and custodian for its dropout prevention program	5,939
Somerton Elementary School District	Administration	According to the District, an accounting error caused the cost of binders to be charged as a menu monies expenditure	965
<b>Total</b>			<b>\$117,032</b>

Source: Auditor General staff analysis of district-reported Classroom Site Fund Narrative Results forms, summary accounting data, and interviews with school district officials.

Pay increases varied widely, ranging from 1 to 25 percent—Proposition 301 monies contributed significantly to teacher salaries. The 222 districts that included salary information on their required Classroom Site Fund spending reports indicated an average increase of 11 percent, or \$3,674, from Proposition 301 monies. On an individual district basis, however, the average increases ranged from 1 to 25 percent, which equated to \$486 to \$7,904 per eligible employee.

One reason for the wide variance 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 districts with more pupils. Similarly,

Table 13: Number of Districts Paying Increases by Position and Fund Fiscal Year 2005

Position	Number of Districts		
	Base Pay	Performance Pay	Menu Options
Teachers	216	215	200
Librarians	109	111	103
Counselors/Psychologists	113	115	108
Speech Pathologists/Audiologists	69	70	65
Instructional Aides	6	12	24
Other	30	31	39

Source: Auditor General staff analysis of district-reported data in fiscal year 2005 Classroom Site Fund Narrative Results forms.

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 increases generally were also paying out unspent monies from prior fiscal years in addition to fiscal year 2005 monies.

State-wide average teacher pay has increased by \$1,919 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 \$39,095 in 2005. This increase is \$1,755 less than the average Proposition 301 increase of \$3,674. Several factors may be contributing to the difference. One is that ADE has changed the methodology it uses to calculate the state-wide average teacher salaries, meaning that the 2001 averages are not fully comparable to the 2005 averages. Another contributing factor may be teacher turnover as several districts reported that declines in their average teacher salary amounts were related to more experienced, higher-paid teachers retiring and being replaced with newer teachers at the lower end of teacher pay ranges. For example, 20 districts reported decreases in teacher experience of more than 10 and up to 50 percent, and 33 districts reported declines in teacher experience of 5 to 10 percent.

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 that their performance pay goals related to student achievement, teacher development, and to parent and student satisfaction or involvement, as shown in Table 14.

Table 14: Number of Districts with Performance Pay Goals by Category  
Fiscal Year 2005

Goal Category	Number of Districts		Percentage Accomplishing Goals
	Setting Goals	Accomplishing Goals	
Student Achievement	186	178	96%
Teacher Development	113	108	96
Parent Satisfaction	85	82	96
Teacher Evaluation	70	68	97
Student Attendance	54	45	83
Leadership	51	48	94
Tutoring	44	42	95
Other	29	28	97
Teacher Attendance	27	25	93
Dropout/Graduation Rates	27	25	93

Source: Auditor General staff analysis of district-reported data indicating one or more goals set and accomplished obtained from fiscal year 2005 Classroom Site Fund Narrative Results forms.

Due to a recent change in statute, school district governing boards must adopt at a public hearing the performance-based compensation system for Proposition 301 monies.<sup>1</sup> The compensation system is to incorporate the following elements:

- School district performance and school performance
- Measures of academic progress toward the state academic standards
- Other measures of academic progress
- Dropout or graduation rates
- Attendance rates
- Parent and student ratings of school quality
- Teacher and administrators' input, including approval of the system by a vote of at least 70 percent of teachers eligible to participate in it
- An appeals process for teachers who have been denied performance-based compensation
- A regular evaluation of the system's effectiveness

However, the law also allows districts to revise these elements as long as the compensation system is adopted at a public meeting. In addition, the performance-based compensation system must provide for teacher professional development programs aligned with these elements.

As can be seen more specifically in the attached Appendix, many school districts incorporate some of these elements in their current performance pay plans. For example, 21 districts incorporated goals addressing at least six different areas of performance measurement. Specifically, these districts' plans included 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. In addition, these districts often also required improvements in student and teacher attendance rates and dropout or graduation rates as well as improved parent and/or student satisfaction with school or district quality and performance. Many of these districts further incorporated goals requiring teachers to attend a certain number of hours of professional development activities and participate in committees, mentoring, and tutoring. However, for other school districts, significant changes would be needed. For example, 29 districts' plans did not include any goals measuring academic progress or school or district performance. Of these districts, 7 based performance pay solely on teachers receiving acceptable performance evaluations.

<sup>1</sup> Laws 2005, First Regular Session, Chapter 305, which amended A.R.S. §15-977.

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 teacher development, AIMS intervention, and class size reduction.

## 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 15 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 9 on page a-4.

Table 15: 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 2005. ADM numbers are rounded to the nearest whole number. Auditors included kindergarten ADM counts 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 2005 ADM counts. District sizes were categorized as follows: <ul style="list-style-type: none"> <li>• Very Large 20,000 + ADM</li> <li>• Large 5,000 to 19,999</li> <li>• Medium 600 to 4,999</li> <li>• Small 200 to 599</li> <li>• Very Small fewer than 200</li> </ul>
Number of schools	ADE fiscal year 2005 data.
Number of certified teachers	ADE October 2004 data on full-time-equivalent (FTE) certified teachers for fiscal year 2005. Certified FTE numbers are rounded to the nearest whole number.
Student/teacher ratio, district and state for 2003, 2004, and 2005	Auditor General staff analysis of ADE's ADM and certified teacher counts for fiscal years 2003, 2004, and 2005.

Table 15 (Cont'd)

Data	Source
Average teacher salary, state 2005	ADE average annual salaries associated with full-time-equivalent certified teachers, for fiscal year 2005.
Average teacher salary, district 2003, 2004, and 2005	District-reported average fiscal years 2003, 2004, and 2005 teacher salaries, including Proposition 301 monies. Some districts reported corrections to their previously reported prior years' average salary information.
Average years' experience, district 2003, 2004, 2005, and state 2005	ADE average years' experience associated with full-time-equivalent certified teachers, by district, for fiscal years 2003, 2004, and 2005. 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 2005 school district summary accounting data and Annual Financial Reports (AFRs), and ADE's 2005 ADM counts.
Classroom dollar ranking	Auditor General staff analysis of 228 Arizona school districts' summary accounting data and AFRs. The ranking numbers are from 1 (highest) to 228 (lowest) based on percentage of dollars spent in the classroom.
5-year comparison—District and state percentages for 2001 through 2005; national percentage for 2003	Auditor General staff analysis of school district summary accounting data and AFRs for fiscal years 2001 through 2005. The 2003 national average was obtained from the U.S. Department of Education's National Center for Education Statistics (NCES), and is the most recent data available for national spending on instruction, the equivalent of classroom dollars.
Expenditures by function—District and state percentages in fiscal years 2001 through 2005	Auditor General staff analysis of school district summary accounting data for fiscal years 2001 through 2005.
Expenditures by function—National percentages	NCES fiscal year 2002 data. Although the 2005 data is not yet available, the national percentages have been relatively stable. For the most recent 5-year period that is available, fiscal years 1998 to 2002, the variations were less than 0.6 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 222 districts receiving Proposition 301 monies in fiscal year 2005.

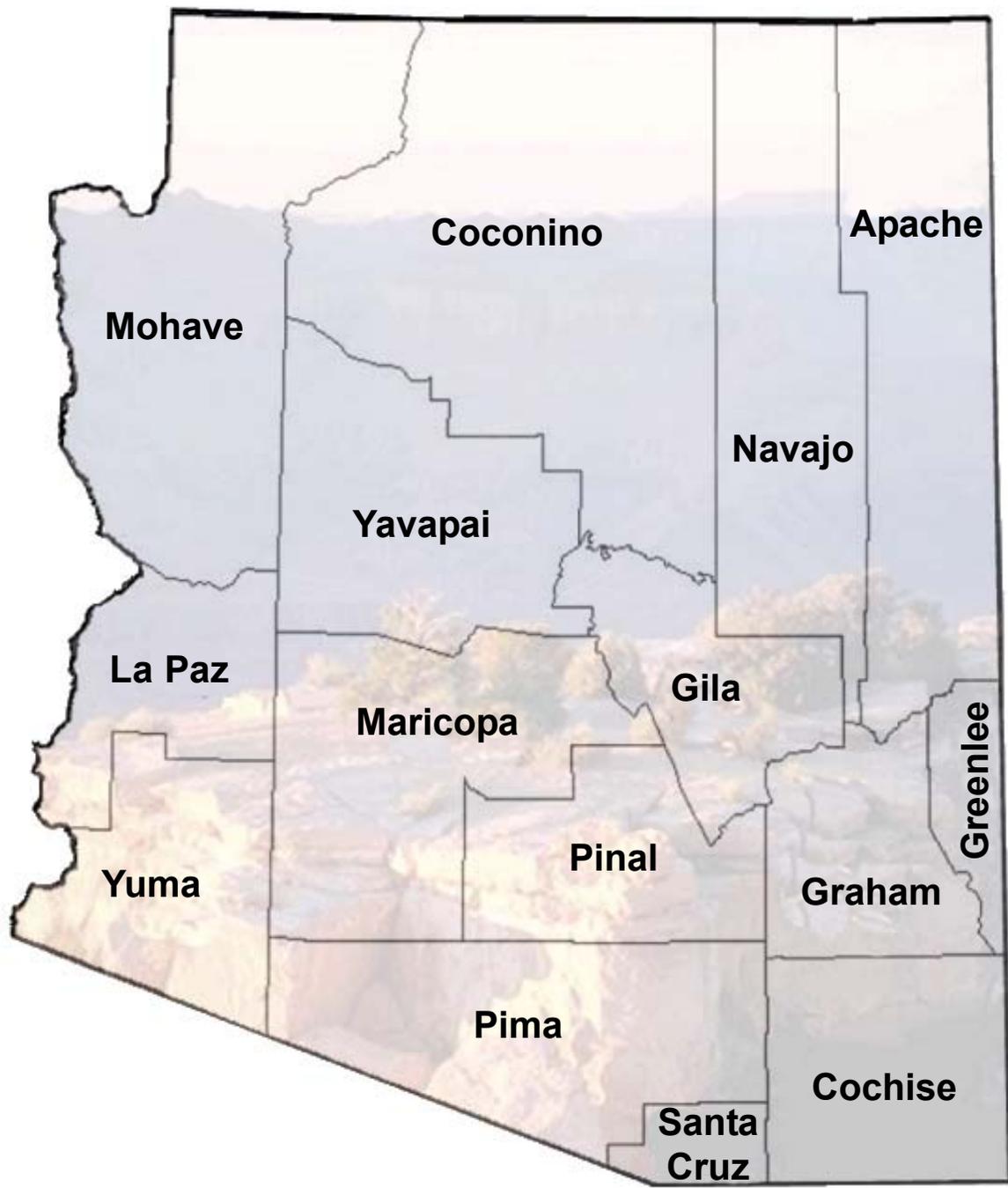
♦

Table 15 (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 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, 5, and 8, and high school. To graduate from high school, students must successfully pass these tests during high school.
ELL	English Language Learner

Figure 9: Map of Arizona Counties



# Classroom Dollars and Proposition 301 Results

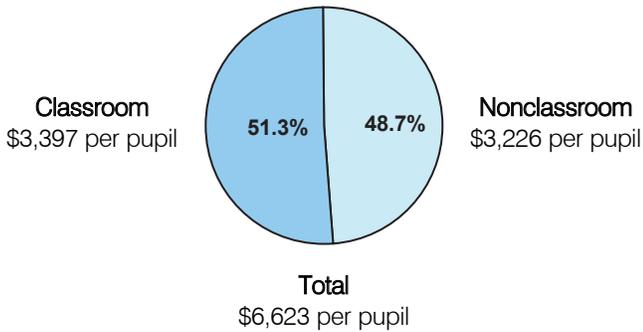
# Agua Fria Union High School District

Maricopa County

District size: Medium  
 Students attending: 4,182  
 Number of schools: 3  
 Number of certified teachers: 188

## Classroom Dollars

Fiscal year 2005

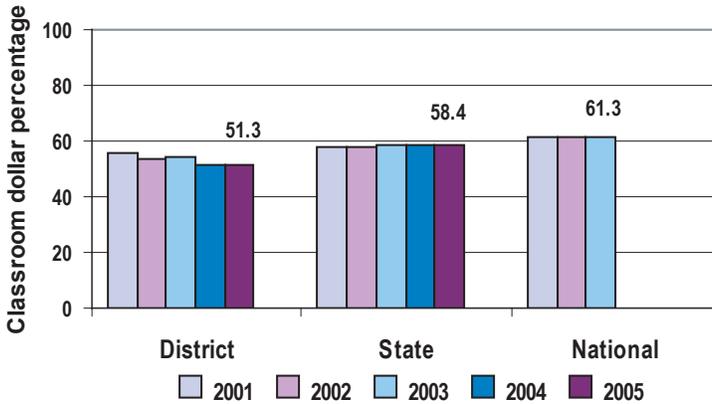


## Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	22.1	22.7	22.2	18.3
Average teacher salary	\$40,235	\$42,467	\$42,937	\$39,095
Average years' experience	8.2	7.8	7.6	8.5

Classroom dollar ranking: 172 of 228 districts.

## 5-year comparison



## Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	55.7	53.3	54.6	51.6	51.3	58.4	61.5
Nonclassroom dollars:							
Administration	11.6	13.2	11.3	11.3	11.5	9.5	11.1
Plant operations	13.9	15.4	17.6	18.4	18.2	11.4	9.5
Food service	3.8	3.7	4.2	4.6	4.6	4.8	4.0
Transportation	4.2	4.6	4.0	4.6	4.9	4.1	4.0
Student support	6.4	5.8	5.9	6.2	6.3	7.0	5.0
Instruction support	2.0	1.8	1.8	1.5	1.6	4.6	4.7
Other	2.4	2.2	0.6	1.8	1.6	0.2	0.2

## Proposition 301

### District-reported 2005 results

#### Teacher pay

- On average, each teacher earned an additional \$5,745 in salary, each librarian earned an additional \$3,349, and each counselor earned an additional \$4,853.

#### Performance

- The District accomplished its goals, which were based on individual and school performance.
- Teachers aligned their curriculum and assessments to the state standards.
- All 3 schools demonstrated 1 year's academic progress and had increased standardized test scores in English, writing, and math.

#### Menu

- Monies were used primarily to increase eligible employee compensation.
- Monies continued to pay for 1 additional math class to reduce class sizes. According to the District, this resulted in higher math scores on standardized tests.
- 3 teacher coaches were paid to mentor 34 first-year teachers and 28 second-year teachers.
- For dropout prevention, teachers helped 168 students earn graduation credits.

# Classroom Dollars and Proposition 301 Results

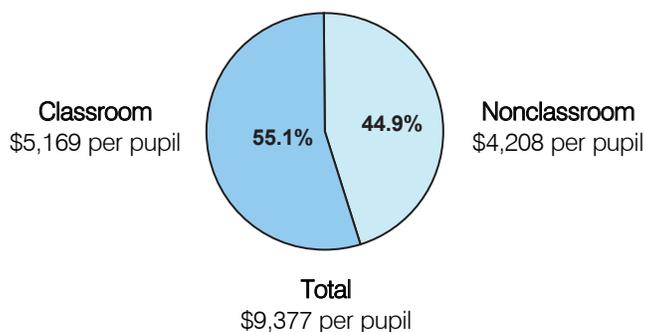
## Aguila Elementary School District

Maricopa County

District size: Very Small  
 Students attending: 165  
 Number of schools: 1  
 Number of certified teachers: 10

### Classroom Dollars

Fiscal year 2005

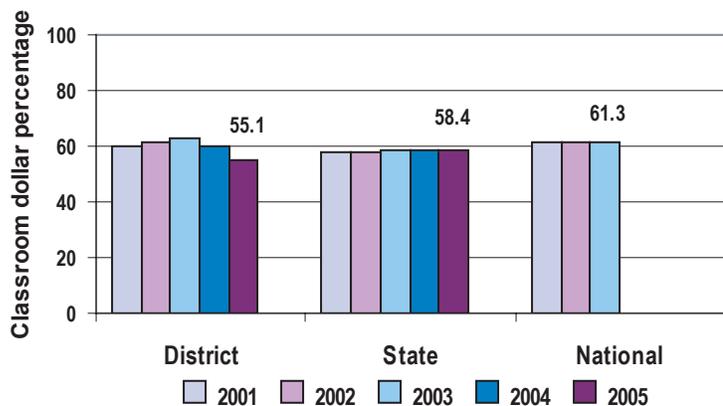


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.1	15.5	16.5	18.3
Average teacher salary	\$32,000	\$33,000	\$33,000	\$39,095
Average years' experience	8.6	9.5	7.0	8.5

Classroom dollar ranking: 127 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	59.9	61.4	62.6	59.9	55.1	58.4	61.5
Nonclassroom dollars:							
Administration	13.4	12.6	11.0	11.7	8.2	9.5	11.1
Plant operations	11.4	12.7	13.1	13.2	10.7	11.4	9.5
Food service	11.0	9.9	9.1	8.6	7.3	4.8	4.0
Transportation	3.2	3.0	2.5	2.3	2.0	4.1	4.0
Student support	1.0	0.4	0.6	0.8	1.3	7.0	5.0
Instruction support	0.1		1.1	3.4	15.4	4.6	4.7
Other				0.1		0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$5,064 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.

# Classroom Dollars and Proposition 301 Results

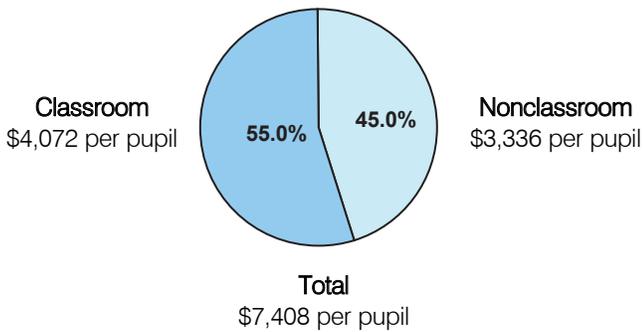
## Ajo Unified School District

Pima County

District size: Small  
 Students attending: 530  
 Number of schools: 2  
 Number of certified teachers: 32

### Classroom Dollars

Fiscal year 2005

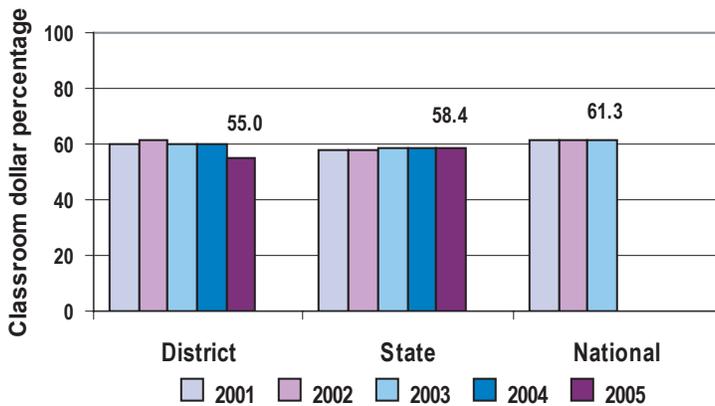


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.6	15.9	16.8	18.3
Average teacher salary	\$39,555	\$36,944	\$42,913	\$39,095
Average years' experience	11.0	10.5	9.6	8.5

Classroom dollar ranking: 133 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	60.2	61.7	60.1	60.2	55.0	58.4	61.5
Nonclassroom dollars:							
Administration	11.0	11.5	12.7	12.3	16.5	9.5	11.1
Plant operations	14.2	14.6	15.2	13.8	13.1	11.4	9.5
Food service	4.4	3.6	3.6	4.0	3.6	4.8	4.0
Transportation	0.8	0.6	0.4	0.4	0.5	4.1	4.0
Student support	4.2	5.0	4.0	4.6	5.7	7.0	5.0
Instruction support	3.7	3.0	3.3	3.9	5.5	4.6	4.7
Other	1.5		0.7	0.8	0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,755 in salary.

##### Performance

- The District accomplished its goals, which were based on district performance.
- Students' AIMS test scores and attendance rates increased.
- The percentage of parents attending parent-teacher conferences also increased.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

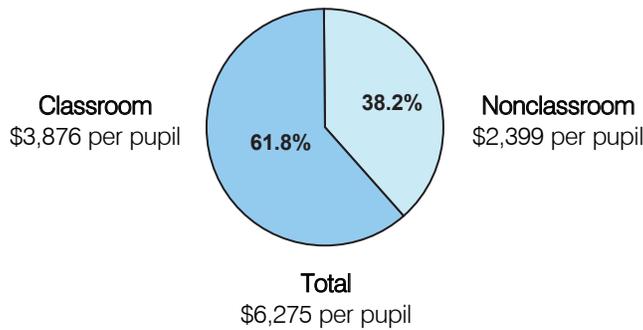
## Alhambra Elementary School District

Maricopa County

District size: Large  
 Students attending: 13,969  
 Number of schools: 15  
 Number of certified teachers: 756

### Classroom Dollars

Fiscal year 2005

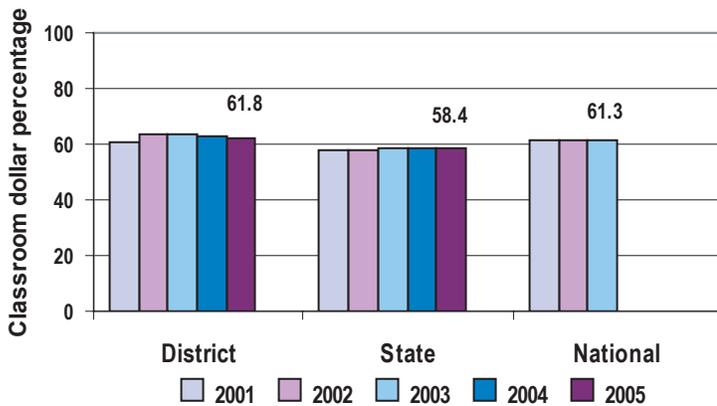


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	19.0	19.1	18.5	18.3
Average teacher salary	\$46,107	\$47,193	\$47,573	\$39,095
Average years' experience	7.7	7.9	7.3	8.5

Classroom dollar ranking: 29 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	60.8	63.8	63.6	63.0	61.8	58.4	61.5
Nonclassroom dollars:							
Administration	9.2	8.6	7.9	6.8	6.8	9.5	11.1
Plant operations	10.5	8.9	8.8	8.9	8.9	11.4	9.5
Food service	7.6	8.2	7.7	7.7	7.5	4.8	4.0
Transportation	2.7	2.6	2.6	2.7	2.7	4.1	4.0
Student support	6.2	5.4	6.4	6.5	6.9	7.0	5.0
Instruction support	2.6	2.5	3.0	4.4	5.4	4.6	4.7
Other	0.4					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, collaborative peer teacher, facilitator, and media specialist earned between \$3,462 and \$4,358 in additional salary.

##### Performance

- The District accomplished most of its goals, which 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.
- While the district-wide student achievement goal was not accomplished, 6 of the 15 schools accomplished their goals.
- Teachers each completed 15 hours of staff development, tutored students, received acceptable performance evaluations, and participated in teamwork and mentoring activities.
- Parents participated in School Improvement Councils and school events and activities.

##### Menu

- Monies were used to hire more than 3 teachers and 20 instructional aides to reduce class sizes, and for teacher development and AIMS intervention.

# Classroom Dollars and Proposition 301 Results

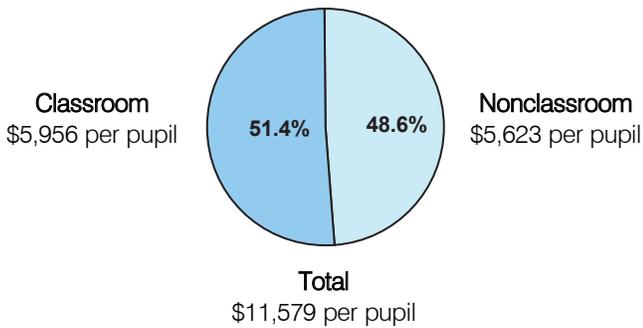
## Alpine Elementary School District

Apache County

District size: Very Small  
 Students attending: 52  
 Number of schools: 1  
 Number of certified teachers: 4

### Classroom Dollars

Fiscal year 2005

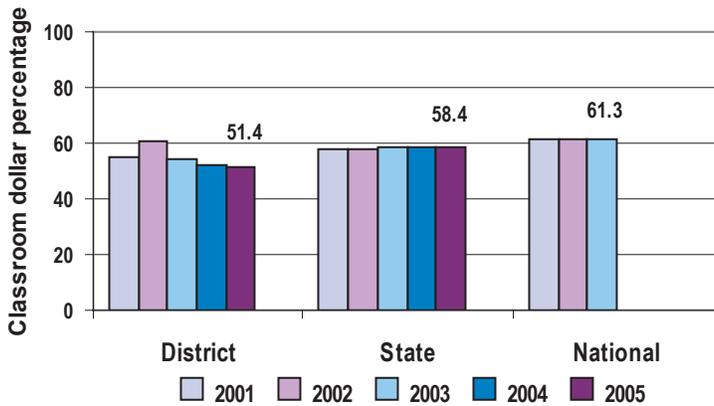


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	8.8	14.5	13.1	18.3
Average teacher salary	\$45,030	\$39,086	\$38,281	\$39,095
Average years' experience	12.9	9.3	8.8	8.5

Classroom dollar ranking: 171 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	55.3	61.0	54.3	52.3	51.4	58.4	61.5
Nonclassroom dollars:							
Administration	16.5	15.6	15.7	13.3	16.4	9.5	11.1
Plant operations	10.8	10.1	12.1	16.8	15.4	11.4	9.5
Food service						4.8	4.0
Transportation	11.9	8.5	12.3	10.7	10.6	4.1	4.0
Student support	5.2	4.8	5.2	6.8	5.3	7.0	5.0
Instruction support			0.4	0.1	0.8	4.6	4.7
Other	0.3				0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,250 in salary.

##### Performance

- The District accomplished half of its goals, which were based on school performance.
- All teachers received professional development in Six-Traits Writing and Differentiated Instruction, and science curriculum was aligned with state standards.
- The District did not meet its goals of all students achieving 1 year's growth in writing and student attendance reaching 95 percent.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

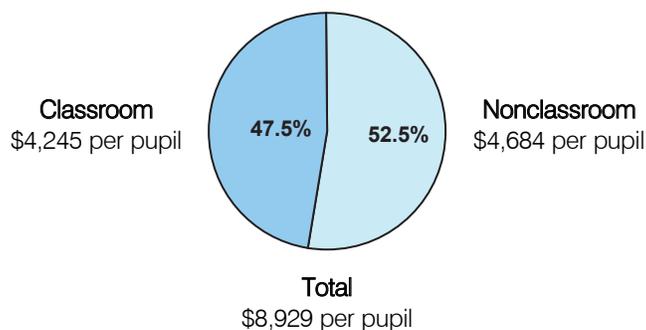
## Altar Valley Elementary School District

Pima County

District size: Medium  
 Students attending: 660  
 Number of schools: 2  
 Number of certified teachers: 42

### Classroom Dollars

Fiscal year 2005

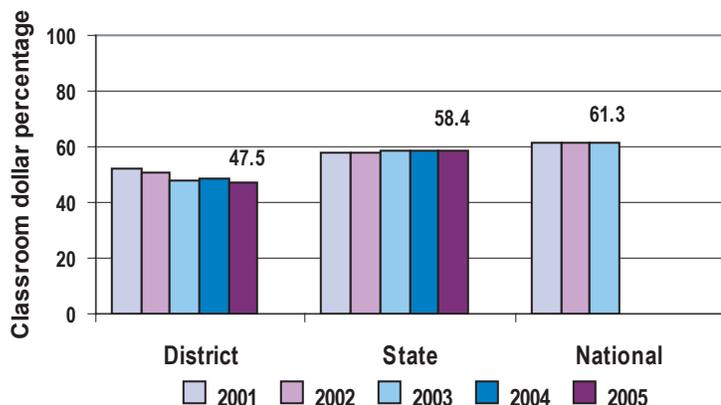


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.3	16.5	15.7	18.3
Average teacher salary	\$35,125	\$32,508	\$35,759	\$39,095
Average years' experience	8.8	7.8	7.5	8.5

Classroom dollar ranking: 198 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	52.0	51.0	47.7	48.6	47.5	58.4	61.5
Nonclassroom dollars:							
Administration	12.5	12.1	14.5	13.2	13.0	9.5	11.1
Plant operations	10.4	10.5	10.7	12.1	12.8	11.4	9.5
Food service	7.0	6.2	6.6	6.3	5.8	4.8	4.0
Transportation	11.4	11.9	10.4	9.8	10.7	4.1	4.0
Student support	5.3	6.7	6.0	6.6	6.9	7.0	5.0
Instruction support	1.4	1.6	4.1	3.4	3.2	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and librarian earned an additional \$2,514 in salary, and the speech pathologist and counselor earned an additional \$1,688.

##### Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on individual performance.
- Teachers received acceptable performance evaluations and participated in committee work and activities such as after-school tutoring aimed at improving student achievement.

##### Menu

- Similar to the prior fiscal year, monies were used primarily to pay for increased health insurance premiums.
- Monies were also used to increase teacher salaries.

# Classroom Dollars and Proposition 301 Results

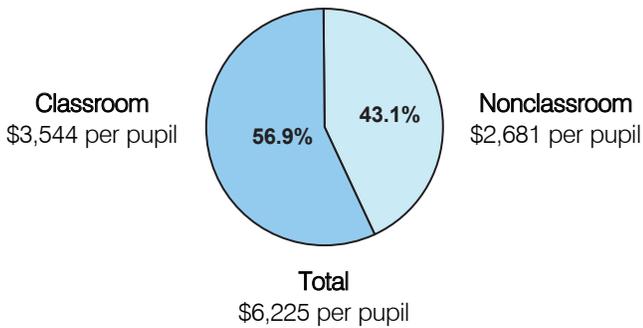
# Amphitheater Unified School District

Pima County

District size: Large  
 Students attending: 16,207  
 Number of schools: 20  
 Number of certified teachers: 955

## Classroom Dollars

Fiscal year 2005

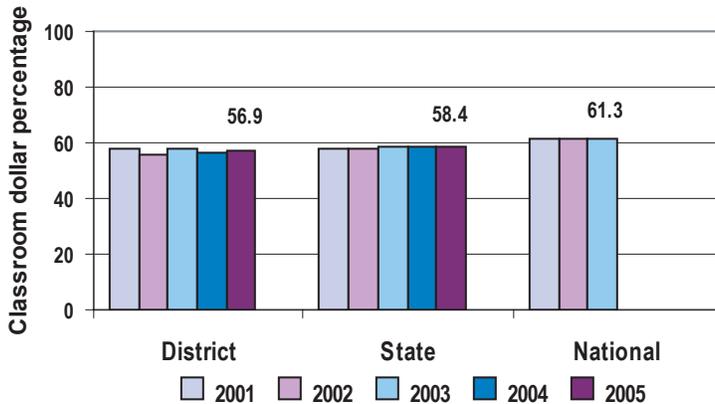


## Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.4	17.5	17.0	18.3
Average teacher salary	\$40,289	\$38,138	\$38,741	\$39,095
Average years' experience	9.7	9.5	9.2	8.5

Classroom dollar ranking: 96 of 228 districts.

## 5-year comparison



## Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	57.6	55.8	57.8	55.9	56.9	58.4	61.5
Nonclassroom dollars:							
Administration	11.3	10.5	9.9	10.2	9.9	9.5	11.1
Plant operations	13.7	14.4	13.8	13.7	13.2	11.4	9.5
Food service	3.6	4.6	3.5	4.0	4.0	4.8	4.0
Transportation	4.5	4.9	4.9	4.6	4.9	4.1	4.0
Student support	5.0	4.9	4.8	5.7	6.0	7.0	5.0
Instruction support	3.9	4.7	5.1	5.7	5.0	4.6	4.7
Other	0.4	0.2	0.2	0.2	0.1	0.2	0.2

## Proposition 301

### District-reported 2005 results

#### Teacher pay

- On average, each teacher, librarian, and counselor earned \$4,747 in additional salary, which does not include a portion of performance pay distributed in 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 performance.
- Schools assessed student achievement in reading, writing, or math.
- Other goals related to student attendance, teacher development, dropout and graduation rates, and parent-student satisfaction.

#### Menu

- Monies were used primarily to increase eligible employee compensation.
- Tutors were hired for AIMS intervention.
- An ongoing assessment system was developed to help guide instructional decisions, and align them with state standards.
- Teachers attended workshops focused on implementing standards and assessing students in reading and math.

# Classroom Dollars and Proposition 301 Results

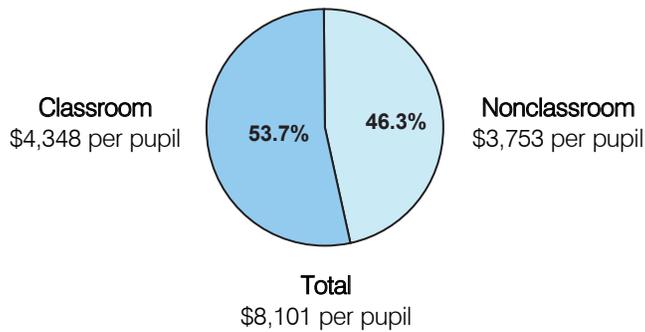
## Antelope Union High School District

Yuma County

District size: Small  
 Students attending: 352  
 Number of schools: 1  
 Number of certified teachers: 22

### Classroom Dollars

Fiscal year 2005

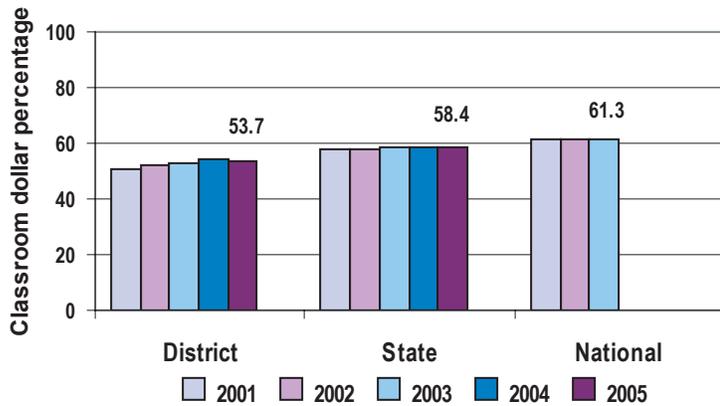


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.3	15.8	16.4	18.3
Average teacher salary	\$34,178	\$38,848	\$38,246	\$39,095
Average years' experience	7.9	8.4	8.6	8.5

Classroom dollar ranking: 152 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	51.0	52.4	52.9	54.1	53.7	58.4	61.5
Nonclassroom dollars:							
Administration	14.5	13.4	13.8	12.9	13.2	9.5	11.1
Plant operations	14.0	14.3	14.7	13.8	12.9	11.4	9.5
Food service	5.9	5.8	5.7	5.3	6.2	4.8	4.0
Transportation	9.8	9.3	8.3	8.4	9.1	4.1	4.0
Student support	2.3	2.2	2.7	2.9	3.2	7.0	5.0
Instruction support	2.5	2.6	1.9	2.6	1.7	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and counselor earned an additional \$4,762 in salary.

##### Performance

- The District accomplished most of its goals, which were based on district performance.
- The percentage of students meeting or exceeding the AIMS standards in reading, writing, and math increased.
- All teachers completed 30 hours of professional development concentrating on effective instructional strategies, student engagement, and academic rigor.
- Each teacher monitored and mentored 5 at-risk students throughout the school year.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

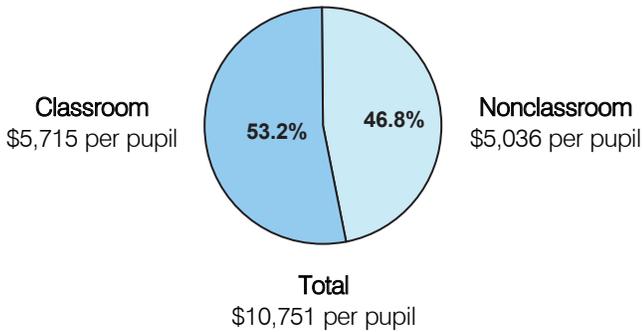
## Apache Elementary School District

Cochise County

District size: Very Small  
 Students attending: 13  
 Number of schools: 1  
 Number of certified teachers: 1

### Classroom Dollars

Fiscal year 2005

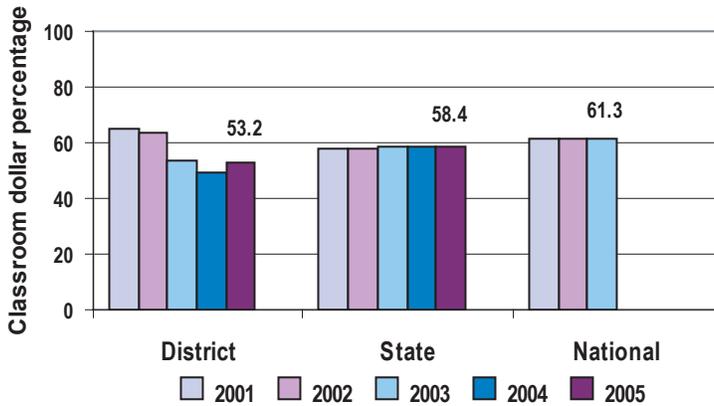


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	13.0	17.0	13.0	18.3
Average teacher salary	n/a	n/a	n/a	\$39,095
Average years' experience	15.0	9.0	n/a	8.5

Classroom dollar ranking: 158 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	64.9	63.7	53.6	49.0	53.2	58.4	61.5
Nonclassroom dollars:							
Administration	10.6	12.1	15.5	16.2	15.1	9.5	11.1
Plant operations	8.8	9.2	11.5	12.5	15.2	11.4	9.5
Food service						4.8	4.0
Transportation	11.9	11.1	12.4	17.7	14.6	4.1	4.0
Student support	3.4	2.9	5.0	1.0		7.0	5.0
Instruction support	0.2	1.0	2.0	3.6	1.9	4.6	4.7
Other	0.2					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- The teacher earned an additional \$486 in salary.

##### Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were linked to student achievement and attendance; teacher attendance, professional development, and performance evaluations; and parent satisfaction.
- Not all student achievement and attendance goals were met.

##### Menu

- Monies were used for teacher compensation and AIMS intervention, and for the teacher to continue completing courses toward a degree in special education.

# Classroom Dollars and Proposition 301 Results

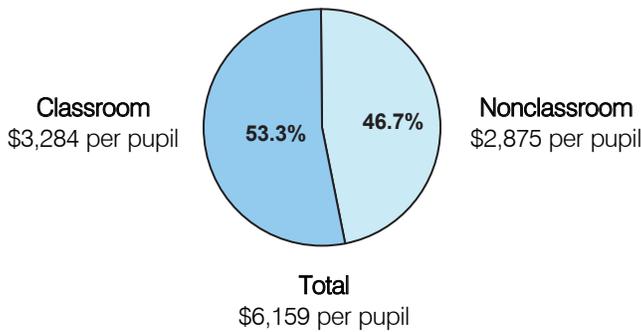
## Apache Junction Unified School District

Pinal County

District size: Large  
 Students attending: 5,538  
 Number of schools: 9  
 Number of certified teachers: 308

### Classroom Dollars

Fiscal year 2005

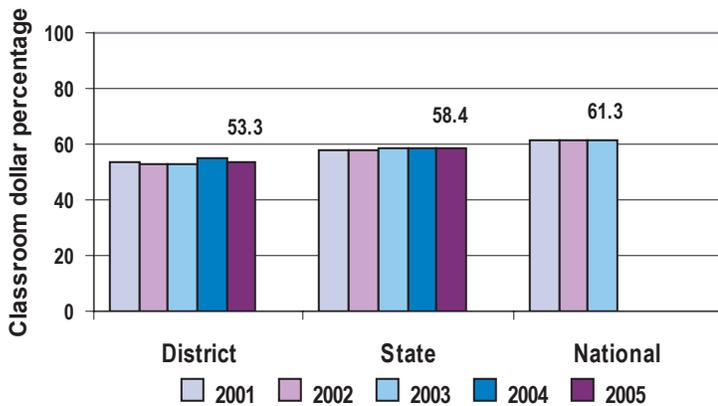


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	19.0	18.1	18.0	18.3
Average teacher salary	\$35,984	\$37,360	\$36,990	\$39,095
Average years' experience	8.7	8.6	8.4	8.5

Classroom dollar ranking: 156 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	53.8	53.0	53.1	55.2	53.3	58.4	61.5
Nonclassroom dollars:							
Administration	10.9	10.2	9.3	8.8	9.6	9.5	11.1
Plant operations	14.0	13.9	14.9	14.0	14.2	11.4	9.5
Food service	3.8	3.9	3.8	4.0	3.9	4.8	4.0
Transportation	5.7	5.8	5.2	5.5	5.7	4.1	4.0
Student support	6.8	6.7	8.0	7.6	8.1	7.0	5.0
Instruction support	3.5	4.9	4.4	4.7	5.0	4.6	4.7
Other	1.5	1.6	1.3	0.2	0.2	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and librarian earned between \$3,289 and \$3,350 in additional salary, and each speech pathologist, audiologist, and counselor earned between \$2,200 and \$2,447.

##### Performance

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

##### Menu

- The District continued to use monies to employ 1 high-school, 1 middle-school, and 7 elementary-school teachers to reduce class sizes.
- 50 new teachers attended up to 5 days of professional development activities prior to the start of the school year.
- All teachers were compensated for an additional 2 days of professional development activities.

# Classroom Dollars and Proposition 301 Results

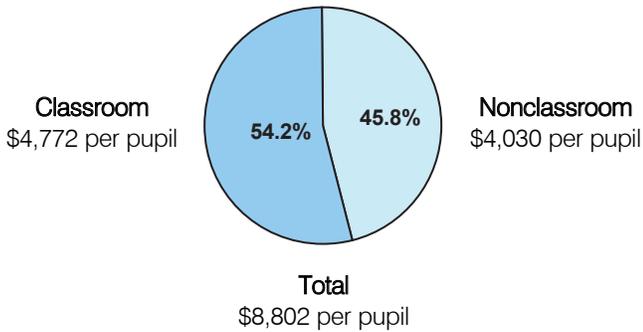
## Arlington Elementary School District

Maricopa County

District size: Very Small  
 Students attending: 198  
 Number of schools: 1  
 Number of certified teachers: 11

### Classroom Dollars

Fiscal year 2005

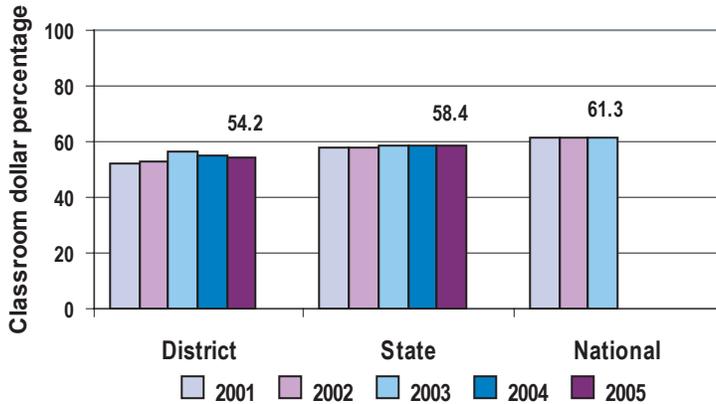


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.1	18.7	18.8	18.3
Average teacher salary	\$36,450	\$39,596	\$40,100	\$39,095
Average years' experience	9.6	8.1	7.4	8.5

Classroom dollar ranking: 143 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	52.4	52.9	56.5	55.1	54.2	58.4	61.5
Nonclassroom dollars:							
Administration	17.9	19.6	12.4	12.5	12.5	9.5	11.1
Plant operations	17.7	15.5	11.7	13.0	11.7	11.4	9.5
Food service	7.0	6.9	9.6	8.7	7.9	4.8	4.0
Transportation	3.8	3.8	6.4	6.5	7.3	4.1	4.0
Student support	1.0	1.1	2.7	4.1	6.3	7.0	5.0
Instruction support	0.2	0.2	0.7	0.1	0.1	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,920 in 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 related to student achievement were measured by classroom test results and observations.
- Other goals required teachers' attendance at professional development activities, acceptable performance evaluations, and parent satisfaction.

##### Menu

- The District continued to pay for a summer AIMS intervention program to help students who did not pass the AIMS test.
- Monies were also used to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

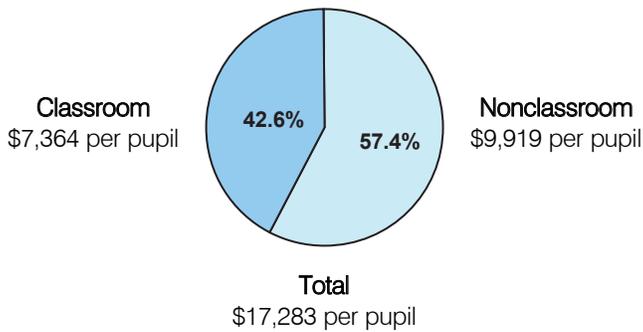
## Ash Creek Elementary School District

Cochise County

District size: Very Small  
 Students attending: 36  
 Number of schools: 1  
 Number of certified teachers: 4

### Classroom Dollars

Fiscal year 2005

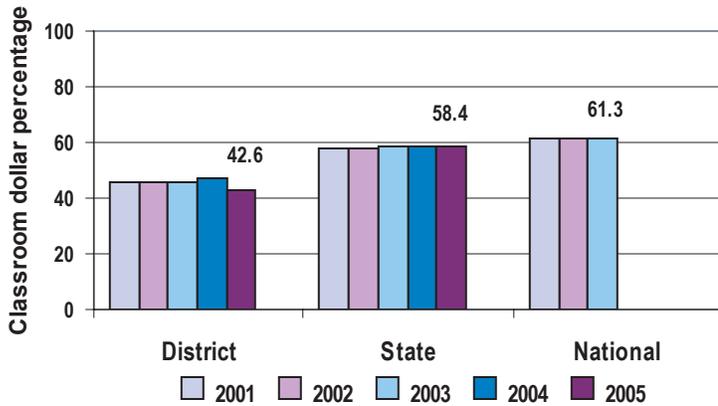


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	8.8	6.8	9.1	18.3
Average teacher salary	n/a	\$36,097	\$32,400	\$39,095
Average years' experience	11.6	12.2	7.0	8.5

Classroom dollar ranking: 212 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	45.5	45.6	45.5	47.4	42.6	58.4	61.5
Nonclassroom dollars:							
Administration	26.5	24.7	24.5	23.9	26.1	9.5	11.1
Plant operations	9.4	9.8	10.3	11.4	16.1	11.4	9.5
Food service	6.1	6.3	5.5	5.6	6.1	4.8	4.0
Transportation	10.1	11.0	9.9	8.2	4.5	4.1	4.0
Student support	1.7	1.8	3.2	2.5	3.0	7.0	5.0
Instruction support	0.7	0.8	1.1	1.0	1.6	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,570 in salary, and each instructional aide earned an additional \$1,866 in salary.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- Students' AIMS test scores increased by 1 percent.
- Preschool through 8th-grade teachers aligned at least 60 lessons in math and reading to the state standards using a computer template developed by the District's mentor teacher.
- Teachers attended Saturday math and language arts training, earned college credits, and attended professional development workshops.

##### Menu

- Monies were used to pay for teachers and an instructional aide to attend a Saturday math training and earn college credits.

# Classroom Dollars and Proposition 301 Results

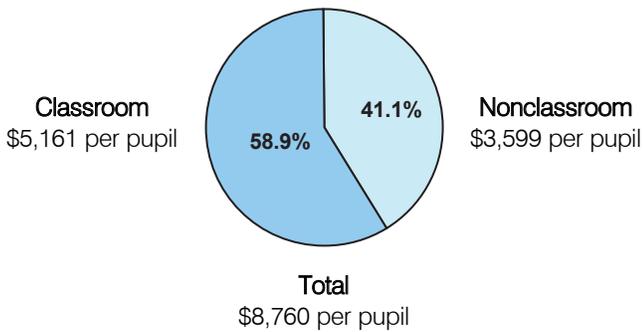
## Ash Fork Joint Unified School District

Yavapai County

District size: Small  
 Students attending: 224  
 Number of schools: 3  
 Number of certified teachers: 16

### Classroom Dollars

Fiscal year 2005

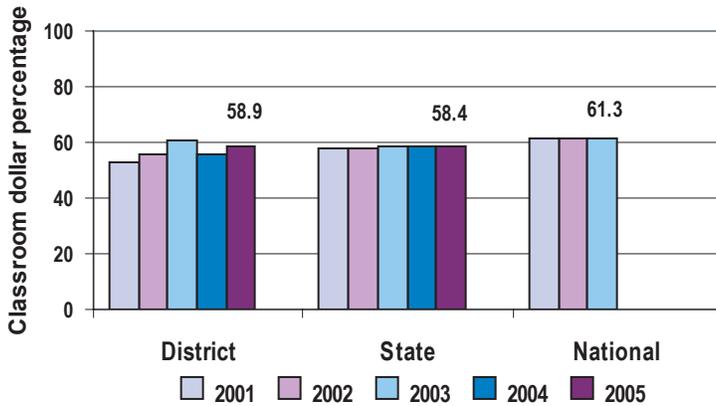


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	12.5	11.8	14.0	18.3
Average teacher salary	\$31,609	\$31,573	\$42,108	\$39,095
Average years' experience	7.5	9.5	9.3	8.5

Classroom dollar ranking: 60 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	53.1	55.4	60.8	55.6	58.9	58.4	61.5
Nonclassroom dollars:							
Administration	19.9	20.7	18.4	20.5	19.7	9.5	11.1
Plant operations	13.4	13.3	11.3	15.5	13.6	11.4	9.5
Food service	3.4	3.4	2.7	4.0	3.2	4.8	4.0
Transportation	3.1	2.4	2.7	2.1	1.4	4.1	4.0
Student support	6.3	3.2	2.3	2.1	1.5	7.0	5.0
Instruction support	0.8	1.6	1.8	0.2	1.6	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,227 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.
- Goals called for increased student achievement, and for teachers to receive acceptable performance evaluations and attend training sessions on Arizona standards and the No Child Left Behind Act.

##### Menu

- Monies were used primarily to increase teacher compensation and also for teacher development activities in an effort to attract and retain highly qualified staff.

# Classroom Dollars and Proposition 301 Results

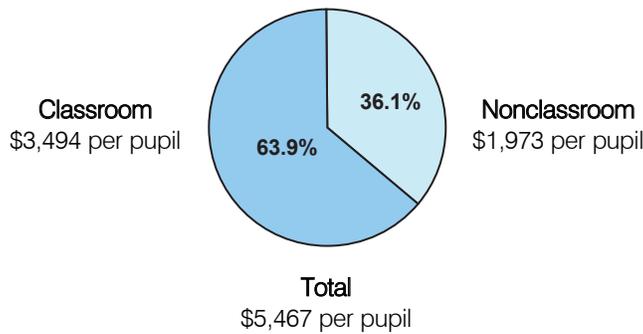
## Avondale Elementary School District

Maricopa County

District size: Large  
 Students attending: 5,185  
 Number of schools: 7  
 Number of certified teachers: 257

### Classroom Dollars

Fiscal year 2005

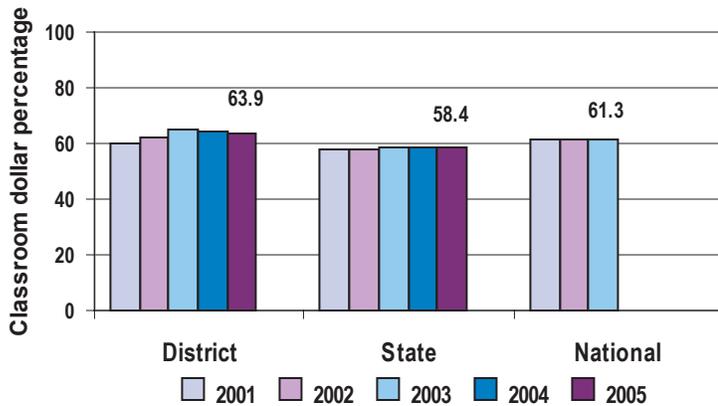


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	19.0	19.0	20.2	18.3
Average teacher salary	\$42,053	\$42,280	\$44,801	\$39,095
Average years' experience	8.3	8.1	6.8	8.5

Classroom dollar ranking: 13 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	60.1	62.4	64.8	64.1	63.9	58.4	61.5
Nonclassroom dollars:							
Administration	9.8	9.2	8.9	8.3	8.0	9.5	11.1
Plant operations	10.7	9.9	9.3	8.7	8.5	11.4	9.5
Food service	7.0	6.4	6.1	6.3	6.3	4.8	4.0
Transportation	3.1	2.9	2.8	3.0	2.8	4.1	4.0
Student support	4.2	4.2	4.1	4.6	4.8	7.0	5.0
Instruction support	5.1	5.0	4.0	5.0	5.6	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$1,853 to \$2,683 in salary, which does not include approximately \$640 in performance pay distributed in fiscal year 2006. Each instructional aide earned an additional \$479.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- All schools met adequate yearly progress objectives or were labeled "performing" or better by ADE for AZ LEARNS.
- Student attendance was above 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 practices guidelines.
- Parent-student workshops were held.

##### Menu

- 2 teachers were hired to reduce class sizes.
- 189 teachers tutored 600 students after school.
- 189 students at risk of dropping out participated in summer school programs.

# Classroom Dollars and Proposition 301 Results

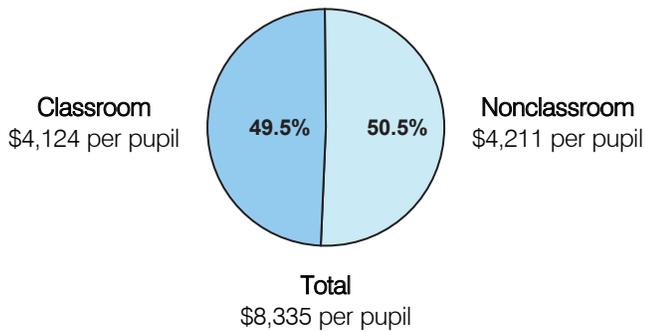
## Bagdad Unified School District

Yavapai County

District size: Small  
 Students attending: 282  
 Number of schools: 2  
 Number of certified teachers: 18

### Classroom Dollars

Fiscal year 2005

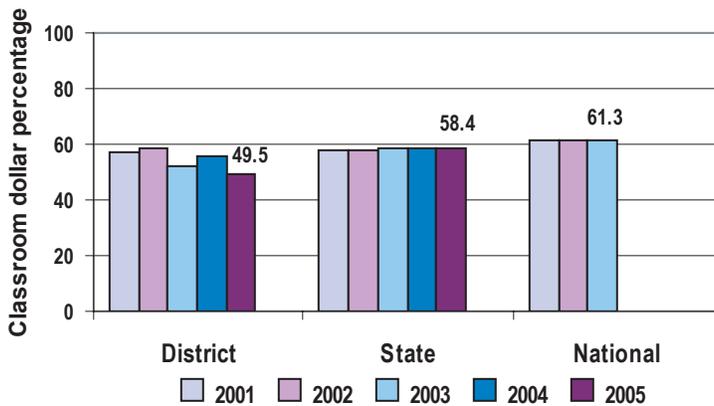


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.4	16.3	15.8	18.3
Average teacher salary	\$36,176	\$35,494	\$37,075	\$39,095
Average years' experience	8.5	9.5	8.6	8.5

Classroom dollar ranking: 187 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	57.5	58.4	52.4	55.9	49.5	58.4	61.5
Nonclassroom dollars:							
Administration	15.6	17.2	20.2	20.0	20.4	9.5	11.1
Plant operations	20.6	18.8	21.5	17.7	18.0	11.4	9.5
Food service					4.5	4.8	4.0
Transportation	1.9	1.2	1.7	2.5	2.3	4.1	4.0
Student support	3.1	2.6	1.8	1.6	1.6	7.0	5.0
Instruction support	1.2	1.8	2.3	2.3	3.7	4.6	4.7
Other	0.1		0.1			0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,945 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.
- Goals were linked to student achievement on standardized tests, student attendance, teacher participation in professional development activities, teacher attendance, performance evaluations, and communication with parents through newsletters and conferences.

##### Menu

- 1 teacher was hired and courses were offered via correspondence and through the Distance Education School to reduce class sizes.
- 11 teachers were each compensated for attending 40 hours of professional development activities.
- Monies were also used to pay for tutoring, Saturday school, and summer credit recovery programs for dropout prevention.

# Classroom Dollars and Proposition 301 Results

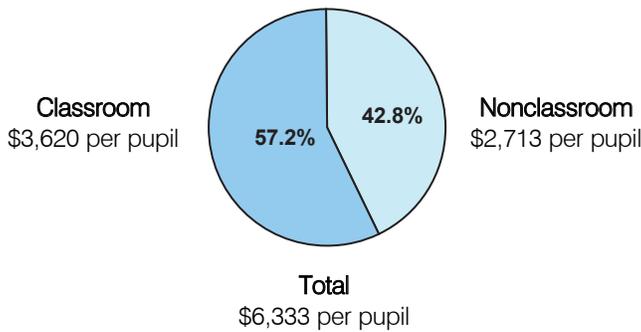
## Balsz Elementary School District

Maricopa County

District size: Medium  
 Students attending: 3,432  
 Number of schools: 5  
 Number of certified teachers: 192

### Classroom Dollars

Fiscal year 2005

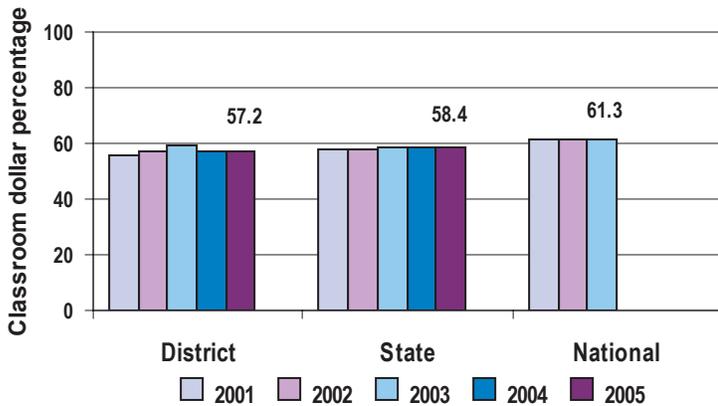


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.6	17.6	17.9	18.3
Average teacher salary	\$36,773	\$39,039	\$38,280	\$39,095
Average years' experience	6.8	6.7	6.4	8.5

Classroom dollar ranking: 91 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	55.7	57.4	59.4	56.9	57.2	58.4	61.5
Nonclassroom dollars:							
Administration	9.4	9.2	9.3	9.5	9.4	9.5	11.1
Plant operations	11.6	11.1	9.9	11.7	10.5	11.4	9.5
Food service	7.8	6.8	6.4	7.7	7.7	4.8	4.0
Transportation	3.7	3.4	3.5	3.2	3.0	4.1	4.0
Student support	7.7	7.9	7.5	7.8	7.4	7.0	5.0
Instruction support	4.1	4.0	4.0	3.2	4.8	4.6	4.7
Other		0.2				0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$3,379 in salary.

##### Performance

- The District accomplished its goals, which were based on student achievement and teacher development.
- 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 the Six Traits of Writing or Step-Up to Writing.

##### Menu

- Monies were primarily used to increase eligible employee compensation.
- 2 ELL teachers were hired to support student learning groups and teachers and to reduce class size.

# Classroom Dollars and Proposition 301 Results

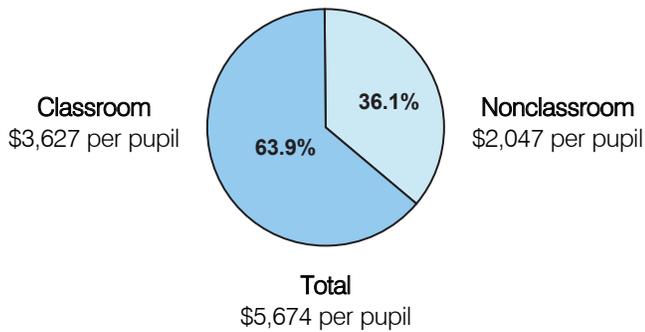
# Beaver Creek Elementary School District

Yavapai County

District size: Small  
 Students attending: 299  
 Number of schools: 1  
 Number of certified teachers: 20

## Classroom Dollars

Fiscal year 2005

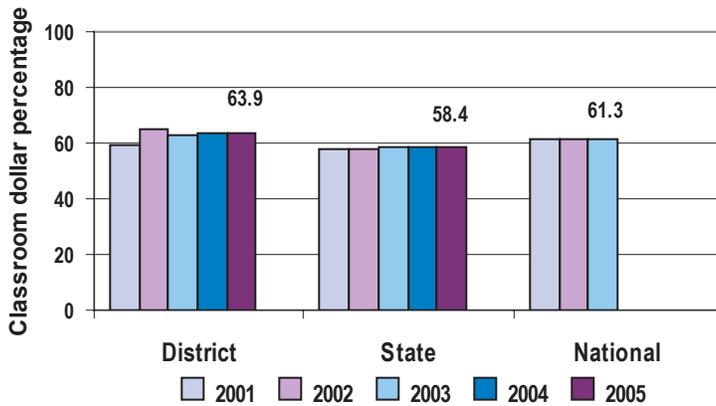


## Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	14.8	14.6	15.0	18.3
Average teacher salary	\$36,529	\$39,758	\$36,624	\$39,095
Average years' experience	8.9	9.1	8.4	8.5

Classroom dollar ranking: 12 of 228 districts.

## 5-year comparison



## Expenditures by function

	District Percentage					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	59.4	65.0	63.1	63.6	63.9	58.4	61.5
Nonclassroom dollars:							
Administration	12.2	10.8	11.4	10.7	9.6	9.5	11.1
Plant operations	11.6	9.3	9.6	9.6	10.3	11.4	9.5
Food service	9.6	8.4	9.1	8.6	9.2	4.8	4.0
Transportation	5.7	4.8	5.0	5.0	5.3	4.1	4.0
Student support	1.0	1.4	1.3	1.9	1.3	7.0	5.0
Instruction support	0.5	0.3	0.5	0.6	0.4	4.6	4.7
Other						0.2	0.2

## Proposition 301

### District-reported 2005 results

#### Teacher pay

- On average, each teacher earned an additional \$3,624 in salary, which excludes performance pay that was distributed in fiscal year 2006.

#### Performance

- The District accomplished its goals, which were based on district and individual performance.
- Standardized testing was used to measure kindergarten through 3rd-grade students' reading proficiency after teachers had received professional development.
- The District provided tutoring, and student grades improved.

#### Menu

- 20 teachers earned additional compensation by participating in special projects, such as curriculum alignment and parent-school connections.
- For teacher development, 17 teachers participated in workshops and professional development in reading, Structured English Immersion, and science.

# Classroom Dollars and Proposition 301 Results

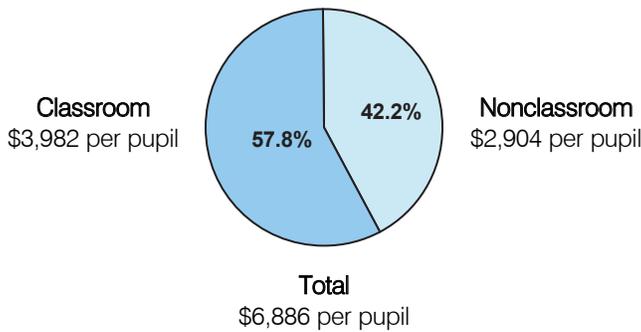
## Benson Unified School District

Cochise County

District size: Medium  
 Students attending: 977  
 Number of schools: 2  
 Number of certified teachers: 66

### Classroom Dollars

Fiscal year 2005

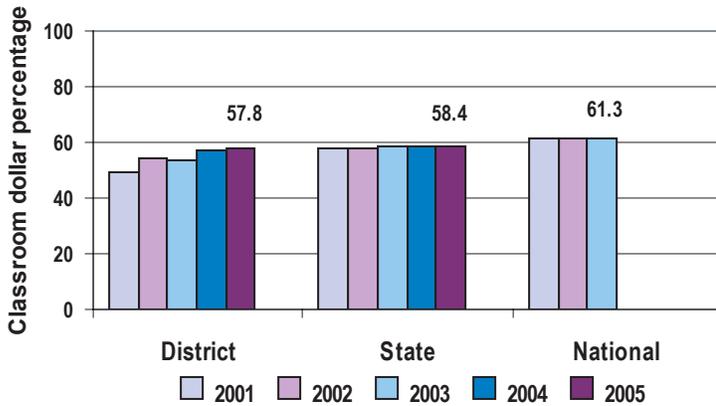


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.4	14.4	14.9	18.3
Average teacher salary	\$38,208	\$38,253	\$36,950	\$39,095
Average years' experience	9.6	9.1	9.1	8.5

Classroom dollar ranking: 79 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	49.5	54.0	53.7	57.4	57.8	58.4	61.5
Nonclassroom dollars:							
Administration	10.1	10.0	10.4	9.7	11.2	9.5	11.1
Plant operations	17.7	13.5	14.3	15.3	13.2	11.4	9.5
Food service	3.6	3.5	3.9	3.5	3.3	4.8	4.0
Transportation	5.5	5.6	5.8	4.7	5.0	4.1	4.0
Student support	7.4	6.8	7.3	7.0	6.3	7.0	5.0
Instruction support	6.2	6.6	4.6	2.4	3.2	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned an additional \$4,149 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' standardized test scores increased at all 3 schools.
- Parent contact logs showed an increase in parent survey returns.
- The District's graduation rate increased.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

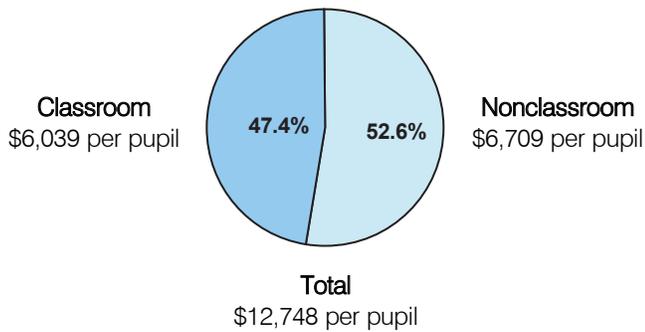
## Bicentennial Union High School District

La Paz County

District size: Very Small  
 Students attending: 142  
 Number of schools: 1  
 Number of certified teachers: 11

### Classroom Dollars

Fiscal year 2005

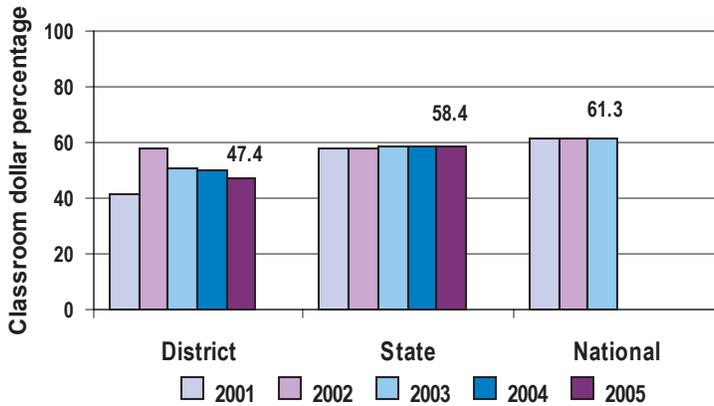


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	11.3	14.8	12.9	18.3
Average teacher salary	\$38,262	\$35,307	\$34,096	\$39,095
Average years' experience	7.8	8.5	6.9	8.5

Classroom dollar ranking: 200 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	41.6	58.2	50.6	50.1	47.4	58.4	61.5
Nonclassroom dollars:		n/a					
Administration	14.9		9.8	10.0	11.7	9.5	11.1
Plant operations	18.7		15.7	17.3	17.1	11.4	9.5
Food service	6.4		5.4	4.8	4.0	4.8	4.0
Transportation	11.3		12.8	12.7	10.7	4.1	4.0
Student support	0.1		3.0	0.8	3.6	7.0	5.0
Instruction support	5.1		2.7	4.3	5.5	4.6	4.7
Other	1.9					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and counselor earned an additional \$5,397 in salary.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on individual performance.
- Goals called for teachers to each recommend a student for recognition to encourage increased student achievement.
- Teachers were also required to attend professional development activities and implement the information learned; improve instruction and maintain a learning environment as evidenced through performance evaluations; evaluate and improve lesson plans; exhibit professional behavior; and regularly provide documentation of communications with parents.

##### Menu

- Monies were used solely to increase eligible employee compensation. The District indicates that this allowed it to offer salaries competitive with more urban districts that have greater financial resources.

# Classroom Dollars and Proposition 301 Results

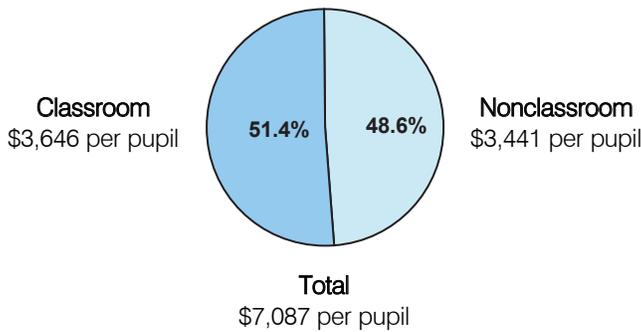
## Bisbee Unified School District

Cochise County

District size: Medium  
 Students attending: 1,022  
 Number of schools: 4  
 Number of certified teachers: 60

### Classroom Dollars

Fiscal year 2005

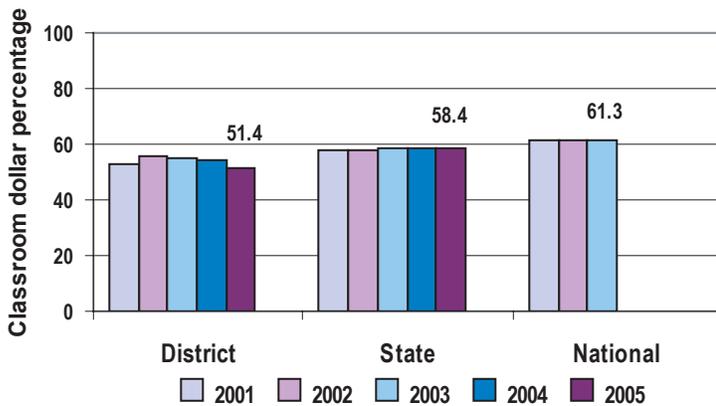


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.0	16.3	17.2	18.3
Average teacher salary	\$37,475	\$32,909	\$36,410	\$39,095
Average years' experience	9.1	9.8	9.6	8.5

Classroom dollar ranking: 170 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	52.7	55.9	55.0	54.1	51.4	58.4	61.5
Nonclassroom dollars:							
Administration	12.5	11.4	11.6	11.7	12.6	9.5	11.1
Plant operations	14.3	13.0	13.7	13.2	12.7	11.4	9.5
Food service	7.0	7.0	6.4	5.9	5.4	4.8	4.0
Transportation	4.9	4.9	5.2	5.1	5.5	4.1	4.0
Student support	5.3	4.8	5.1	6.7	8.1	7.0	5.0
Instruction support	3.3	3.0	3.0	3.3	4.2	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$4,232 in salary.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- Schools either achieved Adequate Yearly Progress or received a "performing" or higher label from ADE for AZ LEARNS.
- Teachers developed and attained 2 annual professional development goals.

##### Menu

- 58 teachers, a librarian, and a counselor were compensated for completing 10 hours of committee work, overtime, or professional development.

# Classroom Dollars and Proposition 301 Results

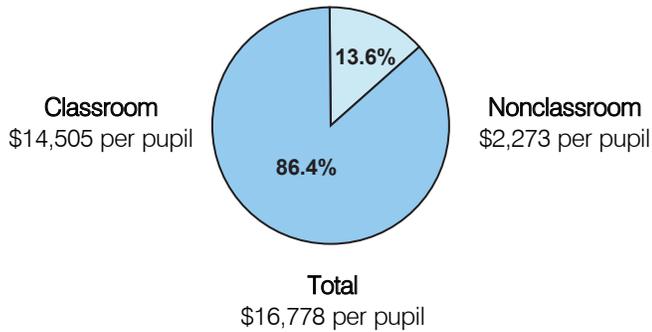
## Blue Elementary School District

Greenlee County

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

### Classroom Dollars

Fiscal year 2005

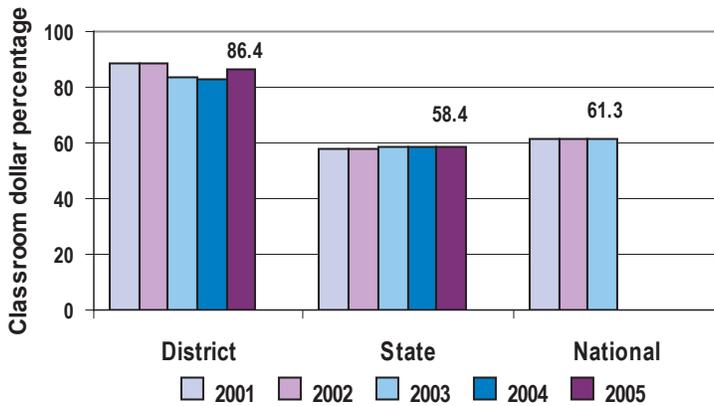


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	2.0	5.0	4.0	18.3
Average teacher salary	n/a	n/a	n/a	\$39,095
Average years' experience	15.0	15.0	n/a	8.5

Classroom dollar ranking: 1 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	88.7	88.9	83.8	83.2	86.4	58.4	61.5
Nonclassroom dollars:							
Administration	0.4	0.6	3.8	0.2		9.5	11.1
Plant operations	10.9	10.5	12.4	16.6	12.4	11.4	9.5
Food service						4.8	4.0
Transportation						4.1	4.0
Student support					1.1	7.0	5.0
Instruction support						4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

The District received \$2,260 in Proposition 301 money over the past 3 years but has not spent any of these monies. These unspent monies will continue to be available to the District in its Classroom Site Fund.

# Classroom Dollars and Proposition 301 Results

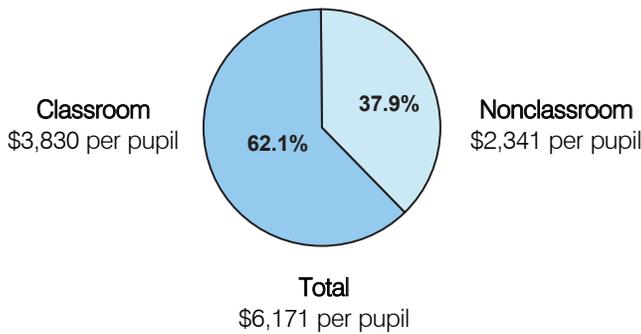
## Blue Ridge Unified School District

Navajo County

District size: Medium  
 Students attending: 2,622  
 Number of schools: 4  
 Number of certified teachers: 150

### Classroom Dollars

Fiscal year 2005

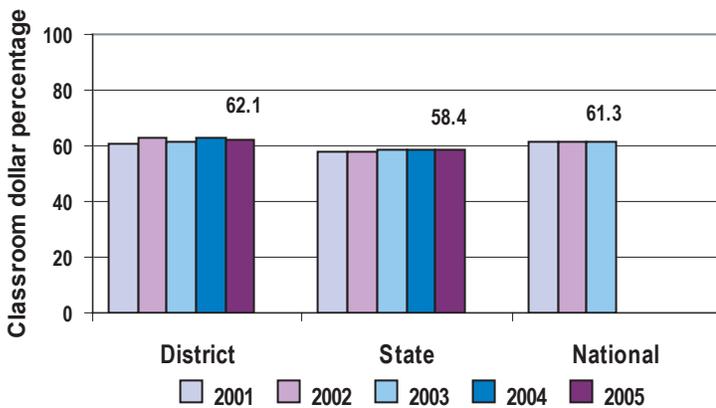


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.0	16.6	17.5	18.3
Average teacher salary	\$35,446	\$39,359	\$37,683	\$39,095
Average years' experience	10.5	10.8	10.3	8.5

Classroom dollar ranking: 27 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	60.7	63.0	61.4	63.1	62.1	58.4	61.5
Nonclassroom dollars:							
Administration	9.9	10.8	11.3	10.4	11.4	9.5	11.1
Plant operations	16.9	11.9	11.9	10.8	10.9	11.4	9.5
Food service	1.2	3.9	4.2	4.2	4.0	4.8	4.0
Transportation	4.8	4.5	4.6	4.4	5.1	4.1	4.0
Student support	4.6	4.8	5.5	5.1	4.6	7.0	5.0
Instruction support	1.9	1.1	1.1	2.0	1.9	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,002 in salary, and the librarian earned an additional \$6,375, which does not include performance pay subsequently distributed in 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 school and individual performance.
- Each school established a student achievement goal based on student needs.
- Teachers developed plans to increase communication with parents, established individual professional development plans, and set curriculum development and classroom management goals.
- At least 50 percent of parents returned satisfaction surveys indicating an 80 percent approval rating.

##### Menu

- Monies were primarily used to increase eligible employee compensation.
- A 5th-grade teacher was paid to reduce class sizes and a counselor was paid to work with students at risk of dropping out.

# Classroom Dollars and Proposition 301 Results

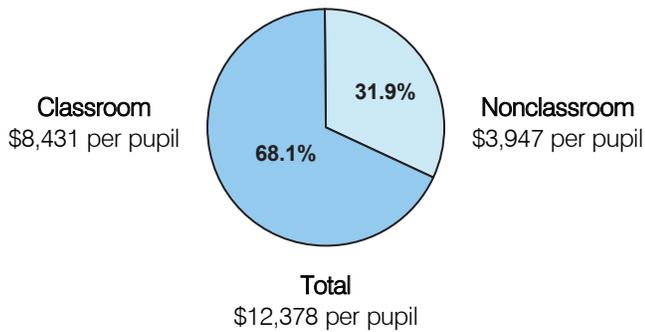
## Bonita Elementary School District

Graham County

District size: Very small  
 Students attending: 89  
 Number of schools: 1  
 Number of certified teachers: 10

### Classroom Dollars

Fiscal year 2005

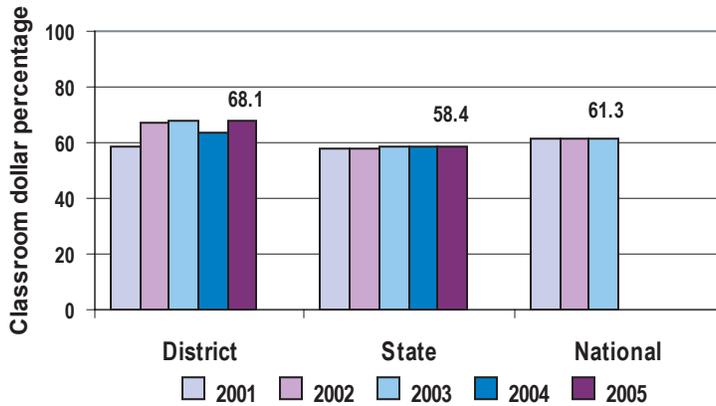


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	9.1	8.7	9.4	18.3
Average teacher salary	\$35,578	\$39,188	\$32,943	\$39,095
Average years' experience	10.9	11.8	12.4	8.5

Classroom dollar ranking: 5 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	58.6	66.8	68.2	63.4	68.1	58.4	61.5
Nonclassroom dollars:							
Administration	21.7	15.5	15.2	15.5	12.3	9.5	11.1
Plant operations	10.9	11.0	10.5	11.4	10.0	11.4	9.5
Food service						4.8	4.0
Transportation	5.8	2.3	2.1	2.7	4.4	4.1	4.0
Student support	2.7	3.7	3.3	1.9	2.5	7.0	5.0
Instruction support	0.3	0.7	0.7	5.1	2.7	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and librarian earned an additional \$2,223 in salary, and each instructional aide earned an additional \$664.

##### Performance

- The District accomplished its goals, which were based on school performance.
- Students made academic progress based on pre- and post-test scores.
- Teachers aligned curricula to academic standards and assessments.
- Teachers received high performance ratings on parent and student satisfaction surveys.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

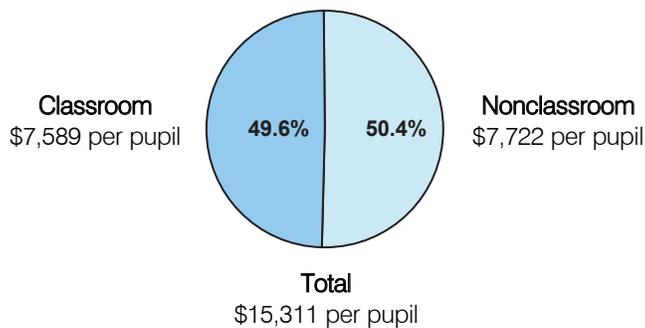
## Bouse Elementary School District

La Paz County

District size: Very Small  
 Students attending: 35  
 Number of schools: 1  
 Number of certified teachers: 4

### Classroom Dollars

Fiscal year 2005

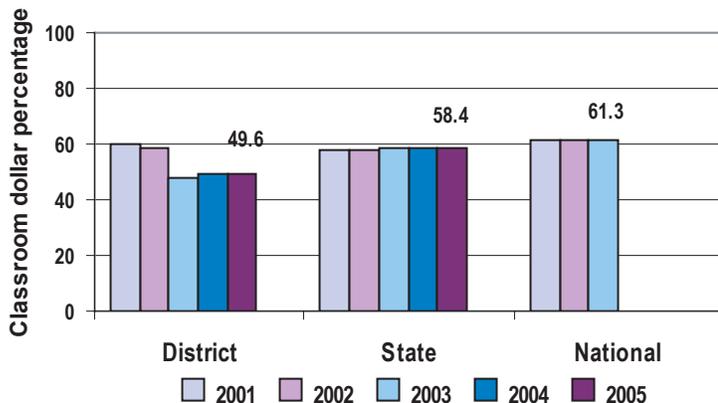


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	5.8	5.5	8.7	18.3
Average teacher salary	\$29,781	\$33,140	\$31,117	\$39,095
Average years' experience	4.8	8.2	8.3	8.5

Classroom dollar ranking: 186 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	59.8	58.9	48.2	49.1	49.6	58.4	61.5
Nonclassroom dollars:							
Administration	18.7	17.8	26.3	24.0	21.7	9.5	11.1
Plant operations	7.5	9.6	7.7	9.9	11.6	11.4	9.5
Food service	9.4	10.3	8.6	8.0	9.6	4.8	4.0
Transportation	4.0	2.6	4.5	3.5	3.3	4.1	4.0
Student support			1.8	5.5	3.7	7.0	5.0
Instruction support	0.6	0.8	2.9		0.5	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$953 and each instructional aide earned an additional \$327 in salary.

##### Performance

- The District accomplished its goals, which were similar to the prior year's fiscal goals and were based on school and individual performance.
- Teachers and the instructional aides who met the goals attended professional development activities and submitted summaries of the activities, received acceptable performance evaluations, developed professional goals and documented their progress in completing the goals, and maintained monthly logs of contacts with parents.

##### Menu

- Monies were used to pay for back-to-school supplies to aid professional development.

# Classroom Dollars and Proposition 301 Results

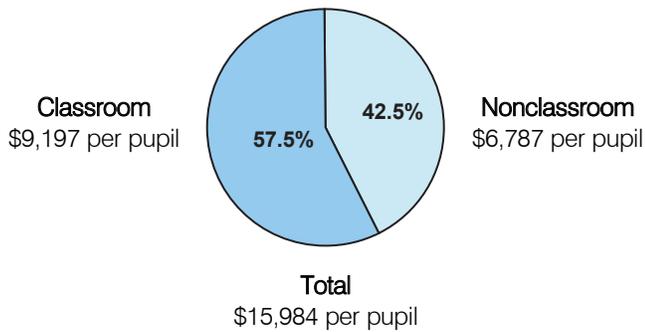
## Bowie Unified School District

Cochise County

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

### Classroom Dollars

Fiscal year 2005

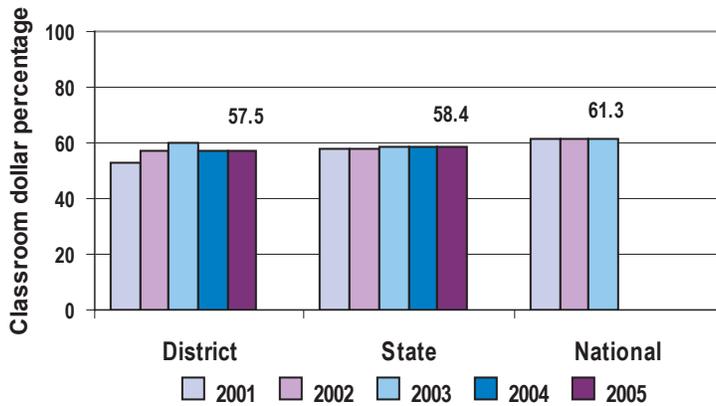


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	9.2	10.8	7.6	18.3
Average teacher salary	\$36,004	\$37,045	\$39,164	\$39,095
Average years' experience	9.0	10.7	9.8	8.5

Classroom dollar ranking: 84 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	52.8	56.9	60.3	57.1	57.5	58.4	61.5
Nonclassroom dollars:							
Administration	14.6	11.0	11.3	11.7	13.9	9.5	11.1
Plant operations	13.8	9.8	12.4	13.1	14.7	11.4	9.5
Food service	2.3	1.6	1.5	1.8	4.2	4.8	4.0
Transportation	6.7	5.9	5.1	5.9	3.6	4.1	4.0
Student support	1.3	0.9	1.9	2.0	4.3	7.0	5.0
Instruction support	7.2	13.9	7.5	8.4	1.8	4.6	4.7
Other	1.3					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,640 in salary, and each instructional aide earned an additional \$1,303.

##### Performance

- The District accomplished its goals, which were based on district and individual performance.
- Adequate Yearly Progress was made and each school received a "performing" label from ADE for AZ LEARNS.
- Eligible employees documented their professional development activities, committee meetings, other leadership activities, and tutoring.

##### Menu

- Eligible employees were compensated for participating in curriculum development, alignment to standards, and mapping, and for attending technology training.

# Classroom Dollars and Proposition 301 Results

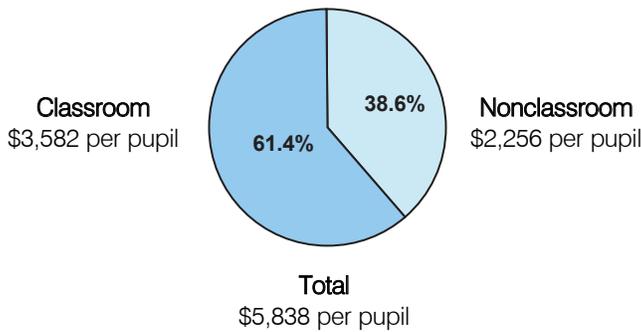
## Buckeye Elementary School District

Maricopa County

District size: Medium  
 Students attending: 1,713  
 Number of schools: 2  
 Number of certified teachers: 85

### Classroom Dollars

Fiscal year 2005

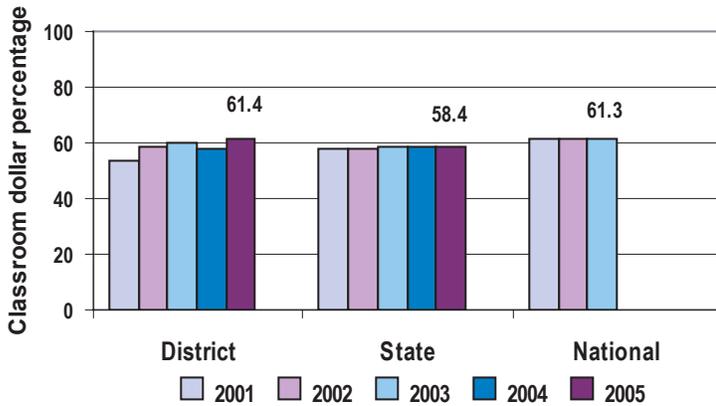


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	21.9	17.9	20.2	18.3
Average teacher salary	\$28,217	\$31,466	\$35,043	\$39,095
Average years' experience	8.0	8.0	7.3	8.5

Classroom dollar ranking: 31 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	53.9	58.6	60.1	57.9	61.4	58.4	61.5
Nonclassroom dollars:							
Administration	12.6	11.9	11.9	12.1	10.9	9.5	11.1
Plant operations	8.1	8.6	9.6	10.5	9.7	11.4	9.5
Food service	4.9	4.0	4.6	5.5	5.7	4.8	4.0
Transportation	2.8	2.7	3.8	3.5	3.6	4.1	4.0
Student support	13.1	10.8	5.9	5.4	4.7	7.0	5.0
Instruction support	4.1	3.4	4.1	5.1	4.0	4.6	4.7
Other	0.5					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,448 in salary, and the counselor earned an additional \$3,350.

##### Performance

- The District accomplished its goals, which were based on district performance.
- The percentage of students reaching benchmarks and/or students' average test scores increased in reading, writing, and math.
- 100 percent of teachers participated in at least 30 hours of professional development activities.
- Approximately 70 percent of teachers participated in at least 1 curriculum committee.
- 17 teachers served as mentors for new teachers.

##### Menu

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

# Classroom Dollars and Proposition 301 Results

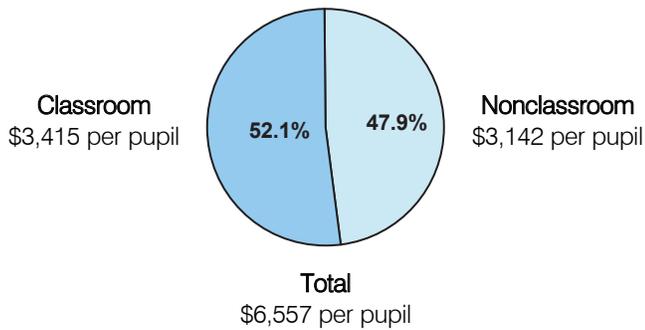
## Buckeye Union High School District

Maricopa County

District size: Medium  
 Students attending: 1,927  
 Number of schools: 3  
 Number of certified teachers: 98

### Classroom Dollars

Fiscal year 2005

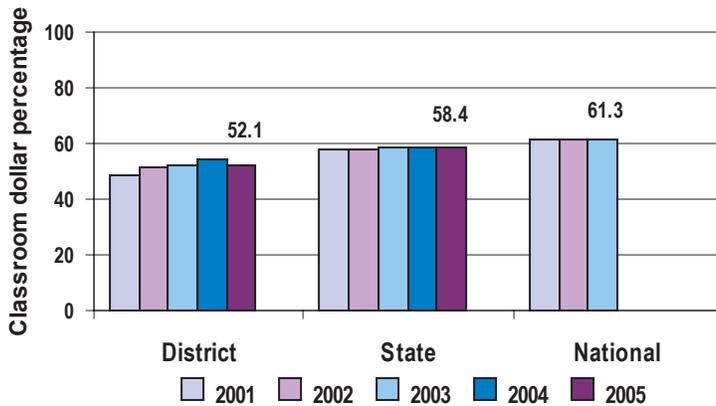


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.8	19.5	19.8	18.3
Average teacher salary	\$35,275	\$35,314	\$32,873	\$39,095
Average years' experience	6.0	6.5	6.4	8.5

Classroom dollar ranking: 165 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	48.3	51.2	52.1	54.2	52.1	58.4	61.5
Nonclassroom dollars:							
Administration	15.5	16.7	13.6	14.3	12.6	9.5	11.1
Plant operations	14.6	14.8	15.5	13.9	17.1	11.4	9.5
Food service	4.4	4.4	3.6	4.3	3.4	4.8	4.0
Transportation	4.4	4.5	5.9	4.6	4.0	4.1	4.0
Student support	8.3	5.5	5.9	5.4	6.6	7.0	5.0
Instruction support	3.2	2.5	3.1	3.2	4.2	4.6	4.7
Other	1.3	0.4	0.3	0.1		0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,522 in salary, and each librarian, counselor, athletic director, and teacher coach and mentor earned between \$2,557 and \$4,687.

##### Performance

- The District accomplished its goals, which were based on individual performance. Participants prepared a writing lesson and graded the students' work on the Six-Traits Writing rubric.
- Students' scores on pre- and post-tests of a state standard or competency increased by more than 10 percent.
- Teachers demonstrated that they integrated technology and reading skills into classes.
- Teachers each attended a 3-hour technology training session.

##### Menu

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

# Classroom Dollars and Proposition 301 Results

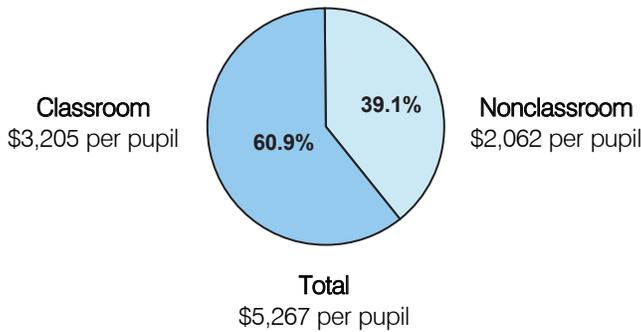
## Bullhead City Elementary School District

Mohave County

District size: Medium  
 Students attending: 3,706  
 Number of schools: 7  
 Number of certified teachers: 216

### Classroom Dollars

Fiscal year 2005

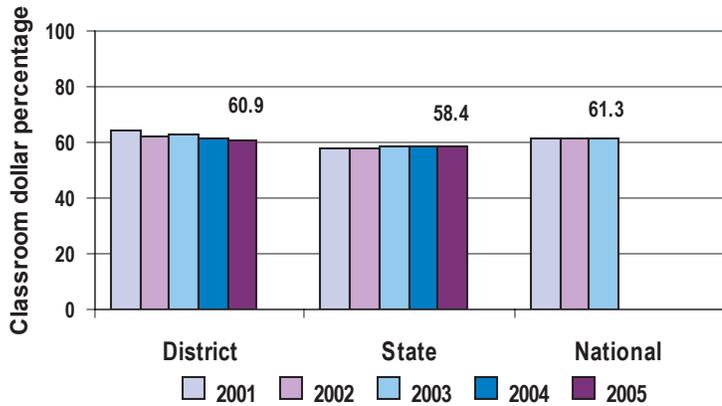


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.4	17.4	17.2	18.3
Average teacher salary	\$37,725	\$37,607	\$35,364	\$39,095
Average years' experience	5.9	6.2	6.0	8.5

Classroom dollar ranking: 34 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	64.1	62.3	62.9	61.3	60.9	58.4	61.5
Nonclassroom dollars:							
Administration	9.2	10.7	10.1	10.4	9.4	9.5	11.1
Plant operations	8.4	8.2	8.6	8.9	9.6	11.4	9.5
Food service	5.6	6.0	5.6	6.2	6.1	4.8	4.0
Transportation	3.8	3.5	3.6	4.0	4.1	4.1	4.0
Student support	4.0	4.9	4.4	4.3	4.6	7.0	5.0
Instruction support	4.5	4.1	4.8	4.9	5.3	4.6	4.7
Other	0.4	0.3				0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned an additional \$3,826 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.
- All schools met Adequate Yearly Progress objectives and were labeled "performing" by ADE for AZ LEARNS.
- Student attendance was 95 percent.
- Site goals were developed to address leadership activities and increase parent involvement.
- New teacher orientation and professional development activities were increased.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

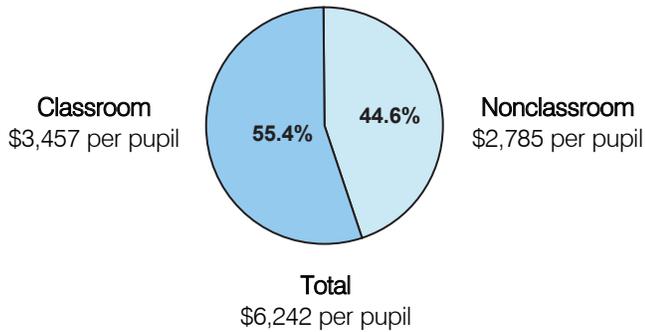
## Camp Verde Unified School District

Yavapai County

District size: Medium  
 Students attending: 1,418  
 Number of schools: 4  
 Number of certified teachers: 73

### Classroom Dollars

Fiscal year 2005

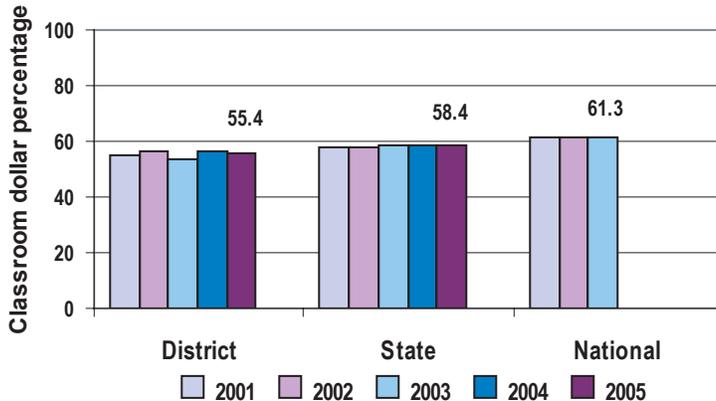


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	19.2	20.1	19.4	18.3
Average teacher salary	\$35,118	\$35,731	\$35,197	\$39,095
Average years' experience	8.7	9.6	9.0	8.5

Classroom dollar ranking: 119 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	55.2	56.2	53.8	56.3	55.4	58.4	61.5
Nonclassroom dollars:							
Administration	11.0	9.9	8.1	8.8	9.4	9.5	11.1
Plant operations	12.4	13.8	16.6	13.5	13.6	11.4	9.5
Food service	4.1	4.5	4.6	4.6	4.4	4.8	4.0
Transportation	3.9	4.6	4.7	5.0	5.3	4.1	4.0
Student support	9.6	8.9	9.1	8.3	8.1	7.0	5.0
Instruction support	3.8	2.1	3.1	3.5	3.8	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and counselor earned \$3,700 in additional salary.

##### Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Elementary-school students showed language growth.
- Middle-school students improved language arts scores on district assessments.
- High-school students improved persuasive writing skills.
- Most teachers participated in professional development, committee involvement, teacher mentoring, after-school tutoring and extracurricular activities, and improved parent contacts.

##### Menu

- Monies were used primarily to increase eligible employee compensation.
- A 5th-grade teacher was hired to reduce class size from 33 to 26.
- AIMS intervention activities included algebra tutoring for high school students, and part of its dropout prevention efforts.

# Classroom Dollars and Proposition 301 Results

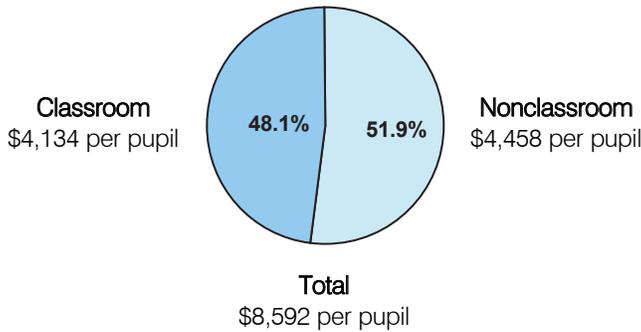
## Canon Elementary School District

Yavapai County

District size: Very Small  
 Students attending: 182  
 Number of schools: 1  
 Number of certified teachers: 13

### Classroom Dollars

Fiscal year 2005

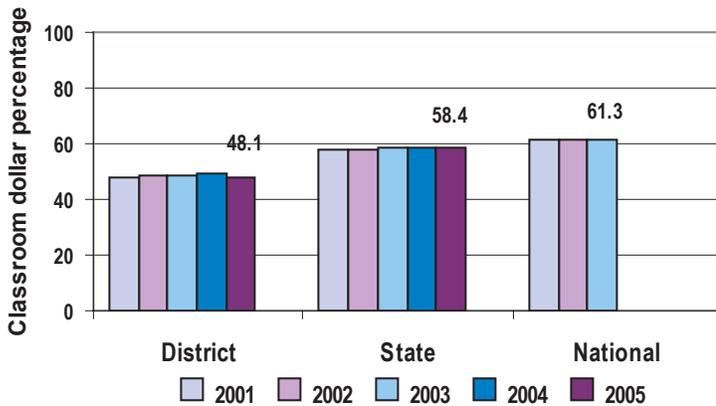


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	9.7	14.1	14.6	18.3
Average teacher salary	\$30,610	\$33,117	\$33,445	\$39,095
Average years' experience	9.3	8.1	9.1	8.5

Classroom dollar ranking: 195 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	47.9	48.8	48.5	49.5	48.1	58.4	61.5
Nonclassroom dollars:							
Administration	20.1	18.6	21.0	18.1	20.5	9.5	11.1
Plant operations	13.7	15.1	13.0	14.5	14.5	11.4	9.5
Food service	6.4	5.8	6.7	7.6	7.8	4.8	4.0
Transportation	9.1	8.2	7.9	7.6	5.1	4.1	4.0
Student support	2.7	3.4	2.9	2.7	3.8	7.0	5.0
Instruction support	0.1	0.1			0.2	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,775 in salary.

##### Performance

- The District accomplished its goals, which were based on school performance.
- Kindergarten through 8th-grade teachers aligned the District's curriculum with 75 percent of the Arizona science standards performance objectives.
- Special education teachers developed a 5-term plan for 1st through 6th grades and identified and taught 50 percent of the Arizona reading standards.
- The physical education teacher added new standards to the curriculum and assessed 50 percent of students on achievement of performance objectives.

##### Menu

- Monies were used for class size reduction. Physical education class sizes were reduced to 1 grade per class period and kindergarten class sizes were reduced from 26 students to 13.

# Classroom Dollars and Proposition 301 Results

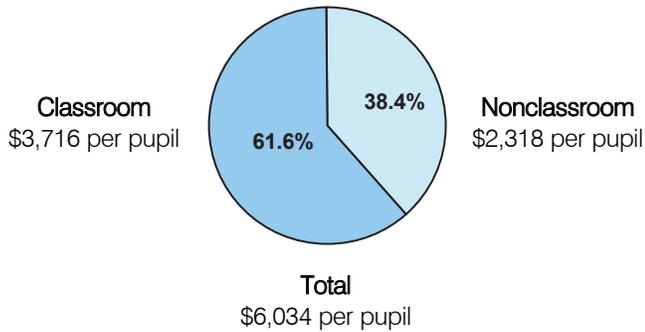
## Cartwright Elementary School District

Maricopa County

District size: Large  
 Students attending: 18,877  
 Number of schools: 22  
 Number of certified teachers: 1,000

### Classroom Dollars

Fiscal year 2005

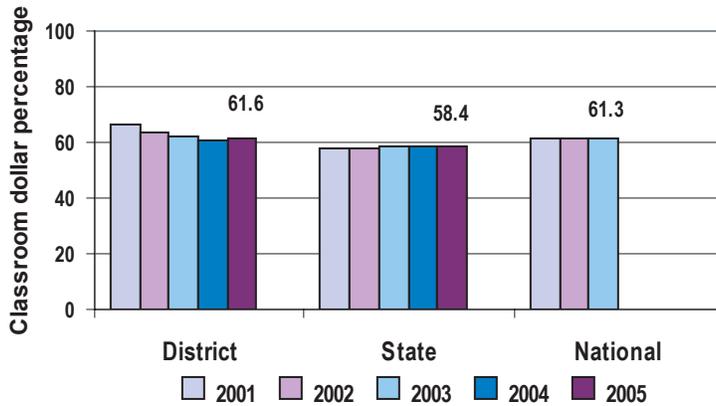


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	19.2	19.4	18.9	18.3
Average teacher salary	\$43,460	\$49,550	\$54,835	\$39,095
Average years' experience	7.2	7.4	7.2	8.5

Classroom dollar ranking: 30 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	66.4	63.3	62.0	60.7	61.6	58.4	61.5
Nonclassroom dollars:							
Administration	8.2	9.0	8.9	8.8	8.3	9.5	11.1
Plant operations	8.6	8.8	8.7	8.8	8.7	11.4	9.5
Food service	6.2	6.1	6.2	6.1	6.1	4.8	4.0
Transportation	1.6	1.5	1.6	1.6	1.5	4.1	4.0
Student support	4.6	5.9	6.4	7.7	7.4	7.0	5.0
Instruction support	4.4	5.4	6.2	6.3	6.4	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and librarian earned \$3,650 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.
- 4 student achievement goals were linked to students' standardized test scores.
- Teachers received a percentage of performance pay based on the level of achievement met during the year.

##### Menu

- Monies were primarily used to increase eligible employee compensation.
- Approximately 3,000 students were provided AIMS intervention activities focused on improving reading and math skills.
- Approximately 2,040 8th-grade students received additional tutoring to prepare them for high school.
- Teachers attended professional development programs focused on improving students' reading and math skills.

# Classroom Dollars and Proposition 301 Results

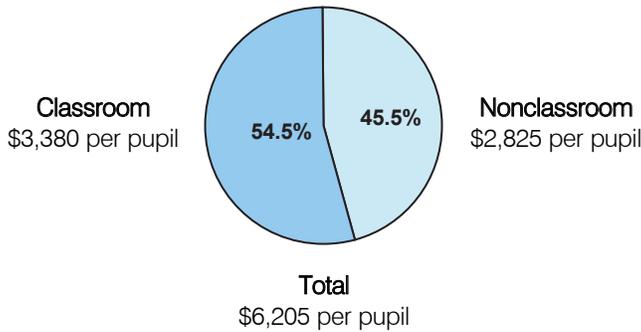
## Casa Grande Elementary School District

Pinal County

District size: Large  
 Students attending: 5,666  
 Number of schools: 9  
 Number of certified teachers: 303

### Classroom Dollars

Fiscal year 2005

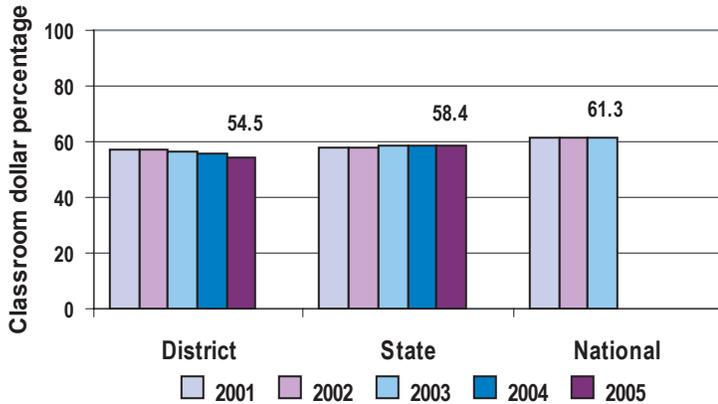


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.3	18.2	18.7	18.3
Average teacher salary	\$38,304	\$38,817	\$41,810	\$39,095
Average years' experience	7.9	7.4	7.7	8.5

Classroom dollar ranking: 139 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.9	56.8	56.4	56.0	54.5	58.4	61.5
Nonclassroom dollars:							
Administration	11.8	12.8	12.3	10.6	10.3	9.5	11.1
Plant operations	11.7	11.2	10.3	11.1	11.2	11.4	9.5
Food service	5.3	5.2	4.8	4.9	5.3	4.8	4.0
Transportation	4.6	4.7	4.8	5.0	5.7	4.1	4.0
Student support	5.7	5.6	6.2	6.6	6.9	7.0	5.0
Instruction support	3.2	3.7	5.2	5.8	6.0	4.6	4.7
Other	0.8				0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned \$4,311; each librarian earned \$4,326; each speech pathologist and audiologist earned \$2,930; and each counselor earned \$3,222 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.
- All eligible employees received acceptable performance evaluations in 17 areas.

##### Menu

- Monies were primarily used to increase eligible employee compensation.
- AIMS intervention activities included hiring additional instructional aides to help teachers in class, after-school tutoring, and other after-school programs.
- Teachers attended professional development trainings in reading, writing, and math instruction.

# Classroom Dollars and Proposition 301 Results

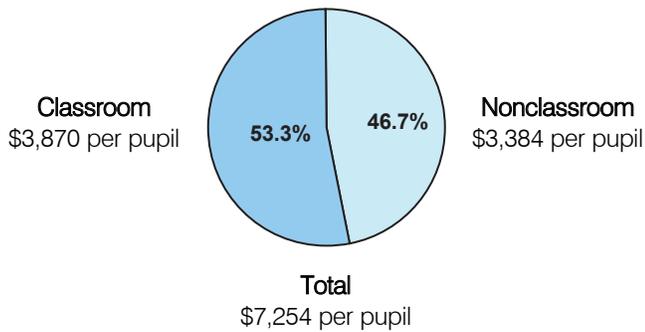
## Casa Grande Union High School District

Pinal County

District size: Medium  
 Students attending: 2,825  
 Number of schools: 3  
 Number of certified teachers: 139

### Classroom Dollars

Fiscal year 2005

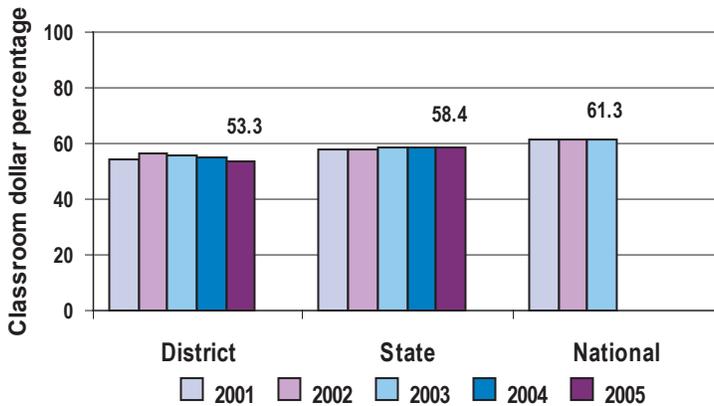


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	21.6	17.8	20.3	18.3
Average teacher salary	\$38,434	\$41,401	\$45,522	\$39,095
Average years' experience	9.3	9.1	8.9	8.5

Classroom dollar ranking: 155 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	54.4	56.2	55.8	55.1	53.3	58.4	61.5
Nonclassroom dollars:							
Administration	6.8	10.2	9.4	8.9	10.0	9.5	11.1
Plant operations	15.1	14.2	11.9	12.5	13.0	11.4	9.5
Food service	5.7	5.1	4.3	4.0	4.3	4.8	4.0
Transportation	5.7	5.8	7.2	6.0	7.1	4.1	4.0
Student support	9.3	7.1	9.8	11.5	10.4	7.0	5.0
Instruction support	1.1	1.0	1.3	1.6	1.4	4.6	4.7
Other	1.9	0.4	0.3	0.4	0.5	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average each teacher, librarian, and counselor earned an additional \$5,424 in salary.

##### Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- The District accomplished 7 of 8 student achievement goals, which were based on increases in AIMS test scores and district assignments.
- The number of student absences decreased and attendance rates reached 95 percent on test days.
- Most teachers received acceptable performance evaluations, submitted collaborative lesson plans, and made sufficient parent contacts.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

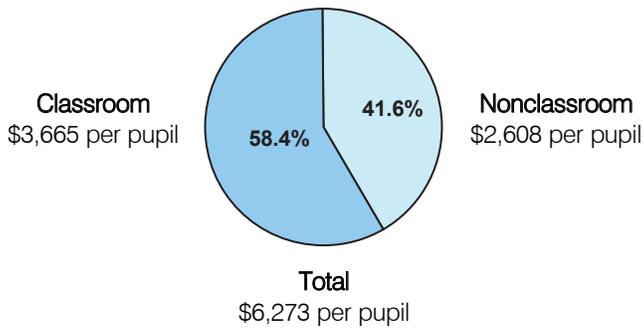
## Catalina Foothills Unified School District

Pima County

District size: Medium  
 Students attending: 4,900  
 Number of schools: 7  
 Number of certified teachers: 290

### Classroom Dollars

Fiscal year 2005

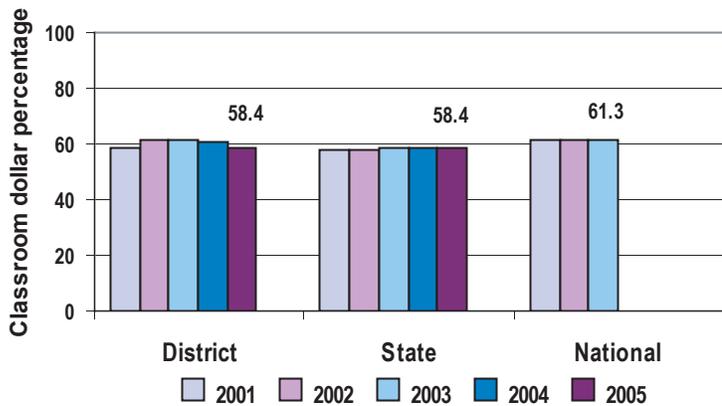


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.3	17.0	16.9	18.3
Average teacher salary	\$38,626	\$38,837	\$40,123	\$39,095
Average years' experience	7.7	8.4	9.3	8.5

Classroom dollar ranking: 67 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	58.7	61.2	61.4	60.5	58.4	58.4	61.5
Nonclassroom dollars:							
Administration	11.5	10.0	10.2	11.3	12.3	9.5	11.1
Plant operations	13.2	12.0	12.0	11.9	11.6	11.4	9.5
Food service	3.8	3.3	2.9	2.9	3.1	4.8	4.0
Transportation	3.3	4.8	4.3	4.2	4.8	4.1	4.0
Student support	4.9	4.8	5.3	5.5	5.5	7.0	5.0
Instruction support	4.2	3.7	3.7	3.3	3.8	4.6	4.7
Other	0.4	0.2	0.2	0.4	0.5	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, gifted specialist, reading specialist, and ELL specialist earned between \$3,637 and \$4,071 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.
- Using standardized tests as a measurement, each elementary and middle school established student achievement goals in reading, writing, language, and math; and the high school established goals in reading, writing, and math.

##### Menu

- Monies were primarily used to increase eligible employee compensation.
- To reduce class size, 1 elementary-school teacher was hired along with instructional aides for kindergarten through 5th-grade classrooms.
- AIMS intervention efforts included hiring math and writing instructors at the high school equal to 1 full-time equivalent position.

# Classroom Dollars and Proposition 301 Results

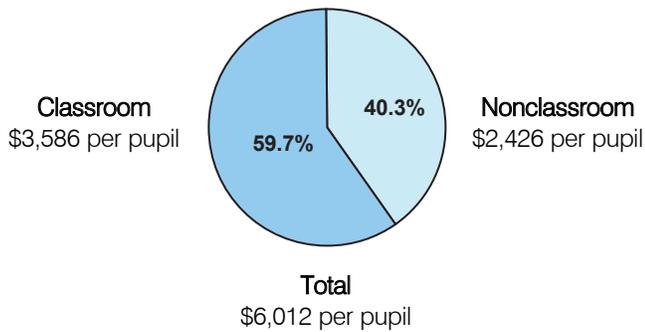
## Cave Creek Unified School District

Maricopa County

District size:	Large
Students attending:	5,321
Number of schools:	7
Number of certified teachers:	278

### Classroom Dollars

Fiscal year 2005

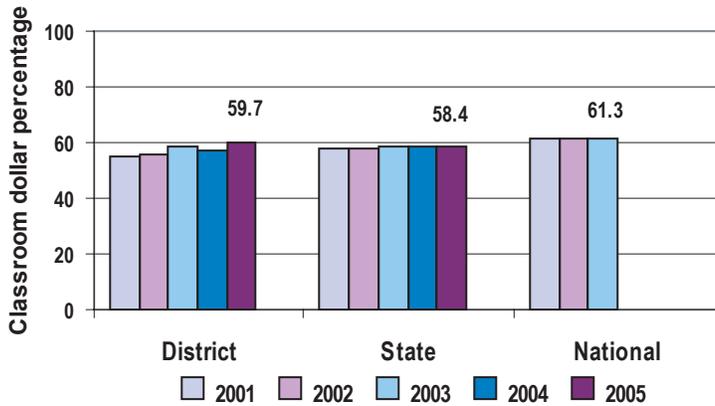


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.1	19.4	19.2	18.3
Average teacher salary	\$41,484	\$41,870	\$42,128	\$39,095
Average years' experience	7.5	7.4	7.6	8.5

Classroom dollar ranking: 47 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	54.8	56.0	58.3	57.2	59.7	58.4	61.5
Nonclassroom dollars:							
Administration	11.9	11.2	9.3	10.0	9.5	9.5	11.1
Plant operations	14.0	13.0	12.1	12.4	10.5	11.4	9.5
Food service	3.2	2.8	3.0	3.5	3.9	4.8	4.0
Transportation	4.9	5.4	4.9	5.5	5.7	4.1	4.0
Student support	5.2	5.9	7.5	7.9	7.5	7.0	5.0
Instruction support	5.9	5.5	4.7	3.3	3.0	4.6	4.7
Other	0.1	0.2	0.2	0.2	0.2	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$4,404 in salary.

##### Performance

- The District accomplished its goal, which was similar to the prior fiscal year and was based on individual performance.
- Teachers were required to receive acceptable performance evaluations.

##### Menu

- The District continued to use monies primarily to increase eligible employee compensation.
- An instructional aide was hired to reduce class size.
- AIMS intervention efforts included hiring 2 part-time teachers and compensating 20 teachers who performed additional duties as AIMS tutors.
- 57 teachers attended various professional development seminars and conferences.

# Classroom Dollars and Proposition 301 Results

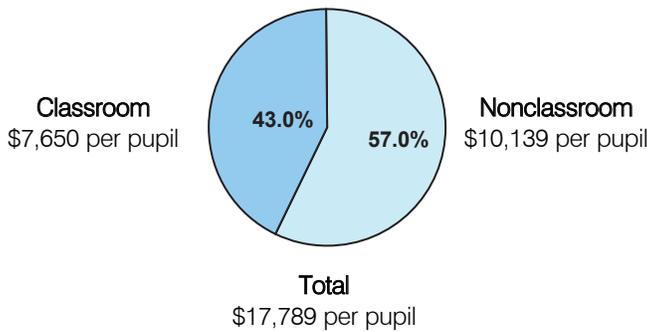
## Cedar Unified School District

Navajo County

District size: Small  
 Students attending: 322  
 Number of schools: 2  
 Number of certified teachers: 27

### Classroom Dollars

Fiscal year 2005

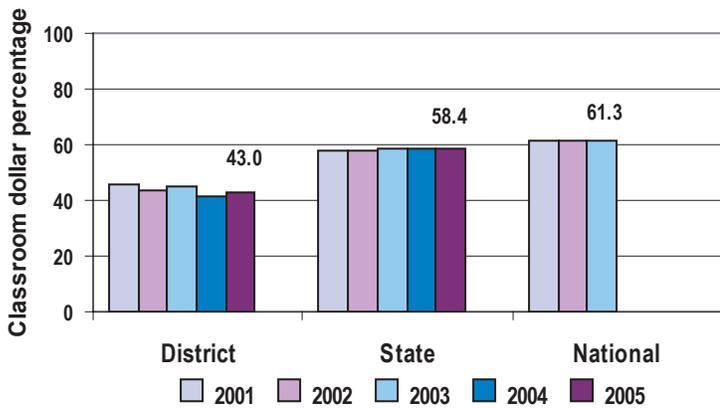


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	10.7	12.2	11.9	18.3
Average teacher salary	\$35,316	\$37,425	\$39,781	\$39,095
Average years' experience	8.6	9.1	10.2	8.5

Classroom dollar ranking: 210 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	45.4	43.5	45.3	41.6	43.0	58.4	61.5
Nonclassroom dollars:							
Administration	12.0	13.8	16.5	14.0	16.3	9.5	11.1
Plant operations	16.7	16.3	14.8	16.0	15.8	11.4	9.5
Food service	4.1	4.5	3.8	4.4	3.4	4.8	4.0
Transportation	12.2	11.8	11.0	12.9	11.9	4.1	4.0
Student support	6.4	6.6	5.2	7.1	6.0	7.0	5.0
Instruction support	3.2	3.5	3.3	3.9	3.4	4.6	4.7
Other			0.1	0.1	0.2	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,350 in salary, and the librarian, counselor, and staff development coordinator earned between \$3,200 and \$3,450.

##### Performance

- The District accomplished its goals, which 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 paid \$250 for each quarter of perfect attendance and another \$250 for perfect attendance all year.
- Teachers were reimbursed for certification costs, test fees, and graduate-level courses completed. Teachers were paid for satisfactory completion of a grade-level district assessment plan for kindergarten through 5th grade.
- 18 teachers were paid \$20 per hour for participating in family-oriented after-school activities, such as family math night and family reading night.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

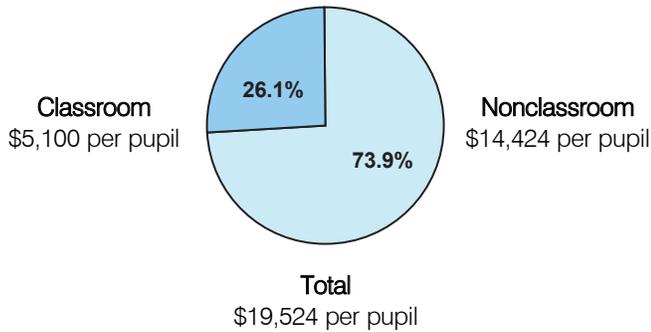
# Central Arizona Valley Institute of Technology

Pinal County

District size: Very Small  
 Students attending: 32  
 Number of schools: n/a  
 Number of certified teachers: 2

## Classroom Dollars

Fiscal year 2005

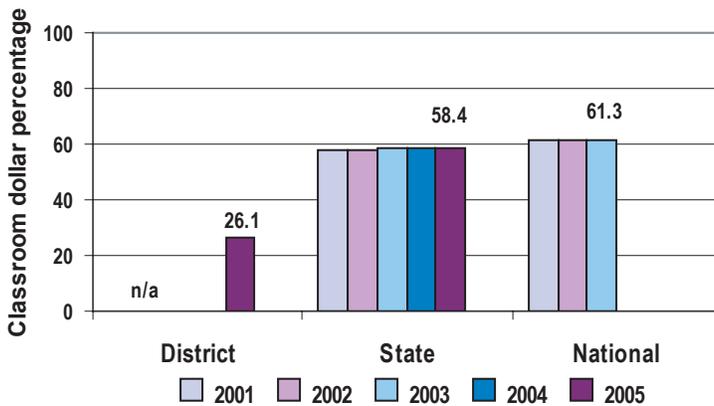


## Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	n/a	n/a	16.0	18.3
Average teacher salary	n/a	n/a	\$34,902	\$39,095
Average years' experience	n/a	n/a	n/a	8.5

Classroom dollar ranking: 221 of 228 districts.

## 5-year comparison



## Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	n/a	n/a	n/a	52.6	26.1	58.4	61.5
Nonclassroom dollars:	n/a	n/a	n/a				
Administration				30.1	32.0	9.5	11.1
Plant operations				3.5	5.0	11.4	9.5
Food service						4.8	4.0
Transportation						4.1	4.0
Student support						7.0	5.0
Instruction support				13.8	36.9	4.6	4.7
Other						0.2	0.2

## Proposition 301

### District-reported 2005 results

#### Teacher pay

- The District did not increase teacher pay from Proposition 301 monies. Unspent monies remain in the fund for future spending.

#### Performance

- The District did not allocate performance pay.

#### Menu

- 1 teacher was reimbursed for 1 professional development course taken to achieve the Career and Technical Education certificate.

# Classroom Dollars and Proposition 301 Results

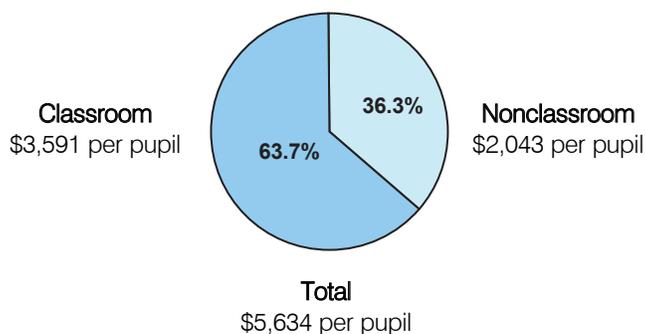
## Chandler Unified School District

Maricopa County

District size: Very Large  
 Students attending: 29,015  
 Number of schools: 29  
 Number of certified teachers: 1,455

### Classroom Dollars

Fiscal year 2005

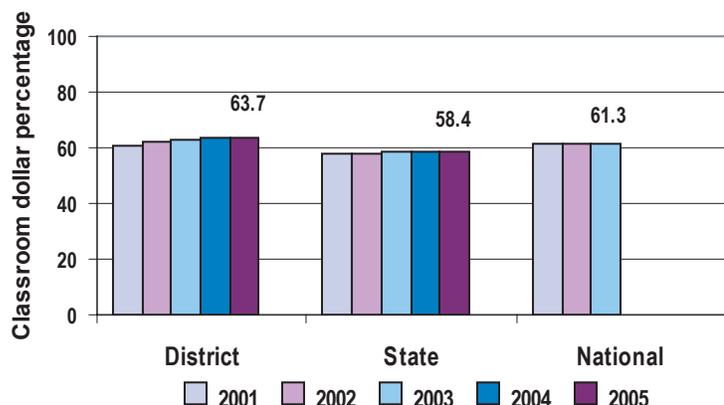


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	19.7	20.9	19.9	18.3
Average teacher salary	\$43,963	\$43,126	\$43,391	\$39,095
Average years' experience	7.4	7.8	7.4	8.5

Classroom dollar ranking: 14 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	60.7	62.1	63.2	63.6	63.7	58.4	61.5
Nonclassroom dollars:							
Administration	9.3	8.9	8.5	8.2	8.1	9.5	11.1
Plant operations	11.3	10.6	10.2	10.2	9.9	11.4	9.5
Food service	5.1	5.0	4.9	5.2	5.2	4.8	4.0
Transportation	3.9	3.8	4.0	3.9	4.0	4.1	4.0
Student support	4.5	4.8	4.4	4.6	4.4	7.0	5.0
Instruction support	4.9	4.6	4.7	4.2	4.5	4.6	4.7
Other	0.3	0.2	0.1	0.1	0.2	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned between \$3,676 and \$4,009 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.
- Schools were evaluated using student achievement on standardized tests and ADE ratings for AZ LEARNS.
- Most teachers completed required professional development courses and activities.

##### Menu

- About 38 percent of monies were used to increase eligible employee compensation.
- To reduce class sizes, the District employed 20.5 teachers and 47.5 instructional aides.
- Approximately 10,200 students and 355 teachers participated in AIMS intervention activities.
- Approximately 168 teachers participated in professional development activities.
- Approximately 9,300 students participated in dropout prevention activities, which resulted in students maintaining passing grades and earning credits toward graduation.

# Classroom Dollars and Proposition 301 Results

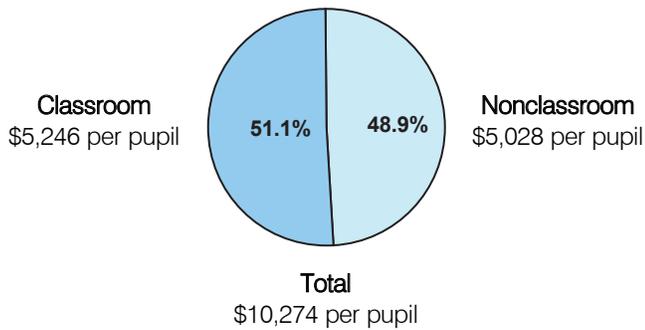
## Chinle Unified School District

Apache County

District size: Medium  
 Students attending: 3,703  
 Number of schools: 8  
 Number of certified teachers: 263

### Classroom Dollars

Fiscal year 2005

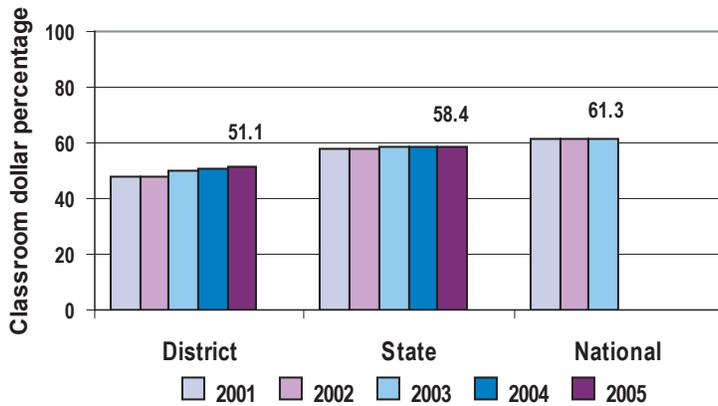


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.2	14.7	14.1	18.3
Average teacher salary	\$39,955	\$40,363	\$42,902	\$39,095
Average years' experience	9.3	9.8	9.8	8.5

Classroom dollar ranking: 176 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	47.7	48.0	50.2	50.8	51.1	58.4	61.5
Nonclassroom dollars:							
Administration	8.4	8.2	7.8	7.3	7.3	9.5	11.1
Plant operations	16.6	16.4	15.1	14.5	13.1	11.4	9.5
Food service	5.8	5.1	5.8	5.5	5.8	4.8	4.0
Transportation	7.4	7.0	6.8	7.1	7.7	4.1	4.0
Student support	9.7	12.2	11.8	12.8	13.0	7.0	5.0
Instruction support	4.4	3.1	2.5	1.7	2.0	4.6	4.7
Other				0.3		0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, counselor, JROTC instructor, staff development/school improvement coordinator, and the Dean of Students earned between \$3,524 and \$3,816 in additional salary.

##### Performance

- The District accomplished its goal, which was similar to the prior fiscal year's goal and was based on school performance.
- Students met school-established goals for achievement on vocabulary, reading comprehension, and math tests.

##### Menu

- Eligible employees were compensated for attending up to 5 professional involvement days, which were focused on addressing each site's school improvement plan.

# Classroom Dollars and Proposition 301 Results

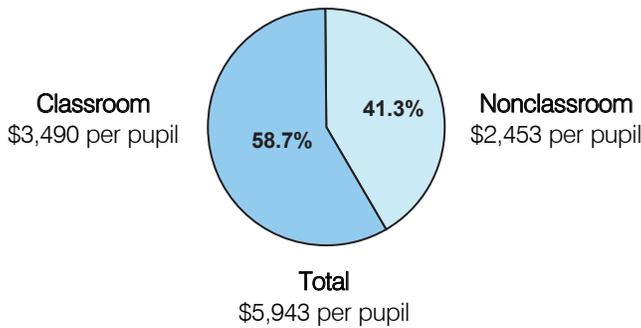
## Chino Valley Unified School District

Yavapai County

District size: Medium  
 Students attending: 2,598  
 Number of schools: 4  
 Number of certified teachers: 148

### Classroom Dollars

Fiscal year 2005

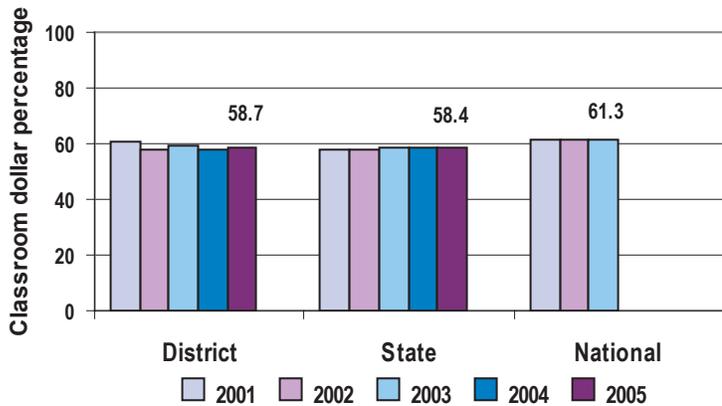


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.8	17.0	17.6	18.3
Average teacher salary	\$34,157	\$37,945	\$36,454	\$39,095
Average years' experience	8.6	8.1	8.2	8.5

Classroom dollar ranking: 65 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	60.5	58.1	59.6	57.9	58.7	58.4	61.5
Nonclassroom dollars:							
Administration	10.9	12.3	11.9	12.3	12.5	9.5	11.1
Plant operations	11.9	11.4	9.9	11.3	9.7	11.4	9.5
Food service	6.0	6.4	6.6	6.4	5.7	4.8	4.0
Transportation	4.2	4.6	4.5	5.3	5.0	4.1	4.0
Student support	4.7	5.9	5.5	5.3	6.3	7.0	5.0
Instruction support	1.8	1.3	1.7	1.5	2.1	4.6	4.7
Other			0.3			0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned between \$2,989 and \$3,959 in additional salary.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and based on school and individual performance.
- Goals were linked to student achievement on standardized tests. Students scored at or above 2003 national percentile scores on the Terra Nova and at least 80 percent of high school students scored at or above the 64th-percentile on the AIMS test.
- Teachers participated in professional development, mentoring, and leadership activities, including curriculum alignment and safety committees.
- The District provided before- and after-school tutoring and academic support to students.
- Teachers coordinated parent participation at school events and school site council meetings, and revised the teacher evaluation process.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

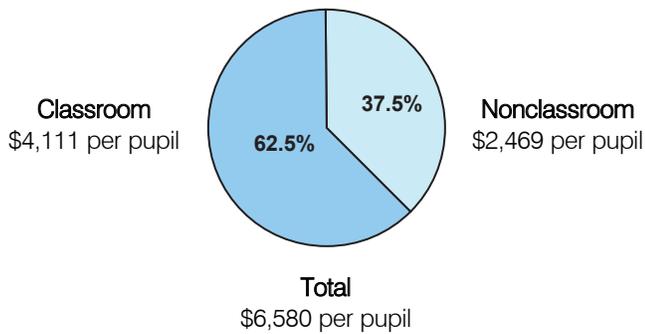
## Clarkdale-Jerome Elementary School District

Yavapai County

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

### Classroom Dollars

Fiscal year 2005

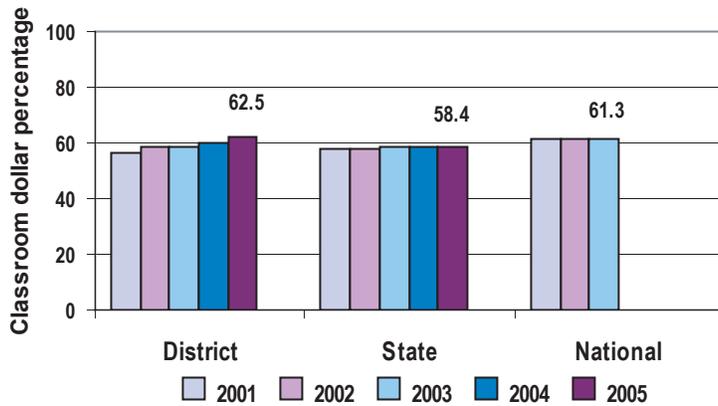


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.4	17.8	16.9	18.3
Average teacher salary	\$37,154	\$40,896	\$43,082	\$39,095
Average years' experience	9.8	10.6	10.8	8.5

Classroom dollar ranking: 20 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.7	58.7	58.3	60.2	62.5	58.4	61.5
Nonclassroom dollars:							
Administration	8.2	8.0	8.5	8.4	7.6	9.5	11.1
Plant operations	9.7	9.5	9.8	9.4	9.8	11.4	9.5
Food service	6.0	7.4	5.9	5.2	5.3	4.8	4.0
Transportation	4.5	4.8	4.5	4.7	4.4	4.1	4.0
Student support	7.4	8.7	8.9	8.7	7.7	7.0	5.0
Instruction support	7.2	2.9	4.1	3.4	2.7	4.6	4.7
Other	0.3					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and counselor earned an additional \$4,596 in salary.

##### Performance

- The District accomplished its goals, which 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.
- 3 part-time instructional aides were hired for AIMS intervention activities.

# Classroom Dollars and Proposition 301 Results

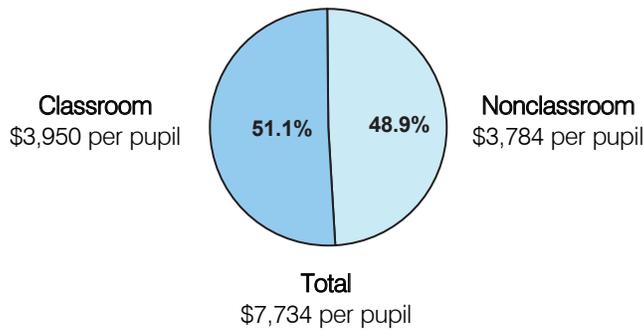
## Clifton Unified School District

Greenlee County

District size: Very Small  
 Students attending: 182  
 Number of schools: 2  
 Number of certified teachers: 14

### Classroom Dollars

Fiscal year 2005

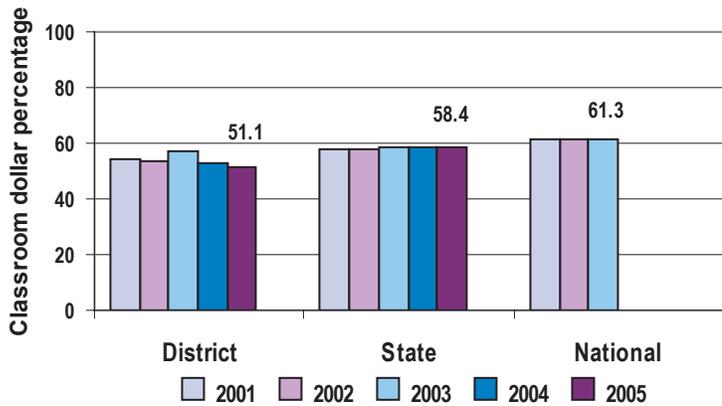


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	12.1	12.7	13.5	18.3
Average teacher salary	\$32,471	\$32,665	\$32,414	\$39,095
Average years' experience	7.8	8.4	8.9	8.5

Classroom dollar ranking: 175 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	54.1	53.4	56.8	53.1	51.1	58.4	61.5
Nonclassroom dollars:							
Administration	14.6	16.7	15.8	19.4	17.4	9.5	11.1
Plant operations	16.1	12.2	8.6	11.8	13.6	11.4	9.5
Food service	8.9	9.1	8.3	8.9	8.5	4.8	4.0
Transportation	2.7	2.0	1.9	1.8	2.6	4.1	4.0
Student support	3.3	6.0	6.8	4.0	4.5	7.0	5.0
Instruction support	0.3	0.6	1.0	1.0	2.3	4.6	4.7
Other			0.8			0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, teachers earned an additional \$3,800 in salary.

##### Performance

- The District accomplished its goals, which were based on district and school performance.
- Students achieved adequate yearly progress on a school-wide basis and showed a 5 percent growth in AIMS test scores.
- Teachers received overall satisfactory ratings on performance evaluations.
- Tutorials were provided for students who were failing or at risk of failing.
- Teachers worked effectively with parents and students to help bring students' grades to passing status.
- Other goals required teachers to submit weekly lesson plans and progress reports as requested and to report grades and daily attendance in a timely manner.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

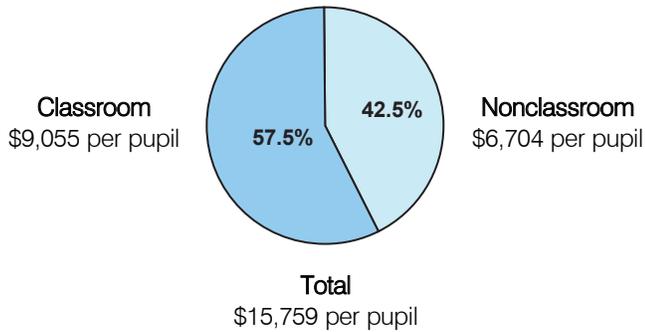
## Cochise Elementary School District

Cochise County

District size: Very Small  
 Students attending: 71  
 Number of schools: 1  
 Number of certified teachers: 8

### Classroom Dollars

Fiscal year 2005

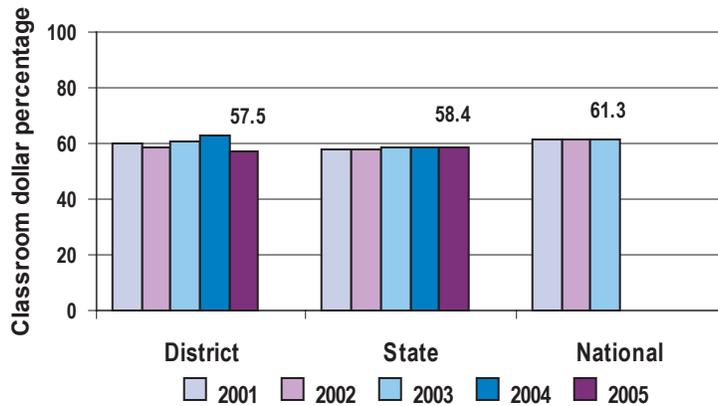


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	7.1	8.2	8.9	18.3
Average teacher salary	\$43,908	\$45,475	\$43,373	\$39,095
Average years' experience	8.7	10.1	7.1	8.5

Classroom dollar ranking: 85 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	60.2	58.5	60.4	62.7	57.5	58.4	61.5
Nonclassroom dollars:							
Administration	14.5	14.0	15.8	11.5	12.1	9.5	11.1
Plant operations	15.7	15.7	14.6	14.6	16.7	11.4	9.5
Food service	1.0	0.9	3.6	3.4	4.1	4.8	4.0
Transportation	2.6	2.3	2.2	1.9	2.3	4.1	4.0
Student support	0.4	2.5	2.4	3.3	5.4	7.0	5.0
Instruction support	2.1	1.1	1.0	2.2	1.9	4.6	4.7
Other	3.5	5.0		0.4		0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an average of \$1,560 in salary, and each instructional aide earned \$1,537. The superintendent earned an additional \$1,795 and 2 former teachers received an average of \$666 each.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- Students' standardized test scores showed 1 year's growth.
- Teachers completed at least 30 hours of in-service credits to complete the teacher development goal.

##### Menu

- 3 teachers were compensated for attending professional development activities to help them attain "highly qualified" status.

# Classroom Dollars and Proposition 301 Results

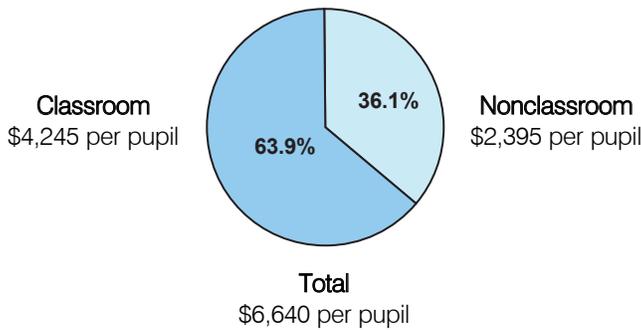
## Coconino County Regional Accommodation School District

Coconino County

District size: Very Small  
 Students attending: 92  
 Number of schools: 5  
 Number of certified teachers: 7

### Classroom Dollars

Fiscal year 2005

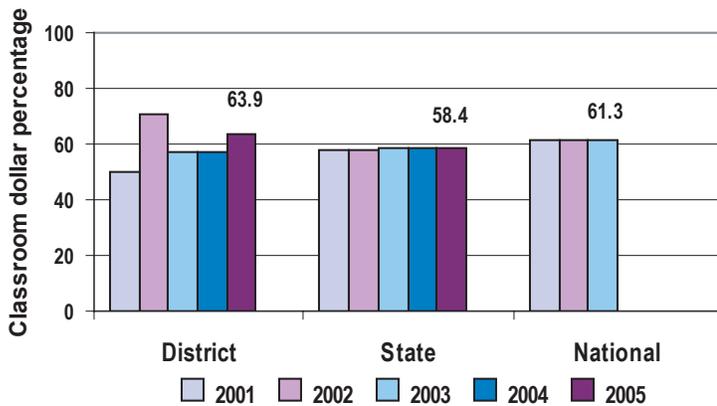


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	12.0	14.0	13.6	18.3
Average teacher salary	\$31,533	\$29,595	\$34,910	\$39,095
Average years' experience	10.3	7.5	5.8	8.5

Classroom dollar ranking: 11 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	49.8	71.0	57.3	57.0	63.9	58.4	61.5
Nonclassroom dollars:							
Administration	23.3	25.8	35.7	26.7	20.5	9.5	11.1
Plant operations	6.8	1.6	2.1	5.8	4.9	11.4	9.5
Food service				0.1	0.2	4.8	4.0
Transportation	4.2				0.2	4.1	4.0
Student support	11.3	0.4	4.6	7.4	8.1	7.0	5.0
Instruction support	4.6	1.2	0.3	3.0	2.2	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,481 in salary.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on individual performance.
- Teachers completed development of standards-based high school curricula that was begun in the prior fiscal year.
- Teachers also participated in professional development activities.

##### Menu

- Monies were used primarily to increase teacher compensation.
- Teachers were also compensated for travel to a dropout prevention conference.

# Classroom Dollars and Proposition 301 Results

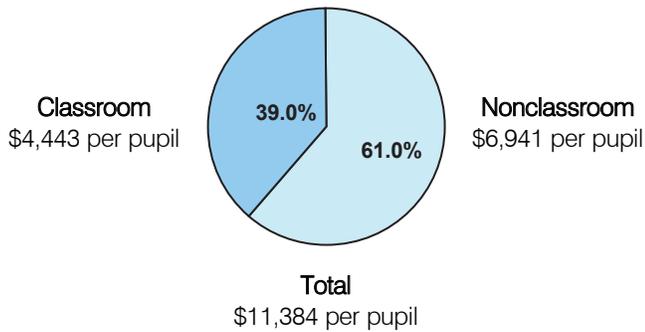
## Colorado City Unified School District

Mohave County

District size: Small  
 Students attending: 360  
 Number of schools: 3  
 Number of certified teachers: 20

### Classroom Dollars

Fiscal year 2005

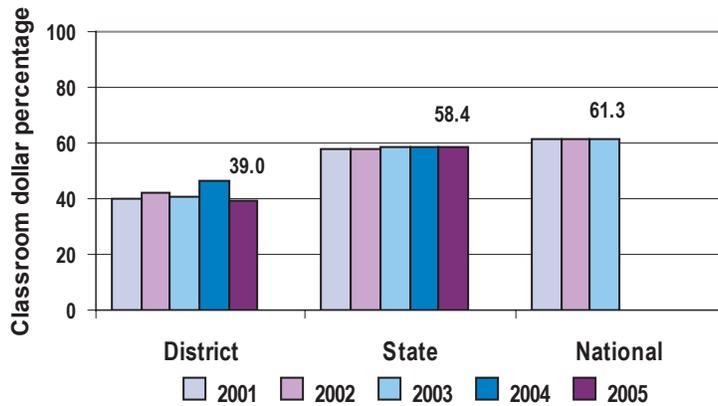


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.2	14.3	18.4	18.3
Average teacher salary	n/a	n/a	\$29,164	\$39,095
Average years' experience	9.2	8.4	10.5	8.5

Classroom dollar ranking: 217 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	39.9	42.0	40.7	46.2	39.0	58.4	61.5
Nonclassroom dollars:							
Administration	26.3	24.5	15.7	14.7	14.0	9.5	11.1
Plant operations	14.2	12.6	18.1	15.3	13.8	11.4	9.5
Food service			5.4	5.6	5.2	4.8	4.0
Transportation	3.6	4.0	3.5	3.0	2.7	4.1	4.0
Student support	7.3	8.4	8.8	7.0	7.0	7.0	5.0
Instruction support	8.7	8.5	7.3	8.2	18.3	4.6	4.7
Other			0.5			0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,185 in salary and each counselor earned an additional \$1,630.

##### Performance

- The District met its goals, which were based on school and individual performance.
- 2 of the District's schools were labeled as "performing" by ADE for AZ LEARNS and 1 school was labeled as "performing plus."
- Each teacher and instructional aide participated in at least 2 full-day sessions of professional development activities to become "highly qualified."

##### Menu

- Monies were used primarily to compensate teachers for additional duties performed, including physical education and after-school program coordination, art instruction, and curriculum development.
- 29 teachers and 32 instructional aides participated in professional development activities.
- 32 7th- through 12th-grade students participated in after-school intramural and interscholastic sports activities as part of dropout prevention.

# Classroom Dollars and Proposition 301 Results

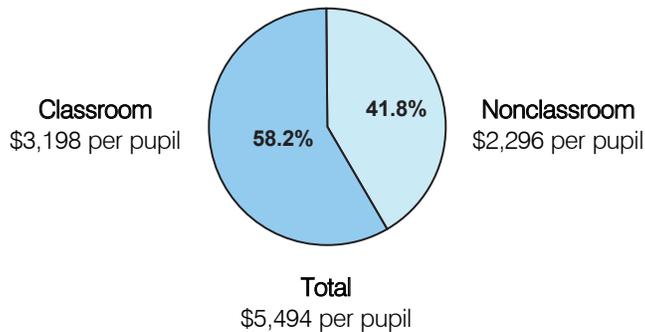
## Colorado River Union High School District

Mohave County

District size: Medium  
 Students attending: 2,244  
 Number of schools: 2  
 Number of certified teachers: 96

### Classroom Dollars

Fiscal year 2005

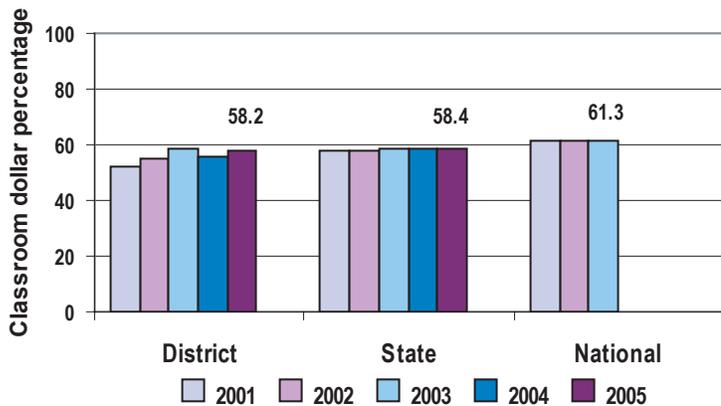


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	23.2	23.2	23.5	18.3
Average teacher salary	\$41,315	\$41,260	\$41,569	\$39,095
Average years' experience	10.1	8.1	8.9	8.5

Classroom dollar ranking: 70 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	52.1	55.0	58.8	55.6	58.2	58.4	61.5
Nonclassroom dollars:							
Administration	13.6	11.3	8.7	7.8	7.9	9.5	11.1
Plant operations	16.0	15.1	13.5	15.5	14.6	11.4	9.5
Food service	5.4	5.1	5.0	5.0	4.9	4.8	4.0
Transportation	4.7	4.8	4.4	4.8	4.6	4.1	4.0
Student support	6.3	6.8	7.0	7.2	6.4	7.0	5.0
Instruction support	1.1	1.7	2.4	3.2	3.2	4.6	4.7
Other	0.8	0.2	0.2	0.9	0.2	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$4,344 in salary.

##### Performance

- The District met most of its goals, which were similar to the prior fiscal year's goals and were based on district and individual performance.
- All teachers administered district assessments and completed 15 hours of professional development activities.
- At least 90 percent of teachers attended 6 extracurricular events.
- A course syllabus was sent to parents for each course taught.
- Most teachers received "meets" or "exceeds" ratings on performance evaluation instructional criteria.

##### Menu

- The District continued to pay for 3 teachers to reduce average math class sizes to 27 students.

# Classroom Dollars and Proposition 301 Results

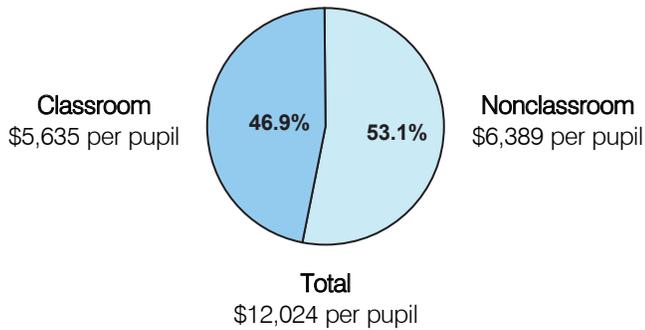
## Concho Elementary School District

Apache County

District size: Very Small  
 Students attending: 165  
 Number of schools: 1  
 Number of certified teachers: 15

### Classroom Dollars

Fiscal year 2005

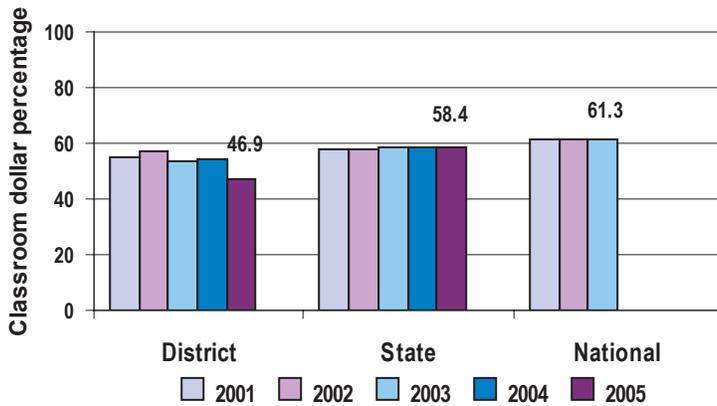


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	12.3	10.3	10.7	18.3
Average teacher salary	\$38,897	\$35,122	\$34,252	\$39,095
Average years' experience	12.5	11.0	11.5	8.5

Classroom dollar ranking: 201 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	55.2	57.0	53.3	54.1	46.9	58.4	61.5
Nonclassroom dollars:							
Administration	13.4	14.0	11.0	10.6	11.6	9.5	11.1
Plant operations	11.2	9.3	12.7	11.2	11.5	11.4	9.5
Food service	3.9	3.6	3.6	3.5	4.0	4.8	4.0
Transportation	13.1	12.9	16.7	15.8	16.3	4.1	4.0
Student support	2.3	1.9	1.4	1.9	2.0	7.0	5.0
Instruction support	0.9	1.3	1.3	2.9	7.7	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,433 in salary.

##### Performance

- The District accomplished its goals, which were based on district performance.
- 3rd-grade students increased their AIMS reading scores by 5 percent and math scores by 6 percent.
- 5th-grade students increased their AIMS reading scores by 11 percent and math scores by 21 percent.
- 8th-grade students increased their AIMS reading scores by 19 percent and math scores by 50 percent.

##### Menu

- Monies were used to pay for teachers' health insurance benefits and base pay increases.
- Teachers were also compensated for completing professional development courses in aligning curriculum and textbooks to state standards.

# Classroom Dollars and Proposition 301 Results

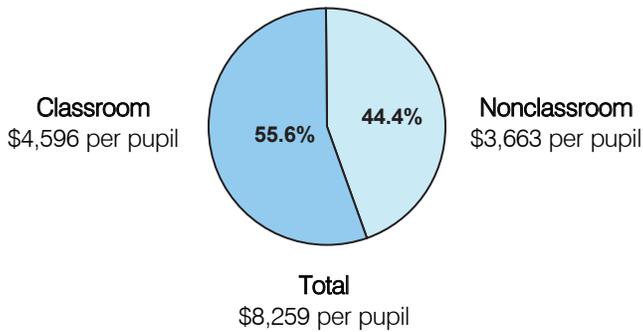
## Congress Elementary School District

Yavapai County

District size: Very Small  
 Students attending: 119  
 Number of schools: 1  
 Number of certified teachers: 9

### Classroom Dollars

Fiscal year 2005

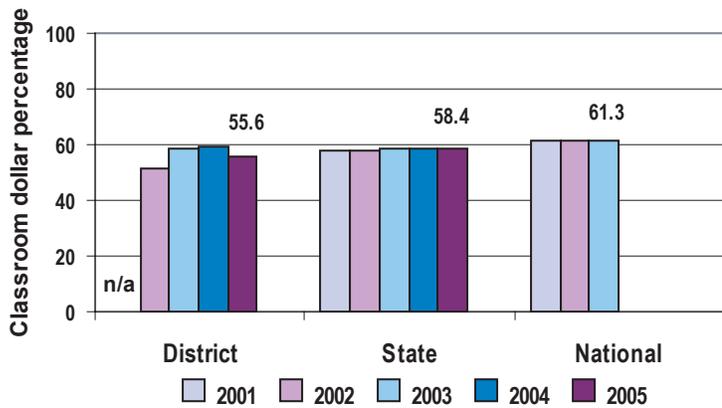


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	12.4	10.9	13.2	18.3
Average teacher salary	\$36,361	\$40,827	\$40,255	\$39,095
Average years' experience	6.7	8.3	8.0	8.5

Classroom dollar ranking: 111 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	2001	2002	2003	2004	2005	State 2005	National 2002
Classroom dollars	n/a	51.7	58.9	59.3	55.6	58.4	61.5
Nonclassroom dollars:	n/a						
Administration		17.3	14.2	14.7	16.1	9.5	11.1
Plant operations		13.1	9.0	11.2	10.7	11.4	9.5
Food service		5.4	5.4	5.4	6.0	4.8	4.0
Transportation		5.2	4.3	4.4	4.7	4.1	4.0
Student support		1.6	1.7	2.0	1.8	7.0	5.0
Instruction support		5.7	6.5	3.0	5.1	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$1,995 in salary.

##### Performance

- The District accomplished its goals, which were based on district performance.
- Each student demonstrated 1 year's academic progress based on standardized tests.
- The student absence rate was no more than 6 percent.

##### Menu

- 9 teachers were compensated for participating in professional development activities on reading and technology.
- Monies were also used to pay for additional health insurance benefits, including dental and vision coverage for 6 teachers.

# Classroom Dollars and Proposition 301 Results

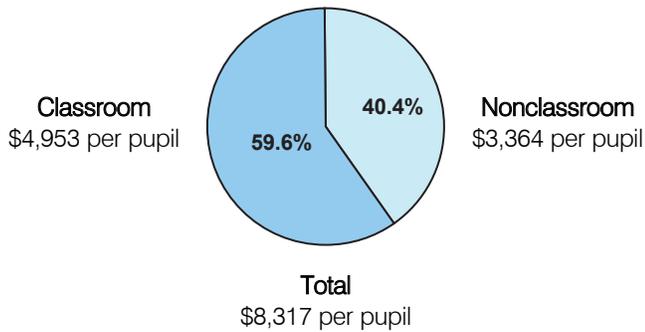
## Continental Elementary School District

Pima County

District size: Small  
 Students attending: 265  
 Number of schools: 1  
 Number of certified teachers: 21

### Classroom Dollars

Fiscal year 2005

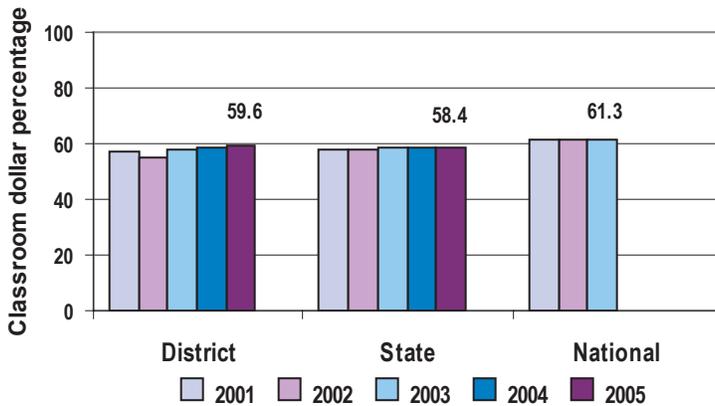


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	13.4	12.8	12.4	18.3
Average teacher salary	\$35,049	\$35,152	\$41,307	\$39,095
Average years' experience	8.5	8.1	7.6	8.5

Classroom dollar ranking: 51 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	57.0	55.1	58.1	58.3	59.6	58.4	61.5
Nonclassroom dollars:							
Administration	12.3	13.5	12.3	11.2	11.7	9.5	11.1
Plant operations	12.2	12.1	13.0	12.5	11.7	11.4	9.5
Food service	5.2	5.0	5.2	5.8	5.4	4.8	4.0
Transportation	8.1	8.0	5.6	6.7	5.1	4.1	4.0
Student support	3.9	3.4	2.9	2.7	3.9	7.0	5.0
Instruction support	1.3	2.9	2.9	2.8	2.6	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,350 in salary.

##### Performance

- The District accomplished its goals, which were based on district and individual performance.
- The District's school earned a "highly performing" label from ADE for AZ LEARNS.
- Teachers attended required professional development activities.
- All teachers met performance evaluation criteria and participated in after-school tutorials for students in kindergarten through 8th grade.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

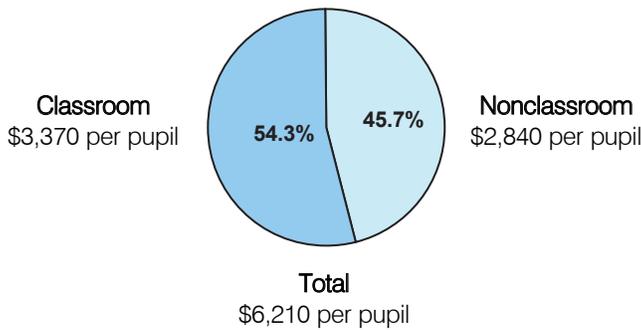
## Coolidge Unified School District

Pinal County

District size: Medium  
 Students attending: 3,312  
 Number of schools: 6  
 Number of certified teachers: 175

### Classroom Dollars

Fiscal year 2005

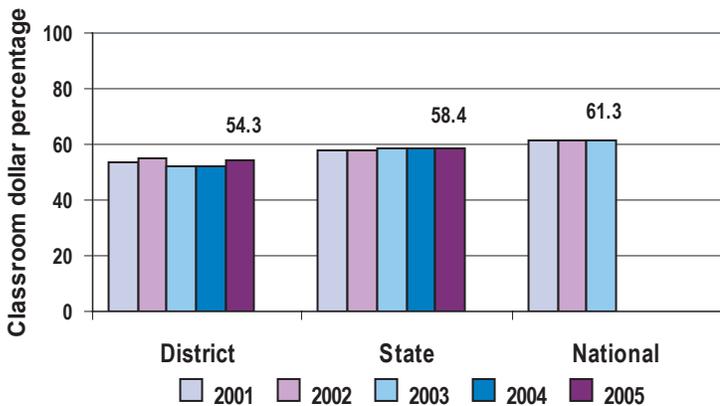


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.9	16.3	18.9	18.3
Average teacher salary	\$35,449	\$35,449	\$36,033	\$39,095
Average years' experience	7.8	7.6	8.0	8.5

Classroom dollar ranking: 142 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	53.3	54.9	51.9	51.9	54.3	58.4	61.5
Nonclassroom dollars:							
Administration	12.0	11.7	11.8	11.3	9.8	9.5	11.1
Plant operations	12.1	10.9	12.5	12.6	11.2	11.4	9.5
Food service	4.9	4.7	4.4	4.7	5.1	4.8	4.0
Transportation	5.3	4.9	4.8	4.8	5.9	4.1	4.0
Student support	7.9	8.2	9.0	8.7	9.3	7.0	5.0
Instruction support	4.5	4.7	4.6	4.5	4.4	4.6	4.7
Other			1.0	1.5		0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,697 in salary, and each librarian, speech pathologist, audiologist, counselor, and curriculum coach earned between \$980 and \$2,372.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district performance.
- Students demonstrated 14 percent growth in language arts as measured by standardized tests.
- Teachers met a goal linked to teacher attendance.

##### Menu

- Monies were used primarily to increase eligible employee compensation.
- Additionally, the District continued to use monies to pay for writing mini-assessments for state curriculum, action planning, summer and recovery school, and after-school tutoring and activities.

# Classroom Dollars and Proposition 301 Results

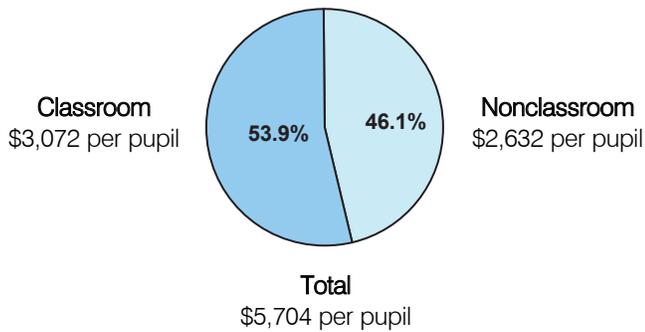
## Cottonwood-Oak Creek Elementary School District

Yavapai County

District size: Medium  
 Students attending: 2,524  
 Number of schools: 5  
 Number of certified teachers: 142

### Classroom Dollars

Fiscal year 2005

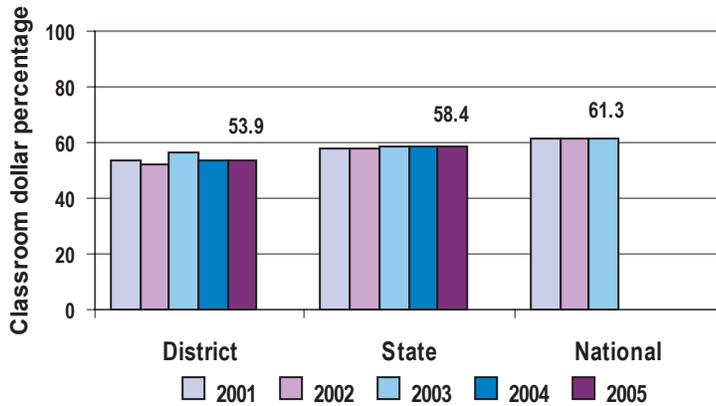


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.7	17.9	17.8	18.3
Average teacher salary	\$33,561	\$33,566	\$33,125	\$39,095
Average years' experience	8.0	8.0	8.0	8.5

Classroom dollar ranking: 146 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	53.8	52.4	56.1	53.6	53.9	58.4	61.5
Nonclassroom dollars:							
Administration	12.3	13.1	12.4	13.9	12.5	9.5	11.1
Plant operations	13.3	12.4	10.5	11.5	11.1	11.4	9.5
Food service	7.9	9.2	8.7	9.6	9.8	4.8	4.0
Transportation	4.1	3.8	3.4	3.3	3.5	4.1	4.0
Student support	5.9	5.7	7.4	6.3	7.1	7.0	5.0
Instruction support	1.9	3.4	1.5	1.8	2.1	4.6	4.7
Other	0.8					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, and audiologist earned an additional \$4,629 to \$5,104 in salary.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- Teachers earned acceptable performance evaluations.
- Goals related to increasing contacts with parents were also met.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

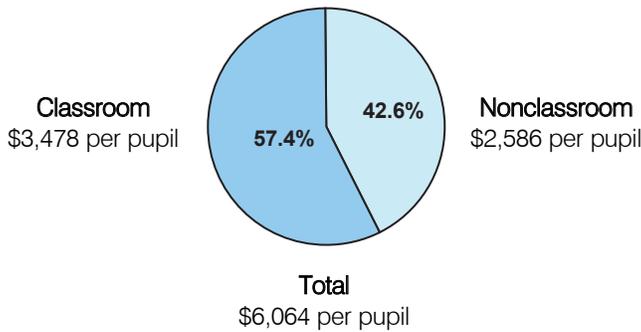
## Crane Elementary School District

Yuma County

District size: Large  
 Students attending: 5,762  
 Number of schools: 9  
 Number of certified teachers: 310

### Classroom Dollars

Fiscal year 2005

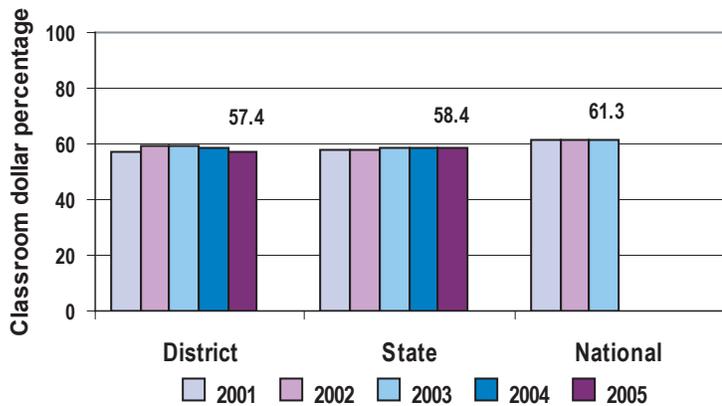


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.7	18.6	18.6	18.3
Average teacher salary	\$35,265	\$33,000	\$35,750	\$39,095
Average years' experience	8.1	7.7	7.4	8.5

Classroom dollar ranking: 87 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.8	59.4	59.0	58.8	57.4	58.4	61.5
Nonclassroom dollars:							
Administration	13.8	12.8	10.9	11.0	12.0	9.5	11.1
Plant operations	9.8	10.0	11.6	11.3	10.4	11.4	9.5
Food service	6.9	6.4	5.8	5.6	5.6	4.8	4.0
Transportation	3.7	3.6	3.5	3.4	3.3	4.1	4.0
Student support	5.5	4.9	4.9	4.7	4.7	7.0	5.0
Instruction support	3.3	2.9	4.3	5.2	6.6	4.6	4.7
Other	0.2					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,647 in salary, and each speech pathologist, audiologist, counselor, facilitator, and staff development employee received between \$2,525 and \$2,750.

##### 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.
- Goals called for a 7 percent increase in the number of students reading at grade level, and for each teacher to tutor 5 students in reading.

##### Menu

- Monies were used to pay 3 facilitators to assist with professional development activities, and to pay for 2 alternative school programs that served students who otherwise may have been suspended or expelled.

# Classroom Dollars and Proposition 301 Results

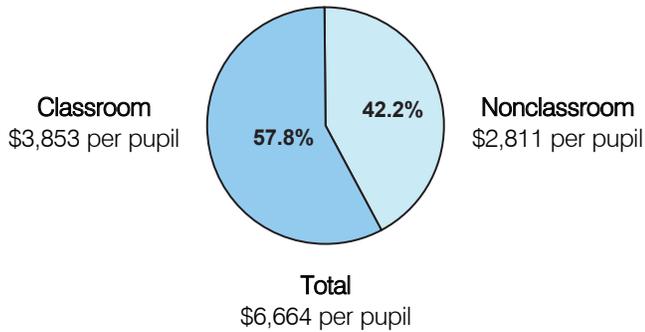
## Creighton Elementary School District

Maricopa County

District size: Large  
 Students attending: 8,268  
 Number of schools: 9  
 Number of certified teachers: 496

### Classroom Dollars

Fiscal year 2005

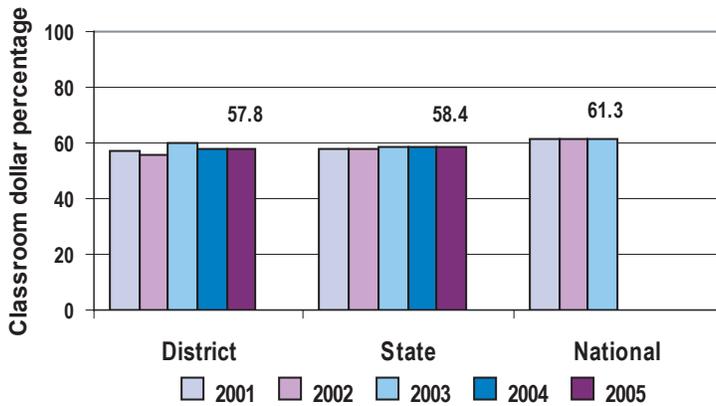


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.6	16.6	16.7	18.3
Average teacher salary	\$38,949	\$39,340	\$41,239	\$39,095
Average years' experience	7.6	7.6	7.7	8.5

Classroom dollar ranking: 80 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.8	55.5	59.8	58.0	57.8	58.4	61.5
Nonclassroom dollars:							
Administration	9.0	9.1	8.0	7.7	7.5	9.5	11.1
Plant operations	11.3	12.0	10.7	11.0	10.6	11.4	9.5
Food service	6.2	6.8	7.5	8.0	7.2	4.8	4.0
Transportation	2.6	2.6	2.7	2.6	2.5	4.1	4.0
Student support	7.0	7.1	6.8	7.5	8.3	7.0	5.0
Instruction support	7.1	6.9	4.5	5.2	5.4	4.6	4.7
Other					0.7	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and nurse earned an additional \$4,439, and each counselor earned an additional \$1,025.

##### Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Student achievement goals called for students to demonstrate adequate yearly progress in reading and math and improvement on writing assessments.
- Goals also called for increasing ELL students' English acquisition test scores and the rate at which they exit ELL programs.
- Other goals were linked to student attendance, teacher attendance and development, and parent-student satisfaction.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

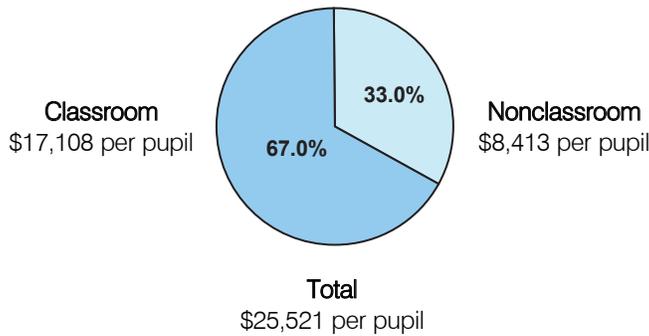
## Crown King Elementary School District

Yavapai County

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

### Classroom Dollars

Fiscal year 2005

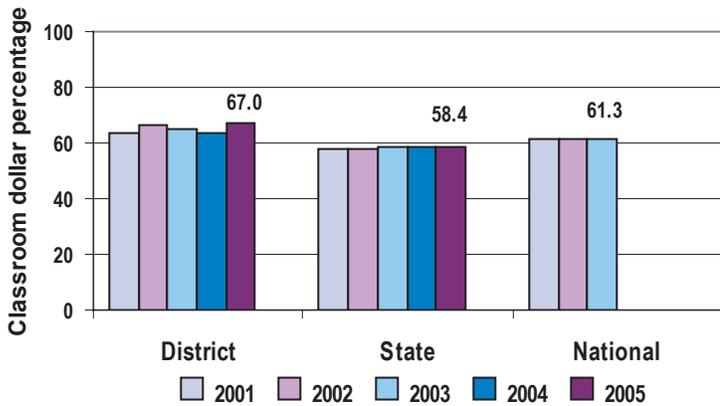


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	5.0	7.0	4.0	18.3
Average teacher salary	n/a	n/a	n/a	\$39,095
Average years' experience	15.0	15.0	n/a	8.5

Classroom dollar ranking: 6 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	63.9	66.5	64.7	63.9	67.0	58.4	61.5
Nonclassroom dollars:							
Administration	10.4	13.2	11.8	11.6	17.5	9.5	11.1
Plant operations	14.5	11.2	12.3	15.2	13.3	11.4	9.5
Food service						4.8	4.0
Transportation	0.7	1.0	0.6	0.5	0.5	4.1	4.0
Student support	8.3	7.2	9.5	8.8	1.3	7.0	5.0
Instruction support	2.2	0.9	1.1		0.3	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- The teacher earned an additional \$1,404 in salary.

##### 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 were used for additional teacher compensation to help pay for health insurance premiums.

# Classroom Dollars and Proposition 301 Results

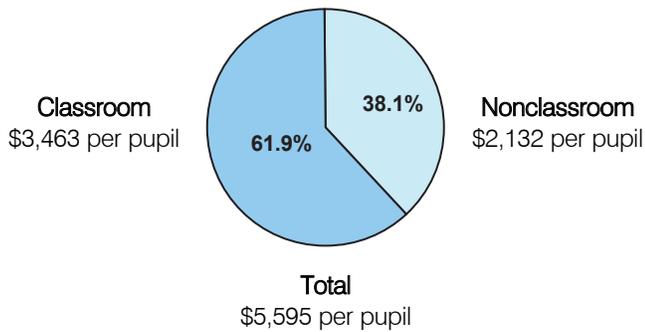
## Deer Valley Unified School District

Maricopa County

District size: Very Large  
 Students attending: 32,026  
 Number of schools: 34  
 Number of certified teachers: 1,656

### Classroom Dollars

Fiscal year 2005

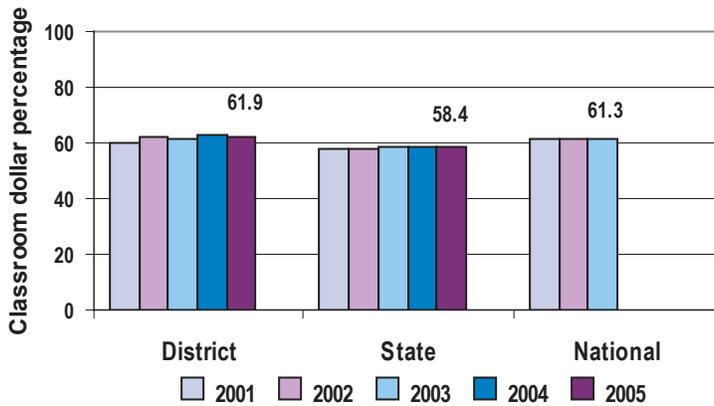


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.5	19.2	19.3	18.3
Average teacher salary	\$40,885	\$41,575	\$40,973	\$39,095
Average years' experience	7.3	7.5	7.1	8.5

Classroom dollar ranking: 28 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	60.1	62.2	61.6	62.8	61.9	58.4	61.5
Nonclassroom dollars:							
Administration	9.9	9.8	9.7	8.7	8.7	9.5	11.1
Plant operations	11.8	10.2	10.7	10.6	10.5	11.4	9.5
Food service	4.8	4.6	4.4	4.4	4.8	4.8	4.0
Transportation	5.4	4.9	4.5	4.7	4.9	4.1	4.0
Student support	5.0	5.7	5.8	5.8	6.1	7.0	5.0
Instruction support	2.6	2.4	2.7	2.7	2.9	4.6	4.7
Other	0.4	0.2	0.6	0.3	0.2	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$3,357 in salary.

##### Performance

- The District accomplished its goals, which were based on school performance.
- Teachers developed professional goals that focused on positive changes in their individual professional knowledge and student learning outcomes. Teachers also developed and met goals related to tutoring and leadership activities.
- The number of volunteer programs increased, providing multiple opportunities for parental involvement.

##### Menu

- Monies were used primarily to increase eligible employee compensation.
- 8 elementary-school teachers were hired to reduce class sizes, and 2 teachers-on-assignment were employed to provide reading, writing, and math training.
- 19 schools provided instructional intervention for students not meeting AIMS test proficiency.
- Monies were used to pay for an alternative program serving long-term suspended students.

# Classroom Dollars and Proposition 301 Results

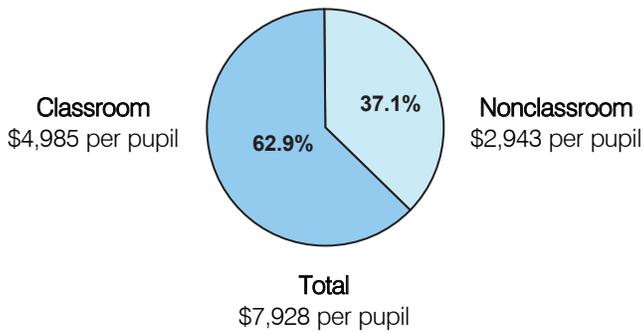
## Double Adobe Elementary School District

Cochise County

District size: Very Small  
 Students attending: 52  
 Number of schools: 1  
 Number of certified teachers: 4

### Classroom Dollars

Fiscal year 2005

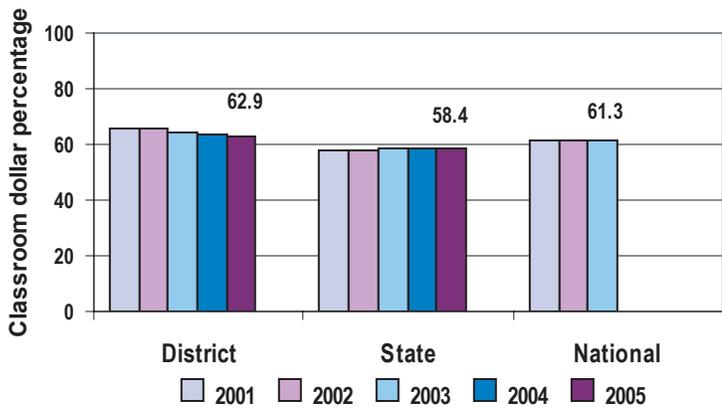


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	13.5	13.2	12.2	18.3
Average teacher salary	n/a	\$36,490	\$41,230	\$39,095
Average years' experience	13.5	14.1	13.8	8.5

Classroom dollar ranking: 18 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	66.0	65.4	64.1	63.5	62.9	58.4	61.5
Nonclassroom dollars:							
Administration	13.7	14.0	13.0	13.1	11.8	9.5	11.1
Plant operations	9.4	9.1	9.0	10.8	14.7	11.4	9.5
Food service						4.8	4.0
Transportation	3.6	4.1	4.3	3.6	4.1	4.1	4.0
Student support	5.6	6.0	8.7	7.3	4.5	7.0	5.0
Instruction support	1.7	1.4	0.9	1.7	2.0	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$5,778 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.
- All students demonstrated 1 year's academic progress.
- Teachers completed 20 hours of professional development activities.
- Other goals were linked to attendance at a school open house and family night activities, and parent participation in a survey and parent-teacher conferences.

##### Menu

- Monies were used primarily to increase teacher compensation.
- 3 teachers earned up to \$150 each for completing 15 hours of professional development activities in math, reading, and technology.

# Classroom Dollars and Proposition 301 Results

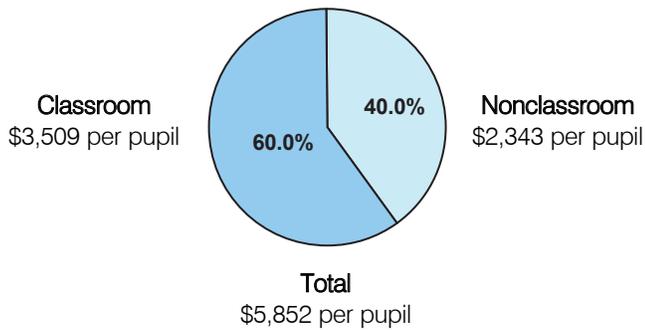
## Douglas Unified School District

Cochise County

District size: Medium  
 Students attending: 4,017  
 Number of schools: 10  
 Number of certified teachers: 203

### Classroom Dollars

Fiscal year 2005

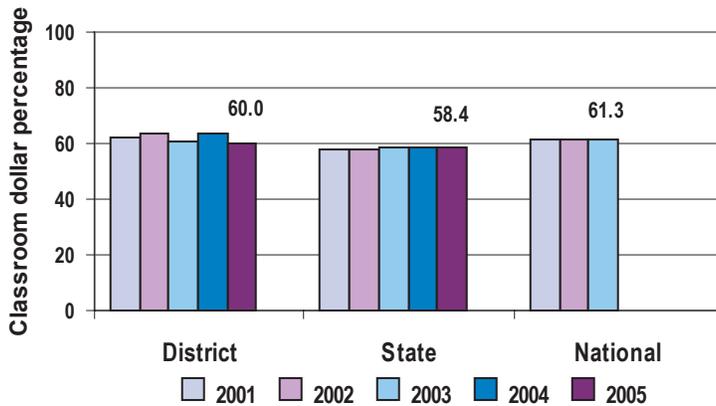


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.5	19.1	19.8	18.3
Average teacher salary	\$38,698	\$40,607	\$41,006	\$39,095
Average years' experience	9.5	9.4	9.4	8.5

Classroom dollar ranking: 44 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	62.2	63.6	61.0	63.6	60.0	58.4	61.5
Nonclassroom dollars:							
Administration	11.8	11.3	12.9	10.6	11.8	9.5	11.1
Plant operations	11.4	10.3	11.3	11.7	13.1	11.4	9.5
Food service	5.9	5.7	5.4	5.7	4.6	4.8	4.0
Transportation	1.4	1.3	1.1	1.3	1.1	4.1	4.0
Student support	5.3	5.9	6.6	6.1	7.1	7.0	5.0
Instruction support	2.0	1.8	1.7	1.0	2.3	4.6	4.7
Other		0.1				0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$4,660 in salary.

##### Performance

- The District accomplished its goals, which were based on individual performance.
- Each eligible employee chose activities from state reading, functional, and preschool standards that supported schools' academic goals.
- Improvements in student achievement were measured by pre- and post-tests.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

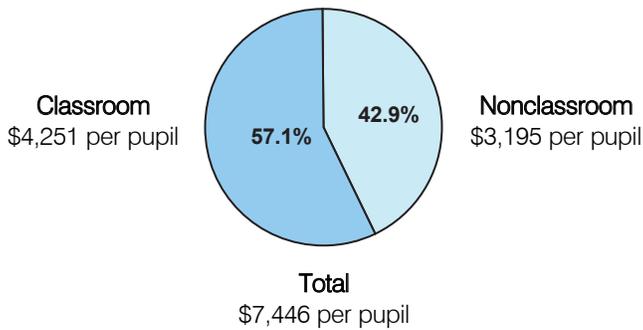
## Duncan Unified School District

Greenlee County

District size: Small  
 Students attending: 470  
 Number of schools: 3  
 Number of certified teachers: 34

### Classroom Dollars

Fiscal year 2005

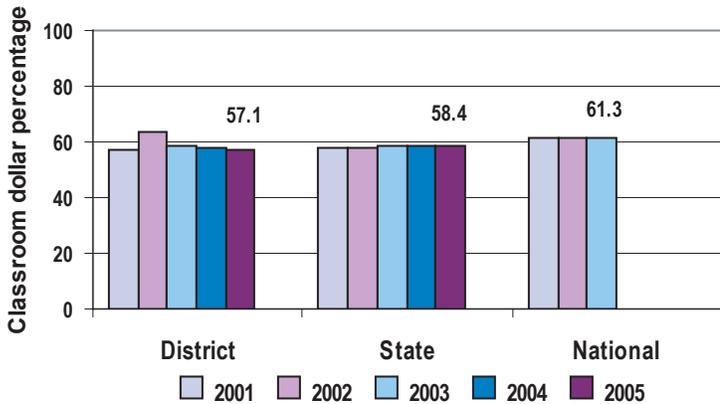


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	14.5	14.7	13.7	18.3
Average teacher salary	\$34,294	\$32,607	\$35,208	\$39,095
Average years' experience	10.4	10.7	10.4	8.5

Classroom dollar ranking: 92 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	57.5	63.5	58.3	58.1	57.1	58.4	61.5
Nonclassroom dollars:	n/a						
Administration		10.4	10.8	8.8	11.7	9.5	11.1
Plant operations		13.9	14.9	14.3	15.3	11.4	9.5
Food service		4.1	3.6	3.6	3.3	4.8	4.0
Transportation		4.1	4.1	4.4	4.7	4.1	4.0
Student support		3.6	6.2	7.3	4.5	7.0	5.0
Instruction support		0.4	2.1	3.5	3.4	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and counselor earned an additional \$4,130 in salary.

##### Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- Reading scores increased after a new classroom readers' workshop.
- High-school students' AIMS test scores increased.
- A new reading program was adopted for elementary school students.
- A progressive discipline program implemented at the junior high school decreased the number of students referred to the principal for disciplinary matters.
- Teachers completed 30 hours of professional development activities and received satisfactory performance evaluations.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

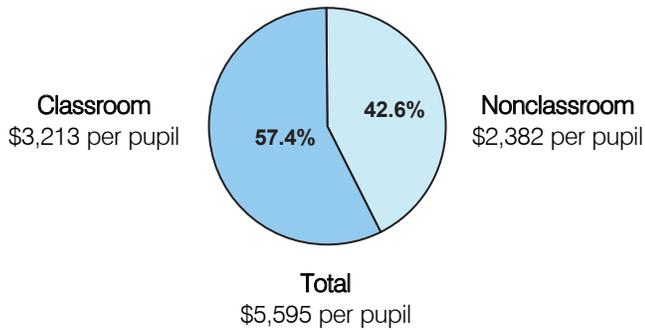
## Dysart Unified School District

Maricopa County

District size: Large  
 Students attending: 13,538  
 Number of schools: 14  
 Number of certified teachers: 659

### Classroom Dollars

Fiscal year 2005

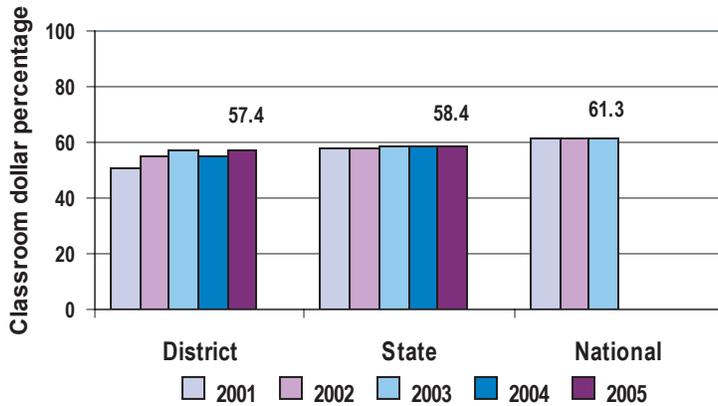


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.7	19.8	20.5	18.3
Average teacher salary	\$35,909	\$39,035	\$39,965	\$39,095
Average years' experience	6.1	6.1	5.9	8.5

Classroom dollar ranking: 86 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	50.8	55.1	55.8	55.3	57.4	58.4	61.5
Nonclassroom dollars:							
Administration	10.1	9.5	11.2	10.3	12.0	9.5	11.1
Plant operations	11.7	10.5	9.2	10.4	10.5	11.4	9.5
Food service	6.8	5.4	5.4	4.9	5.3	4.8	4.0
Transportation	4.8	4.4	5.2	4.8	5.4	4.1	4.0
Student support	7.1	7.0	7.3	6.1	6.3	7.0	5.0
Instruction support	8.3	8.1	5.8	8.1	2.9	4.6	4.7
Other	0.4		0.1	0.1	0.2	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, mentor, social worker, and therapist earned an additional \$3,386 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 earned performance pay based on their attendance or participation in extracurricular activities, including tutoring, and for accomplishing 3 individual academically oriented goals.
- Other goals were linked to high-school student attendance and dropout rates, and to elementary-school student achievement.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

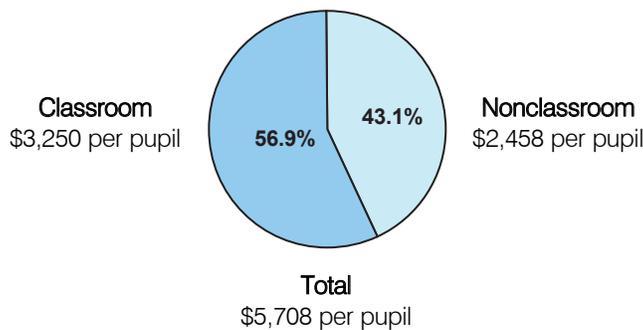
## East Valley Institute of Technology

Maricopa County

District size: Medium  
 Students attending: 1,782  
 Number of schools: 1  
 Number of certified teachers: 61

### Classroom Dollars

Fiscal year 2005

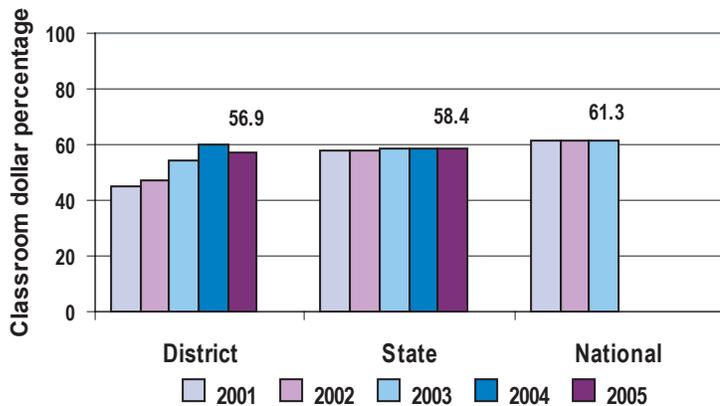


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	n/a	28.1	29.0	18.3
Average teacher salary	\$48,475	\$40,427	\$43,864	\$39,095
Average years' experience	13.4	13.6	12.7	8.5

Classroom dollar ranking: 95 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	44.9	46.8	54.6	59.7	56.9	58.4	61.5
Nonclassroom dollars:							
Administration	15.7	20.6	19.8	16.1	17.3	9.5	11.1
Plant operations	17.9	22.5	16.4	14.5	16.1	11.4	9.5
Food service						4.8	4.0
Transportation						4.1	4.0
Student support	11.6	9.4	8.5	8.7	9.0	7.0	5.0
Instruction support	5.2	0.7	0.7	1.0	0.7	4.6	4.7
Other	4.7					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$5,781 in salary, and each counselor earned an additional \$3,701.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district and individual performance.
- Teachers earned incentives for having 1 or fewer absences during the school year. 68 percent of teachers earned monies the first semester and 42 percent earned monies the second.
- The District's PASS program assisted students who were earning failing grades or who had attendance problems to receive additional tutoring, instruction, and counseling. 46 percent of students in the program made grades of C or higher, and attendance problems were minimized for 32 percent of students.

##### Menu

- 10 instructional aides were hired to help reduce class sizes, and 4 instructional aides were hired to assist with dropout prevention.
- Monies were also used to pay for teacher attendance incentives.

# Classroom Dollars and Proposition 301 Results

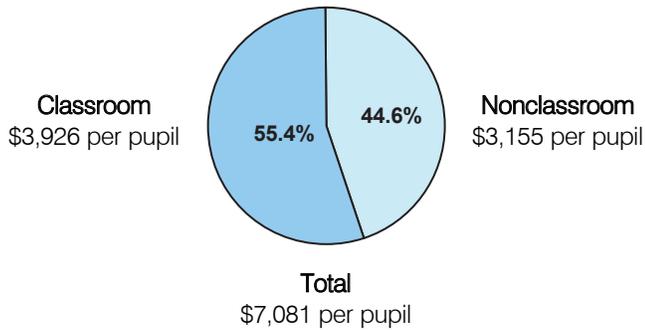
## Elfrida Elementary School District

Cochise County

District size: Very Small  
 Students attending: 176  
 Number of schools: 1  
 Number of certified teachers: 10

### Classroom Dollars

Fiscal year 2005

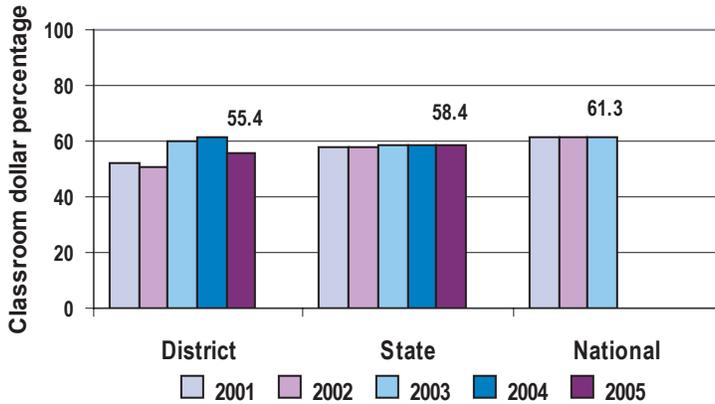


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.0	16.0	17.6	18.3
Average teacher salary	\$38,311	\$36,673	\$41,597	\$39,095
Average years' experience	11.3	9.2	9.8	8.5

Classroom dollar ranking: 118 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	52.0	51.0	60.2	61.2	55.4	58.4	61.5
Nonclassroom dollars:							
Administration	21.4	22.5	15.4	13.6	14.4	9.5	11.1
Plant operations	8.3	8.1	9.0	10.9	9.2	11.4	9.5
Food service			2.9	4.3	8.2	4.8	4.0
Transportation	6.2	4.1	4.1	3.9	4.3	4.1	4.0
Student support	4.1	8.8	8.4	5.9	8.3	7.0	5.0
Instruction support	4.7	4.6		0.2	0.1	4.6	4.7
Other	3.3	0.9			0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$5,447 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.
- Goals called for students in kindergarten through 8th grades to improve their standardized test scores in 3 categories.
- Overall, students demonstrated improvement in 21 of the 27 grade-level subjects tested.

##### Menu

- Monies were used to compensate teachers whose students, on average, demonstrated more than 1 year's academic growth and scored above the 65th-percentile on standardized tests.
- Teachers also earned additional monies for after-school tutoring and for participating in professional development activities, including earning college credits.

# Classroom Dollars and Proposition 301 Results

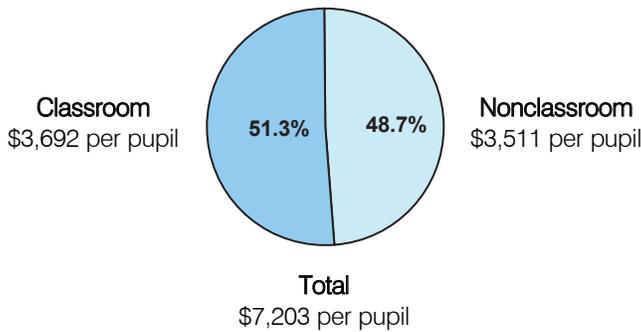
## Eloy Elementary School District

Pinal County

District size: Medium  
 Students attending: 1,081  
 Number of schools: 4  
 Number of certified teachers: 63

### Classroom Dollars

Fiscal year 2005

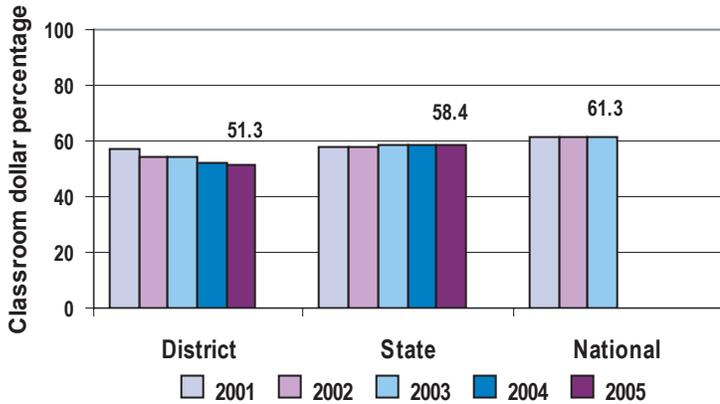


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.1	18.3	17.3	18.3
Average teacher salary	\$32,154	\$35,954	\$32,426	\$39,095
Average years' experience	7.6	8.5	10.1	8.5

Classroom dollar ranking: 174 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.9	54.4	54.0	52.2	51.3	58.4	61.5
Nonclassroom dollars:							
Administration	10.4	10.4	12.2	11.8	11.0	9.5	11.1
Plant operations	11.4	11.9	11.7	11.6	11.1	11.4	9.5
Food service	8.1	7.9	8.0	9.2	9.6	4.8	4.0
Transportation	3.4	4.2	3.2	3.3	3.4	4.1	4.0
Student support	7.6	8.9	8.2	8.7	10.9	7.0	5.0
Instruction support	2.0	2.2	2.7	3.2	2.7	4.6	4.7
Other	0.2	0.1				0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, speech pathologist, and counselor earned an additional \$1,905 in salary, which does not include performance pay subsequently distributed in 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.
- Student achievement was measured by standardized tests.
- Teachers created lesson plans based on the standards-based learning approach.
- The goal not met required student attendance to be above 94 percent.

##### Menu

- 1 teacher was hired to help reduce class sizes.
- Monies continued to be used to pay academic coaches who provided mentoring and instruction to help teachers improve teaching methods, implement best practices, and align curriculum to state standards.
- Monies were also used as added teacher compensation to help pay for health insurance.

# Classroom Dollars and Proposition 301 Results

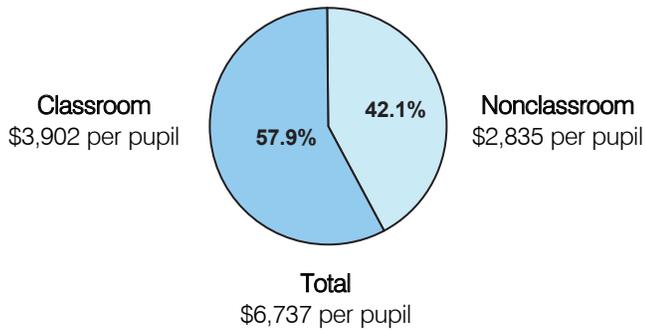
## Flagstaff Unified School District

Coconino County

District size: Large  
 Students attending: 10,888  
 Number of schools: 19  
 Number of certified teachers: 667

### Classroom Dollars

Fiscal year 2005

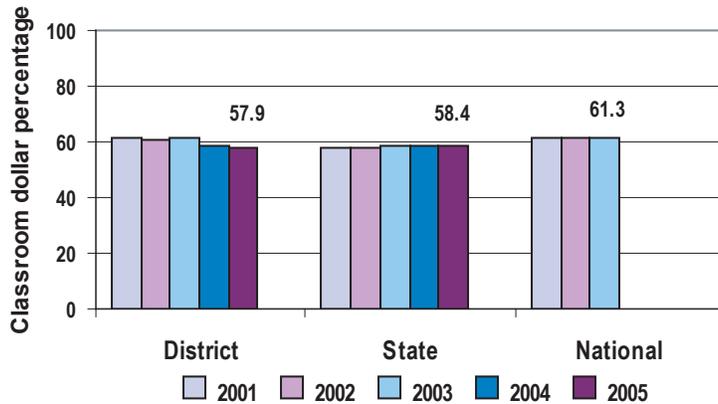


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.2	16.9	16.3	18.3
Average teacher salary	\$38,599	\$38,500	\$40,000	\$39,095
Average years' experience	9.5	10.3	9.4	8.5

Classroom dollar ranking: 78 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	61.3	60.7	61.3	58.4	57.9	58.4	61.5
Nonclassroom dollars:		n/a					
Administration	8.6		9.0	9.4	9.5	9.5	11.1
Plant operations	10.9		9.4	10.7	11.0	11.4	9.5
Food service	3.4		2.9	3.3	3.0	4.8	4.0
Transportation	4.9		4.8	4.8	5.1	4.1	4.0
Student support	5.6		7.2	7.2	7.3	7.0	5.0
Instruction support	5.2		4.9	5.6	5.6	4.6	4.7
Other	0.1		0.5	0.6	0.6	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, nurse, and therapist earned an additional \$3,251 in salary.

##### Performance

- Teachers were paid for attending 12 hours of professional development trainings on using data analysis to raise student achievement and rigor and relevance lesson planning as a strategy for increasing students' problem solving skills.
- Teachers were also paid for participating in curriculum alignment and mapping.

##### Menu

- Monies were used to increase eligible employee compensation, including pay for working additional planning days.

# Classroom Dollars and Proposition 301 Results

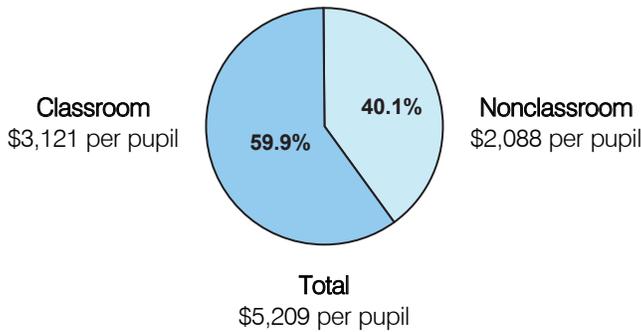
## Florence Unified School District

Pinal County

District size: Medium  
 Students attending: 3,573  
 Number of schools: 4  
 Number of certified teachers: 191

### Classroom Dollars

Fiscal year 2005

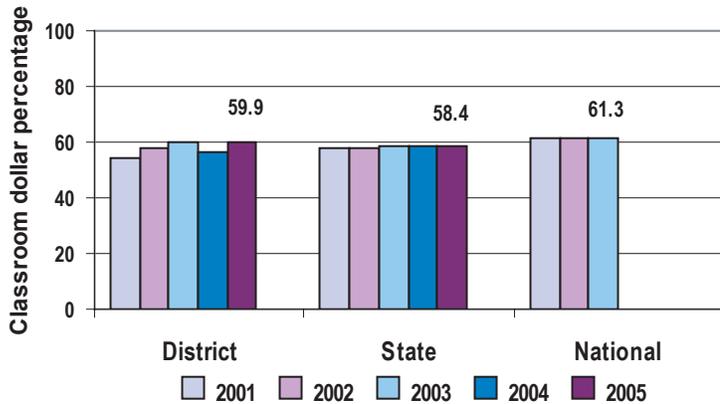


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	14.5	16.7	18.7	18.3
Average teacher salary	\$34,100	\$32,562	\$42,600	\$39,095
Average years' experience	5.9	5.4	5.5	8.5

Classroom dollar ranking: 45 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	54.6	57.6	59.8	56.4	59.9	58.4	61.5
Nonclassroom dollars:							
Administration	16.5	14.8	12.6	12.0	11.0	9.5	11.1
Plant operations	12.4	11.0	12.7	14.4	12.3	11.4	9.5
Food service	3.8	3.2	4.6	5.0	4.9	4.8	4.0
Transportation	5.4	5.6	5.5	5.4	5.7	4.1	4.0
Student support	5.5	5.1	3.6	4.8	5.5	7.0	5.0
Instruction support	1.4	2.7	1.1	2.0	0.7	4.6	4.7
Other	0.4		0.1			0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,480 in salary, and each librarian and counselor earned \$3,345.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- Each school met targeted student and teacher attendance rates.
- Each teacher was paid for attendance at up to 40 hours of professional development activities.
- Teachers also received acceptable performance evaluations.

##### Menu

- Monies were used to pay for a staff development coordinator who organized staff development for all campuses throughout the District.
- Individual school sites were also given professional development monies to use at their discretion.
- Monies were also used to pay for 4 math specialists.

# Classroom Dollars and Proposition 301 Results

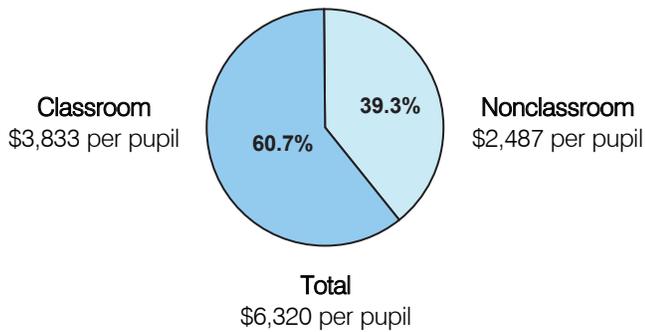
## Flowing Wells Unified School District

Pima County

District size: Large  
 Students attending: 5,969  
 Number of schools: 10  
 Number of certified teachers: 305

### Classroom Dollars

Fiscal year 2005

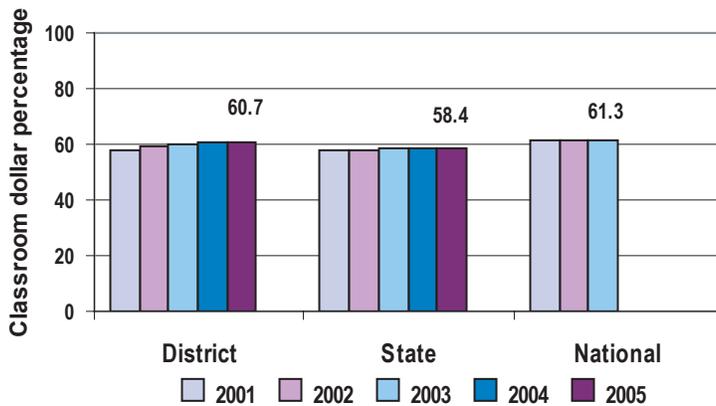


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.8	19.4	19.6	18.3
Average teacher salary	\$35,821	\$36,382	\$37,738	\$39,095
Average years' experience	9.0	9.2	9.1	8.5

Classroom dollar ranking: 36 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	57.8	59.4	59.7	60.6	60.7	58.4	61.5
Nonclassroom dollars:							
Administration	8.8	9.4	9.0	8.6	8.7	9.5	11.1
Plant operations	14.7	12.9	14.0	13.6	13.2	11.4	9.5
Food service	6.4	6.0	5.8	5.7	5.3	4.8	4.0
Transportation	3.1	2.9	3.1	3.1	2.9	4.1	4.0
Student support	7.4	8.0	6.5	6.0	6.3	7.0	5.0
Instruction support	1.4	1.3	1.8	2.2	2.8	4.6	4.7
Other	0.4	0.1	0.1	0.2	0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned between \$3,483 and \$4,075 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.
- Elementary-school goals were linked to increased student achievement as measured by district assessments.
- Junior high-school goals focused on improving students' writing skills and attendance at before- and after-school activities and tutoring sessions.
- High-school goals were linked to student performance on standard final exams in core academic areas and improving response time to fire and other safety drills.
- The District met its goals regarding parent-student satisfaction.

##### 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.

# Classroom Dollars and Proposition 301 Results

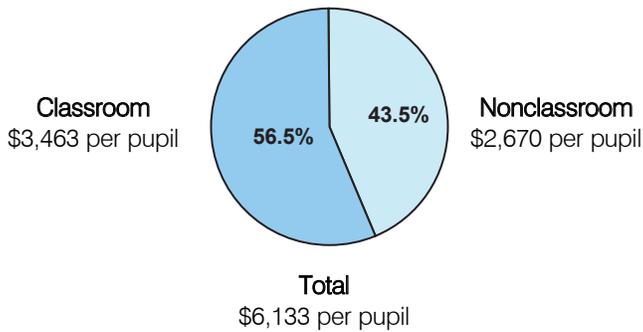
## Fountain Hills Unified School District

Maricopa County

District size: Medium  
 Students attending: 2,373  
 Number of schools: 4  
 Number of certified teachers: 138

### Classroom Dollars

Fiscal year 2005

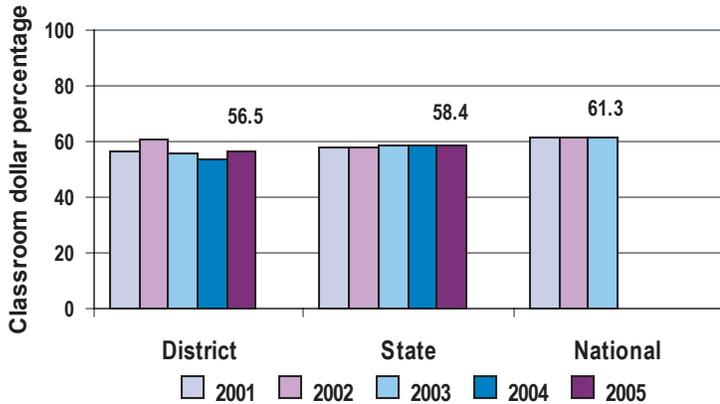


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.3	18.0	17.2	18.3
Average teacher salary	\$38,027	\$39,541	\$41,041	\$39,095
Average years' experience	8.7	8.7	8.6	8.5

Classroom dollar ranking: 101 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.4	60.4	55.6	53.9	56.5	58.4	61.5
Nonclassroom dollars:							
Administration	16.0	14.1	12.3	12.4	12.3	9.5	11.1
Plant operations	10.6	10.3	14.2	14.7	13.4	11.4	9.5
Food service	4.2	4.2	4.2	4.7	4.1	4.8	4.0
Transportation	2.8	3.0	3.2	3.5	3.9	4.1	4.0
Student support	4.3	3.7	5.5	6.4	6.0	7.0	5.0
Instruction support	4.8	4.3	5.0	4.4	3.8	4.6	4.7
Other	0.9					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$3,940 in salary.

##### Performance

- The District accomplished its goals, which were based on individual performance.
- Using each school's Effective School Plan, teachers targeted 9 areas for growth. Artifacts that represented completion of the areas targeted 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.

# Classroom Dollars and Proposition 301 Results

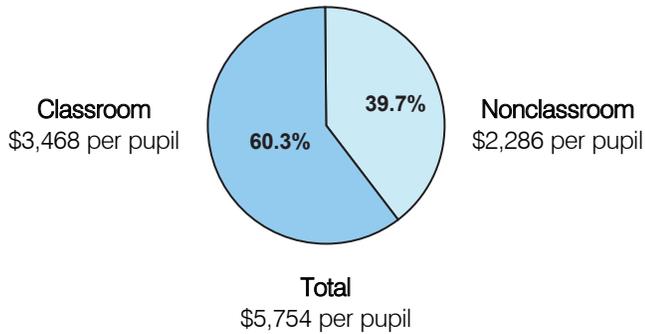
## Fowler Elementary School District

Maricopa County

District size: Medium  
 Students attending: 3,762  
 Number of schools: 6  
 Number of certified teachers: 202

### Classroom Dollars

Fiscal year 2005

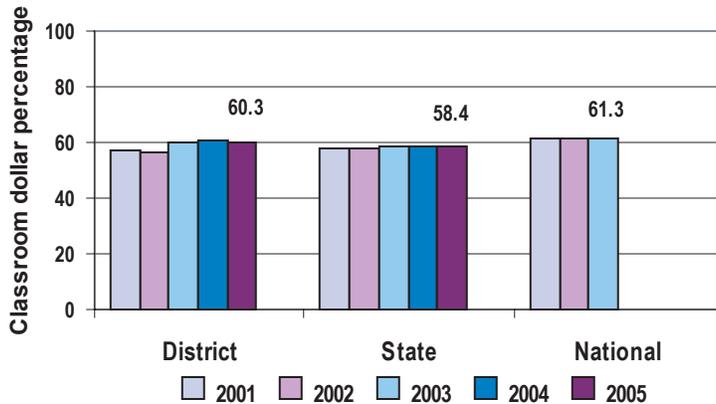


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.4	16.9	18.6	18.3
Average teacher salary	\$37,963	\$38,000	\$38,000	\$39,095
Average years' experience	7.2	6.9	6.8	8.5

Classroom dollar ranking: 41 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	56.9	56.4	60.1	60.7	60.3	58.4	61.5
Nonclassroom dollars:							
Administration	14.3	14.6	11.8	9.4	11.2	9.5	11.1
Plant operations	9.9	9.4	8.7	9.0	7.2	11.4	9.5
Food service	7.5	7.3	7.1	7.7	6.8	4.8	4.0
Transportation	4.3	4.2	3.7	3.1	3.2	4.1	4.0
Student support	5.3	5.7	6.1	8.3	8.6	7.0	5.0
Instruction support	1.8	2.4	2.5	1.8	2.7	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,424 in salary, and each librarian, counselor, and technology staff earned between \$2,225 and \$3,122. These amounts do not include performance pay that was subsequently paid in fiscal year 2006.

##### Performance

- The District accomplished its goals, which were based on school performance.
- 65 percent of students, on average, increased their reading and math scores on standardized tests.
- Schools documented efforts to increase parent participation.
- Teachers documented efforts to integrate technology into the classroom.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

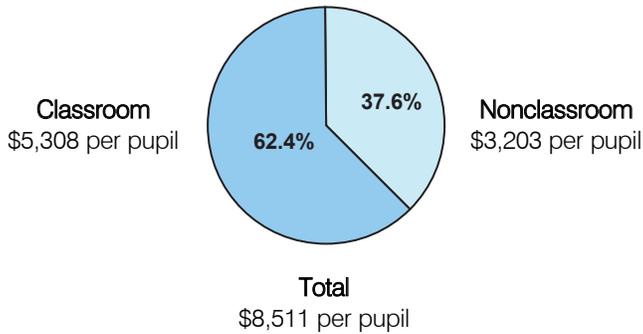
## Fredonia-Moccasin Unified School District

Coconino County

District size: Small  
 Students attending: 348  
 Number of schools: 3  
 Number of certified teachers: 23

### Classroom Dollars

Fiscal year 2005

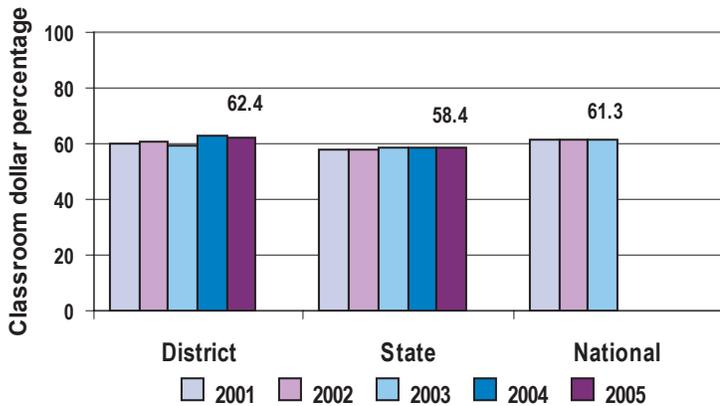


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	13.9	13.8	14.9	18.3
Average teacher salary	\$35,796	\$38,037	\$39,128	\$39,095
Average years' experience	9.9	10.0	9.1	8.5

Classroom dollar ranking: 22 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	60.2	60.7	59.3	62.8	62.4	58.4	61.5
Nonclassroom dollars:							
Administration	12.6	13.9	14.4	12.1	13.1	9.5	11.1
Plant operations	12.9	11.9	14.1	13.3	12.7	11.4	9.5
Food service	6.0	5.7	6.0	5.1	4.4	4.8	4.0
Transportation	2.8	2.8	2.4	2.9	3.0	4.1	4.0
Student support	3.3	3.3	3.0	3.0	3.5	7.0	5.0
Instruction support	2.2	1.7	0.8	0.8	0.9	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and counselor earned between \$5,013 and \$5,622 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.
- Students' math scores on standardized tests increased, but the percentage of students showing 1 year's growth in reading and writing fell from the previous year.
- Teachers received performance evaluations and had acceptable attendance records.
- Teachers also participated in professional development and leadership activities and worked to increase parent involvement.
- The District's graduation rate increased to 96 percent.
- Student attendance rates fell below the targeted rate of 94.5 percent.

##### Menu

- Monies were used to compensate 2 teachers for assisting students in AIMS preparation.
- Monies also paid for curriculum development, dropout prevention activities, and medical insurance premiums.

# Classroom Dollars and Proposition 301 Results

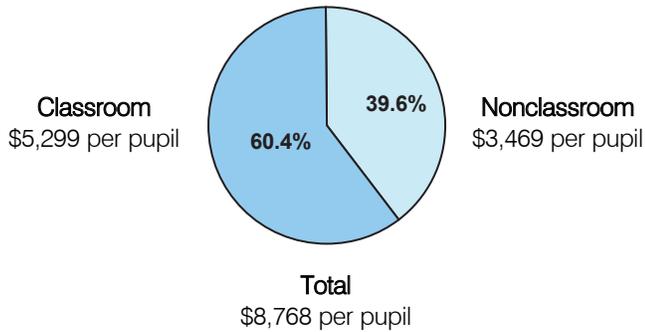
## Ft. Huachuca Accommodation School District

Cochise County

District size: Medium  
 Students attending: 1,195  
 Number of schools: 3  
 Number of certified teachers: 84

### Classroom Dollars

Fiscal year 2005

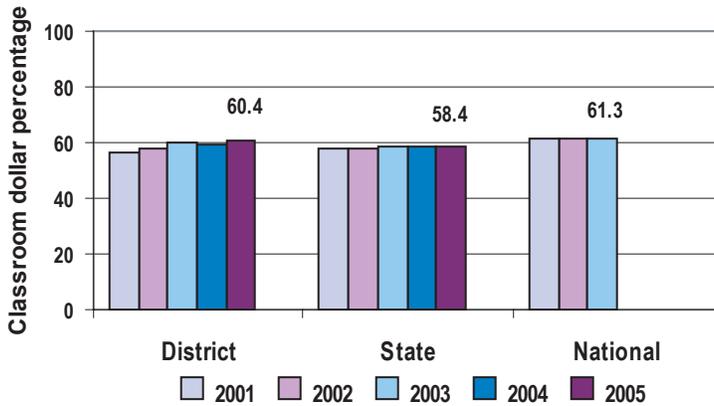


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	14.1	14.3	14.2	18.3
Average teacher salary	\$43,791	\$46,326	\$49,310	\$39,095
Average years' experience	10.6	10.9	11.9	8.5

Classroom dollar ranking: 40 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.5	58.2	59.8	59.3	60.4	58.4	61.5
Nonclassroom dollars:							
Administration	14.9	15.3	13.7	12.7	12.2	9.5	11.1
Plant operations	12.0	9.7	10.2	10.9	9.4	11.4	9.5
Food service	3.8	3.9	3.7	3.9	4.1	4.8	4.0
Transportation	3.0	2.8	2.8	3.0	3.1	4.1	4.0
Student support	7.4	7.7	7.2	7.3	6.9	7.0	5.0
Instruction support	2.4	2.4	2.6	2.9	3.9	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, and nurse earned an additional \$2,572 in salary.

##### Performance

- The District accomplished most of its goals, which were based on district performance.
- Random parent satisfaction surveys showed positive ratings of at least 85 percent.
- Parents and others volunteered at least 1,650 hours on a district-wide basis.
- Nurses instructed students on health-related issues.
- Students' math pre- and post-test scores fell short of the goal.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

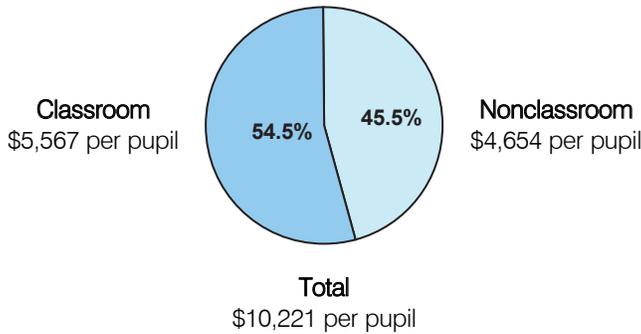
## Ft. Thomas Unified School District

Graham County

District size: Small  
 Students attending: 545  
 Number of schools: 2  
 Number of certified teachers: 44

### Classroom Dollars

Fiscal year 2005

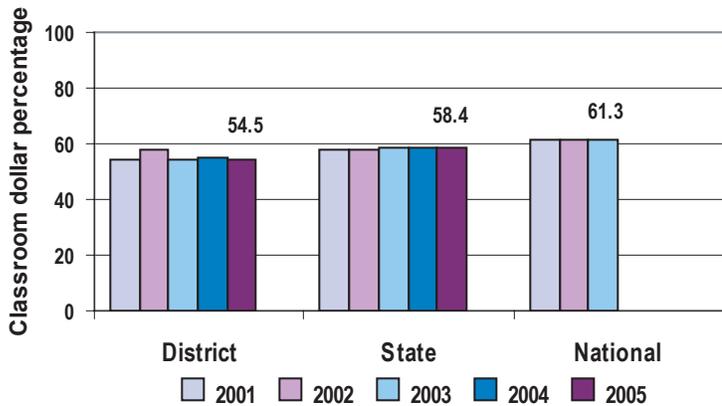


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	12.2	12.6	12.4	18.3
Average teacher salary	\$33,826	\$35,720	\$35,692	\$39,095
Average years' experience	10.8	10.9	10.6	8.5

Classroom dollar ranking: 140 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	54.0	57.8	54.1	55.2	54.5	58.4	61.5
Nonclassroom dollars:		n/a					
Administration	14.0		13.9	12.9	13.9	9.5	11.1
Plant operations	11.6		10.0	11.8	9.3	11.4	9.5
Food service	7.5		6.7	8.0	8.7	4.8	4.0
Transportation	5.5		5.5	5.1	4.9	4.1	4.0
Student support	1.7		2.5	1.5	3.4	7.0	5.0
Instruction support	5.7		7.3	5.5	5.2	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,931 in salary.

##### Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- Schools established activities and incentives to improve student attendance. Teachers earned monies when student attendance rates at the 40th and 100th day of school were within 3 percent of the prior year's rates.
- Teachers were compensated \$25 for each hour of professional development training they attended during non-school hours.
- Other goals related to parent-student satisfaction and dropout-graduation rates.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

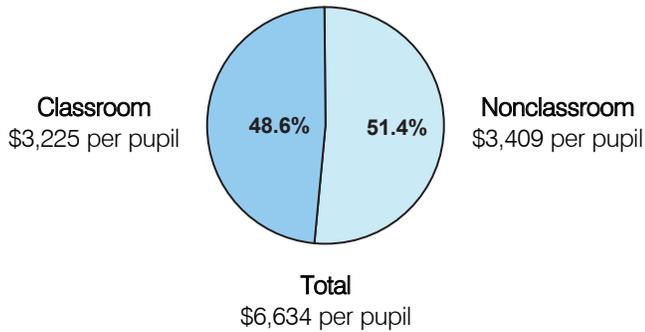
## Gadsden Elementary School District

Yuma County

District size: Medium  
 Students attending: 4,505  
 Number of schools: 8  
 Number of certified teachers: 206

### Classroom Dollars

Fiscal year 2005

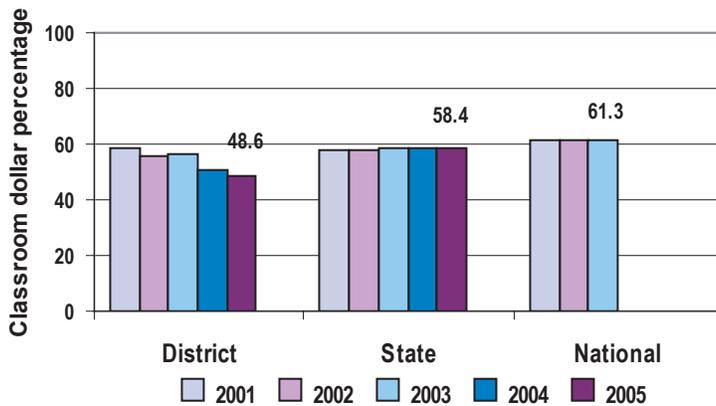


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	24.7	24.7	21.9	18.3
Average teacher salary	\$40,953	\$41,247	\$42,785	\$39,095
Average years' experience	6.8	6.9	7.1	8.5

Classroom dollar ranking: 193 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	58.6	55.8	56.6	50.6	48.6	58.4	61.5
Nonclassroom dollars:							
Administration	12.6	12.5	13.5	11.7	11.9	9.5	11.1
Plant operations	8.4	8.8	9.1	11.7	11.1	11.4	9.5
Food service	8.8	8.9	7.3	8.1	8.6	4.8	4.0
Transportation	4.2	3.9	3.7	3.5	3.0	4.1	4.0
Student support	4.1	3.8	5.1	5.4	6.1	7.0	5.0
Instruction support	3.3	6.3	4.7	9.0	10.7	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$3,809 in salary, each instructional aide earned \$2,659, and each professional development coordinator earned \$2,899.

##### Performance

- The District accomplished its goals, which were based on school and individual student performance.
- Goals were linked to improved student performance on standardized tests and other assessments.
- Goals were also linked to student and teacher attendance, professional development and satisfactory performance evaluations, and increased parent involvement with the schools.

##### Menu

- Monies continued to be used for professional development activities, including both professional development hours and community service.
- Professional development was geared toward improving student achievement in math, reading, language arts, English oral language, and writing.

# Classroom Dollars and Proposition 301 Results

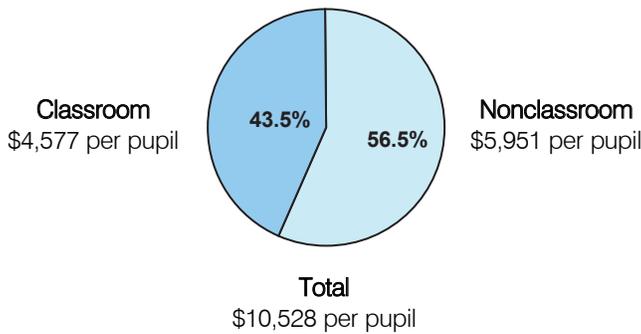
## Ganado Unified School District

Apache County

District size: Medium  
 Students attending: 2,009  
 Number of schools: 4  
 Number of certified teachers: 118

### Classroom Dollars

Fiscal year 2005

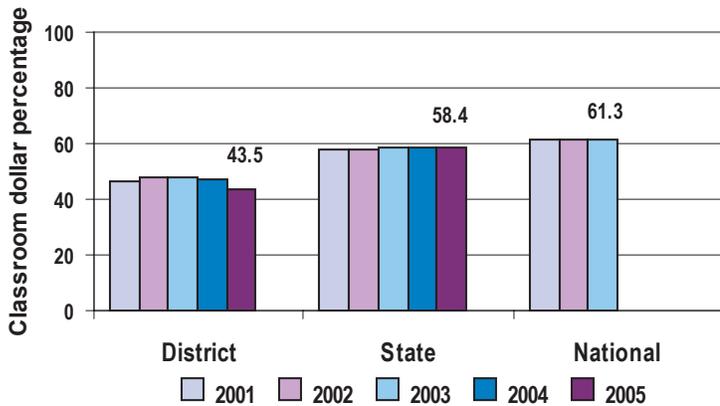


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.6	16.2	17.0	18.3
Average teacher salary	\$37,966	\$35,886	\$39,216	\$39,095
Average years' experience	7.0	6.8	7.8	8.5

Classroom dollar ranking: 209 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	46.7	48.0	48.0	47.0	43.5	58.4	61.5
Nonclassroom dollars:							
Administration	19.5	15.7	15.8	18.7	23.8	9.5	11.1
Plant operations	13.0	12.5	13.9	14.8	13.3	11.4	9.5
Food service	4.1	4.1	3.9	3.7	3.8	4.8	4.0
Transportation	5.8	6.5	7.3	6.7	6.8	4.1	4.0
Student support	5.9	6.5	5.9	5.5	5.7	7.0	5.0
Instruction support	5.0	6.7	5.2	3.6	3.0	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned an additional \$4,018 in salary, which includes \$1,609 in fiscal year 2004 performance pay distributed in fiscal year 2005.

##### Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- Student achievement goals included gains in reading, writing, and English proficiency.
- Goals also included tutoring students in core subjects, monthly in-service trainings focused on effective strategies to help students learn, school committee participation, and communication with parents.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

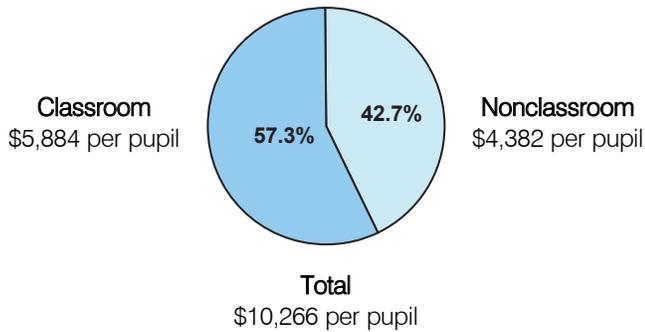
## Gila Bend Unified School District

Maricopa County

District size: Small  
 Students attending: 481  
 Number of schools: 2  
 Number of certified teachers: 36

### Classroom Dollars

Fiscal year 2005

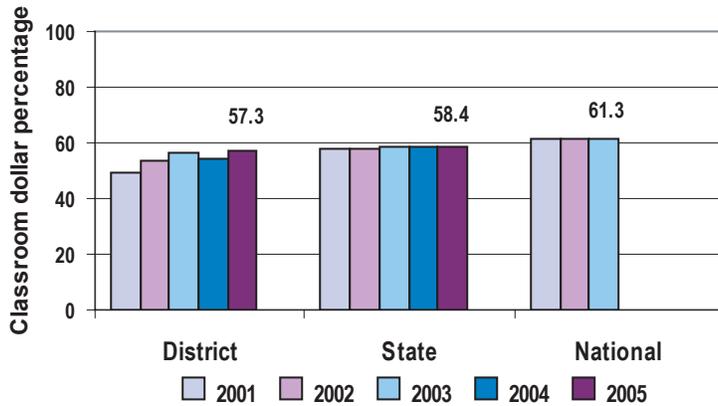


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.8	14.7	13.4	18.3
Average teacher salary	\$31,900	\$34,216	\$36,647	\$39,095
Average years' experience	7.5	8.2	7.1	8.5

Classroom dollar ranking: 88 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	49.4	53.3	56.4	54.0	57.3	58.4	61.5
Nonclassroom dollars:							
Administration	17.2	16.1	16.0	14.9	12.5	9.5	11.1
Plant operations	17.5	16.4	14.5	17.2	14.6	11.4	9.5
Food service	6.4	5.9	5.9	5.4	6.6	4.8	4.0
Transportation	1.2	1.5	1.9	0.8	0.4	4.1	4.0
Student support	7.1	5.6	5.1	7.7	7.2	7.0	5.0
Instruction support	1.2	1.2	0.2		1.4	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and counselor earned an additional \$2,979 in salary.

##### Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- School and individual goals were linked to teacher attendance, teacher evaluations, teacher conferences, family nights, and other evening activities that involved parents and created a positive atmosphere.
- The District did not meet its student attendance goal.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

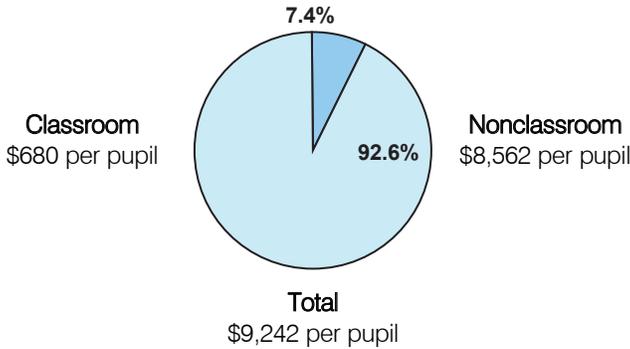
## Gila Institute for Technology

Graham County

District size: Very Small  
 Students attending: 39  
 Number of schools: n/a  
 Number of certified teachers: 3

### Classroom Dollars

Fiscal year 2005

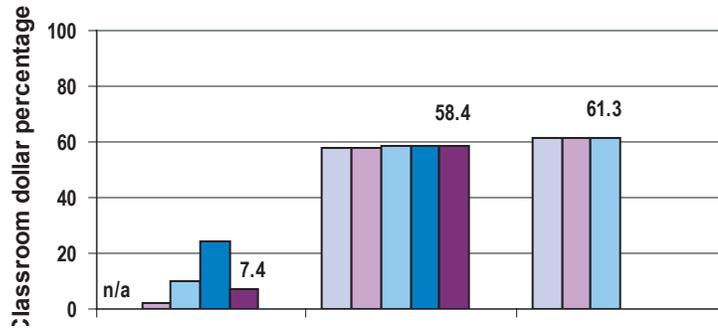


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	n/a	n/a	13.0	18.3
Average teacher salary	n/a	n/a	\$15,483	\$39,095
Average years' experience	n/a	n/a	n/a	8.5

Classroom dollar ranking: 224 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	n/a	2.3	9.7	24.3	7.4	58.4	61.5
Nonclassroom dollars:	n/a						
Administration		69.6	81.7	60.5	55.5	9.5	11.1
Plant operations		7.1	7.7	5.2	5.2	11.4	9.5
Food service						4.8	4.0
Transportation						4.1	4.0
Student support		18.7	0.5	9.6	31.9	7.0	5.0
Instruction support		2.3	0.4	0.4		4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each of the 3 part-time teachers earned an additional \$1,982 in salary, and the counselor/summer school program coordinator earned an additional \$6,437.

##### Performance

- The District accomplished its goal, which was similar to the prior fiscal year's goal and was based on individual performance.
- Students gave teachers high marks on class evaluations.

##### Menu

- Monies were used solely for dropout prevention activities.
- 12 at-risk students participated in summer programs, earning 6 college credits each.
- 33 students participated in the Student Success workshop.
- 43 students participated in Health and Career Academies.

# Classroom Dollars and Proposition 301 Results

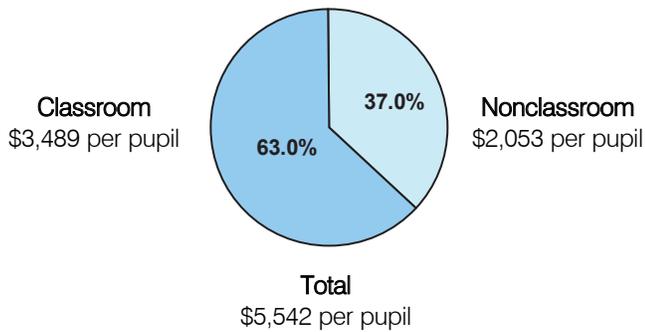
## Gilbert Unified School District

Maricopa County

District size: Very Large  
 Students attending: 35,127  
 Number of schools: 37  
 Number of certified teachers: 2,011

### Classroom Dollars

Fiscal year 2005

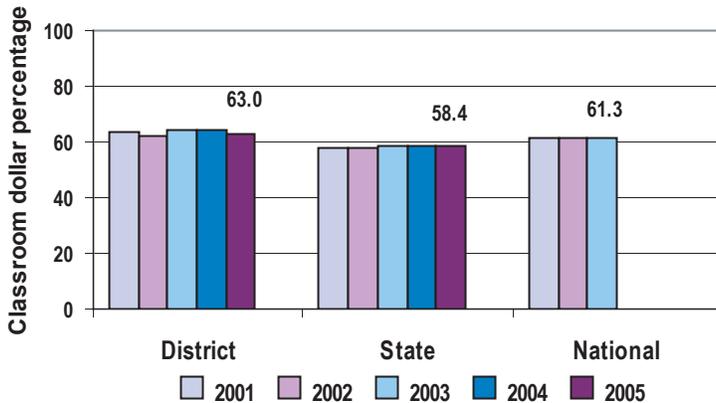


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.4	17.4	17.5	18.3
Average teacher salary	\$37,021	\$38,858	\$40,910	\$39,095
Average years' experience	7.0	7.5	7.1	8.5

Classroom dollar ranking: 17 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	63.4	62.3	64.5	64.3	63.0	58.4	61.5
Nonclassroom dollars:							
Administration	8.9	8.2	8.2	7.8	7.4	9.5	11.1
Plant operations	13.1	12.9	12.5	12.3	12.0	11.4	9.5
Food service	4.4	4.4	4.2	4.0	4.3	4.8	4.0
Transportation	2.6	2.5	2.7	3.2	3.3	4.1	4.0
Student support	5.3	5.2	5.2	5.4	6.8	7.0	5.0
Instruction support	2.3	4.4	2.6	2.9	3.0	4.6	4.7
Other		0.1	0.1	0.1	0.2	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned between \$3,926 and \$4,469 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 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 the teachers' plans.
- Certified teachers completed 15 hours of professional development activities that supported the academic goals.

##### Menu

- Monies were primarily used to increase eligible employee compensation.
- The schools were also allocated monies to pay for professional development activities.

# Classroom Dollars and Proposition 301 Results

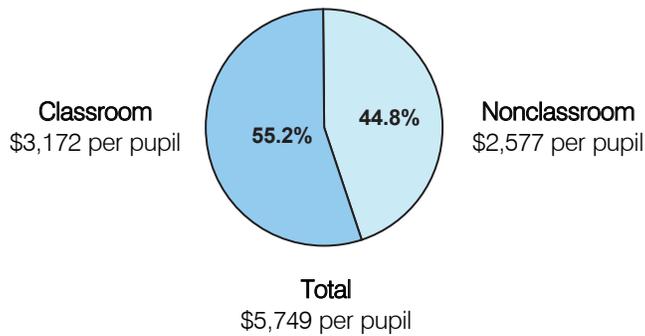
## Glendale Elementary School District

Maricopa County

District size: Large  
 Students attending: 12,727  
 Number of schools: 16  
 Number of certified teachers: 627

### Classroom Dollars

Fiscal year 2005

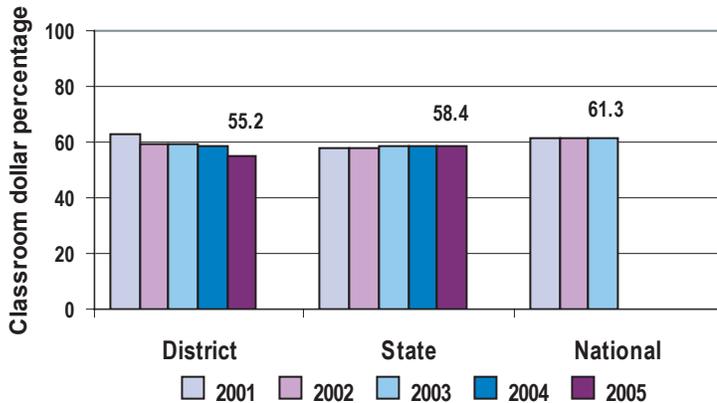


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.2	19.2	20.3	18.3
Average teacher salary	\$40,436	\$38,194	\$40,435	\$39,095
Average years' experience	7.2	7.7	7.8	8.5

Classroom dollar ranking: 124 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	62.9	59.3	59.1	58.3	55.2	58.4	61.5
Nonclassroom dollars:							
Administration	8.6	9.9	10.3	10.0	10.6	9.5	11.1
Plant operations	10.7	9.7	9.1	9.9	10.1	11.4	9.5
Food service	6.1	6.4	5.8	6.0	6.5	4.8	4.0
Transportation	3.1	2.8	3.1	2.8	2.8	4.1	4.0
Student support	3.5	5.2	4.7	4.9	5.3	7.0	5.0
Instruction support	5.1	6.7	7.9	8.1	9.5	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,312 in salary, and each librarian, counselor, coach, and facilitator earned an additional \$679.

##### 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.
- The student achievement goal was linked to students' reading, math, and writing scores on standardized tests, which had to demonstrate 1 year's progress or schools had to earn an AZ LEARNS "performing" or "performing plus" label.
- Teachers compiled and implemented "action research plans" and were evaluated on their results.

##### Menu

- Monies were primarily used to increase teacher compensation.
- The District also hired 2.5 full-time equivalent teachers to reduce class sizes.

# Classroom Dollars and Proposition 301 Results

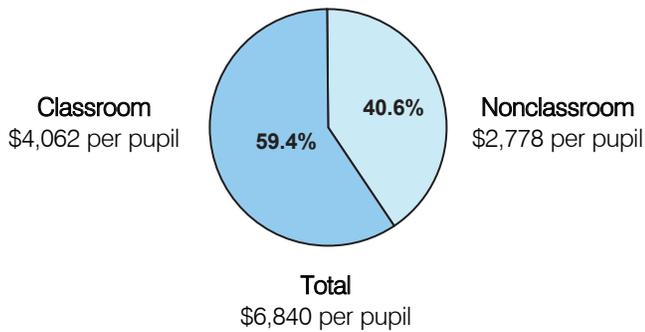
## Glendale Union High School District

Maricopa County

District size: Large  
 Students attending: 14,479  
 Number of schools: 11  
 Number of certified teachers: 703

### Classroom Dollars

Fiscal year 2005

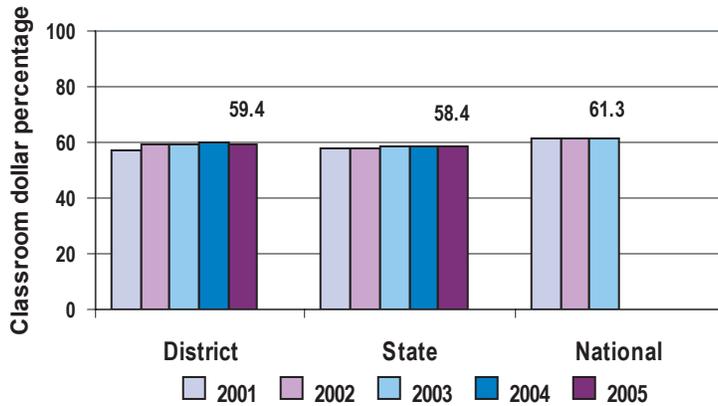


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	21.1	21.1	20.6	18.3
Average teacher salary	\$46,939	\$47,358	\$48,509	\$39,095
Average years' experience	10.1	9.7	9.2	8.5

Classroom dollar ranking: 53 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	57.3	59.1	59.7	60.1	59.4	58.4	61.5
Nonclassroom dollars:							
Administration	11.4	10.7	9.9	9.1	8.9	9.5	11.1
Plant operations	14.0	12.9	12.8	12.8	13.2	11.4	9.5
Food service	3.6	3.6	3.4	3.7	3.9	4.8	4.0
Transportation	2.1	2.2	2.7	2.7	2.9	4.1	4.0
Student support	5.6	5.5	5.6	5.6	5.7	7.0	5.0
Instruction support	5.7	5.5	5.4	5.5	5.5	4.6	4.7
Other	0.3	0.5	0.5	0.5	0.5	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$5,489 in salary, and each counselor and librarian earned between \$5,918 and \$6,217.

##### Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- At each school, students' scores on standardized tests and district assessments were required to meet a set performance standard or show improvement compared to last year, on average.
- Each school's graduation rate was required to be 90 percent or show improvement compared to last year.
- The dropout rate was required to be 6 percent or lower.
- Each school was required to receive at least a 78 percent rating on a parent satisfaction index or show improvement compared to last year.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

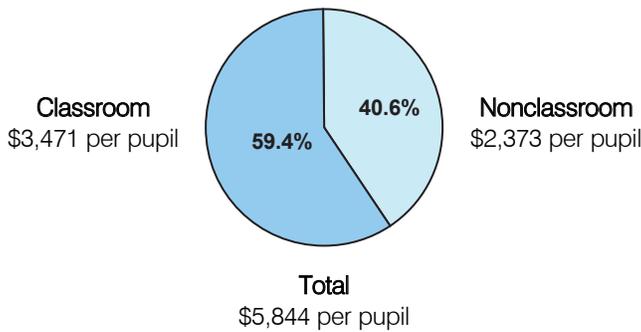
## Globe Unified School District

Gila County

District size: Medium  
 Students attending: 2,018  
 Number of schools: 3  
 Number of certified teachers: 108

### Classroom Dollars

Fiscal year 2005

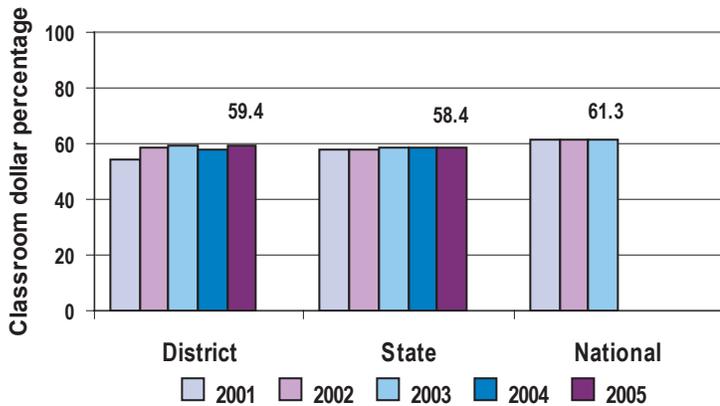


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	19.3	18.1	18.7	18.3
Average teacher salary	\$35,602	\$35,729	\$36,837	\$39,095
Average years' experience	9.5	9.4	8.9	8.5

Classroom dollar ranking: 52 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	54.1	58.5	59.0	58.1	59.4	58.4	61.5
Nonclassroom dollars:							
Administration	15.6	12.8	13.7	13.4	11.8	9.5	11.1
Plant operations	12.7	12.5	11.3	11.7	12.6	11.4	9.5
Food service	5.4	5.0	5.3	5.4	5.6	4.8	4.0
Transportation	5.2	5.7	4.7	4.8	4.9	4.1	4.0
Student support	4.0	2.9	2.9	2.7	2.7	7.0	5.0
Instruction support	3.0	2.6	3.1	3.9	3.0	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, and counselor earned between \$3,805 and \$4,909 in additional salary.

##### Performance

- The District accomplished most of its goals, which were based on school performance.
- Kindergarten through 4th-grade students improved achievement in reading and math.
- 65 percent of 10th-graders increased AIMS writing test scores by 7 percent.
- The goal not met was for 75 percent of middle-school students to score 75 percent or higher on reading, writing, and math tests.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

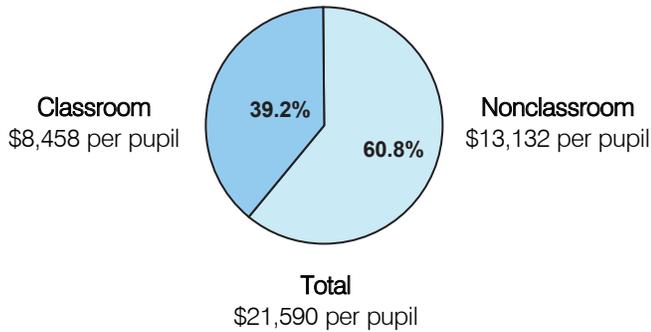
## Graham County Special Services

Graham County

District size: Very Small  
Students attending: 48  
Number of schools: 1  
Number of certified teachers: 8

### Classroom Dollars

Fiscal year 2005

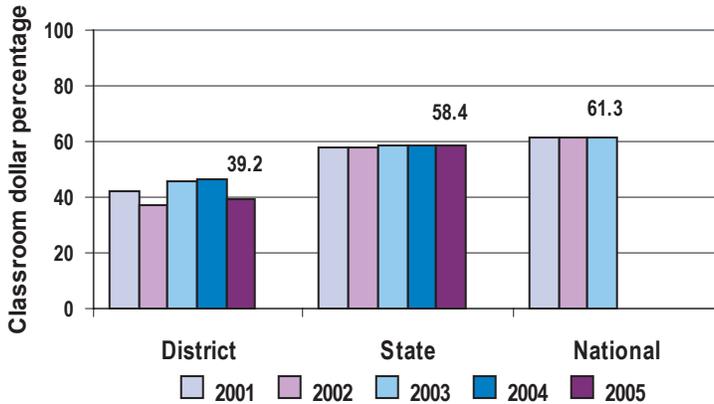


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	6.9	5.7	6.1	18.3
Average teacher salary	\$34,199	\$35,600	\$35,259	\$39,095
Average years' experience	10.2	8.9	8.8	8.5

Classroom dollar ranking: 216 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	42.1	37.2	45.6	46.7	39.2	58.4	61.5
Nonclassroom dollars:							
Administration	6.9	6.9	6.5	6.1	6.7	9.5	11.1
Plant operations	3.3	3.4	2.5	3.0	8.0	11.4	9.5
Food service						4.8	4.0
Transportation	6.0	8.4	8.0	7.0	6.5	4.1	4.0
Student support	37.3	36.8	34.6	34.1	36.1	7.0	5.0
Instruction support	0.8					4.6	4.7
Other	3.6	7.3	2.8	3.1	3.5	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,900 in salary.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- Teachers participated in professional development activities focused on enhancing student learning and teacher effectiveness.

##### Menu

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

# Classroom Dollars and Proposition 301 Results

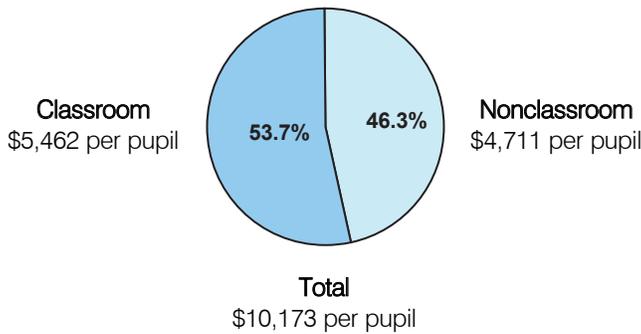
## Grand Canyon Unified School District

Coconino County

District size: Small  
 Students attending: 319  
 Number of schools: 2  
 Number of certified teachers: 29

### Classroom Dollars

Fiscal year 2005

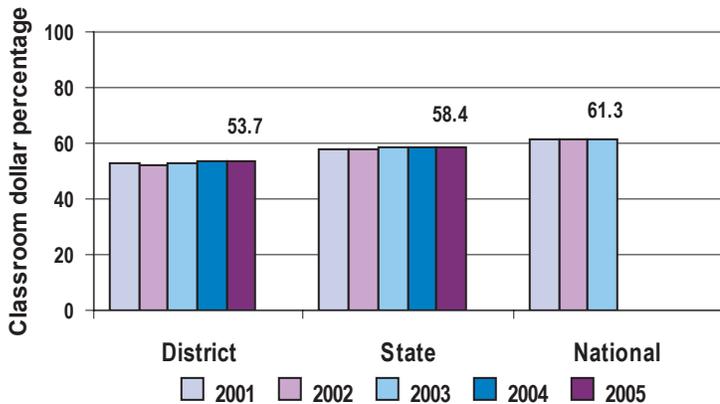


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	12.3	9.9	10.9	18.3
Average teacher salary	\$35,027	\$36,075	\$37,768	\$39,095
Average years' experience	9.9	10.1	10.1	8.5

Classroom dollar ranking: 151 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	53.1	52.5	52.7	53.5	53.7	58.4	61.5
Nonclassroom dollars:				n/a			
Administration	13.9	12.5	13.0		12.8	9.5	11.1
Plant operations	18.6	18.5	17.7		18.7	11.4	9.5
Food service	2.2	2.7	2.6		2.7	4.8	4.0
Transportation	2.9	3.9	4.0		3.4	4.1	4.0
Student support	7.4	6.8	5.2		6.5	7.0	5.0
Instruction support	1.9	3.1	4.8		2.2	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,480 in salary, and the librarian earned an additional \$4,336.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on individual performance.
- Eligible employees earned \$250 per day for attending up to 10 days of professional development activities, which focused on curriculum development and aligning curriculum with state standards.
- Goals were also linked to teacher attendance, curriculum coordination, and mentoring activities.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

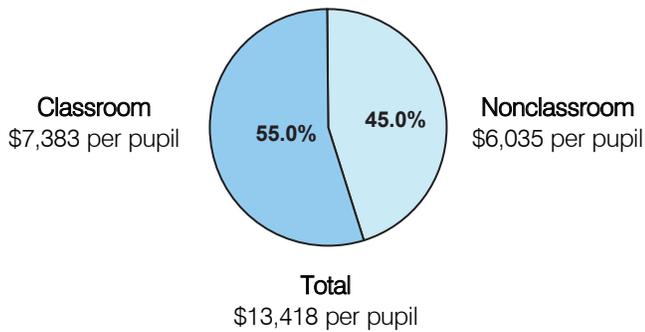
## Hackberry Elementary School District

Mohave County

District size: Very Small  
 Students attending: 45  
 Number of schools: 1  
 Number of certified teachers: 4

### Classroom Dollars

Fiscal year 2005

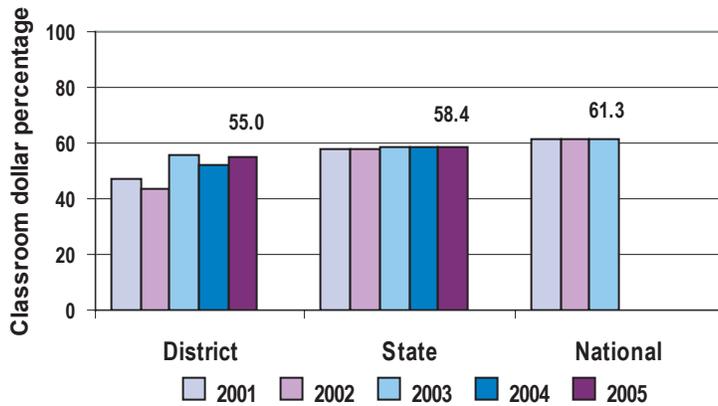


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	24.0	13.2	11.3	18.3
Average teacher salary	\$30,583	\$33,631	\$32,155	\$39,095
Average years' experience	3.5	3.2	3.5	8.5

Classroom dollar ranking: 131 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	47.0	43.9	55.9	52.5	55.0	58.4	61.5
Nonclassroom dollars:							
Administration	28.3	34.0	25.5	24.7	23.3	9.5	11.1
Plant operations	7.1	10.4	8.3	10.9	8.7	11.4	9.5
Food service	0.1	3.6	2.7	2.6	5.1	4.8	4.0
Transportation	7.2	4.7	5.1	6.3	5.5	4.1	4.0
Student support	10.3	3.3	0.1	1.6	0.4	7.0	5.0
Instruction support		0.1	2.4	1.4	1.9	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,572 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.
- Goals called for an increase in the number of students who demonstrated 10 percent growth as measured by standardized tests, a 7 percent increase in student attendance, and a 10 percent decrease in disciplinary actions.
- Goals were also linked to teacher attendance, professional development, teacher performance evaluations, mentoring, tutoring, and student after-school activities.

##### Menu

- Monies were used solely for teacher professional development activities.

# Classroom Dollars and Proposition 301 Results

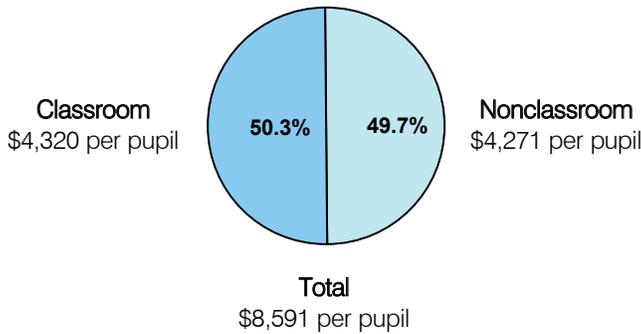
## Hayden-Winkelman Unified School District

Gila County

District size: Small  
 Students attending: 437  
 Number of schools: 4  
 Number of certified teachers: 33

### Classroom Dollars

Fiscal year 2005

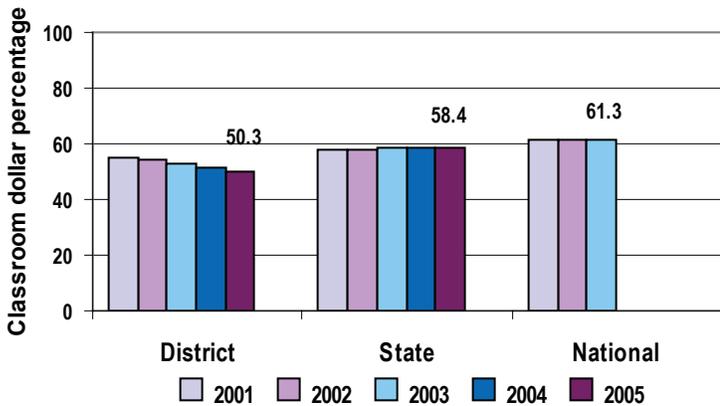


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	12.7	14.4	13.2	18.3
Average teacher salary	\$36,480	\$38,092	\$37,264	\$39,095
Average years' experience	9.3	10.3	10.2	8.5

Classroom dollar ranking: 180 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	53.3	54.1	52.9	51.2	50.3	58.4	61.5
Nonclassroom dollars:							
Administration	15.2	13.7	16.1	15.4	15.5	9.5	11.1
Plant operations	14.6	16.2	13.3	13.3	15.5	11.4	9.5
Food service	6.7	6.2	6.1	7.0	7.3	4.8	4.0
Transportation	5.0	4.0	4.7	4.2	4.6	4.1	4.0
Student support	3.8	3.7	3.8	3.9	3.9	7.0	5.0
Instruction support	1.4	2.1	3.1	5.0	2.9	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and counselor earned an additional \$4,984 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.
- Primary- and middle-school goals focused on developing student reading comprehension skills.
- Each teacher was required to maintain portfolios of student work and staff meeting attendance.
- Middle- and high-school goals focused on improving math skills. Teachers at each site met bi-weekly to integrate math standards into their core subject areas.
- All teachers were required to maintain log books that included lesson plans and student work.
- A record was also kept of teacher participation and attendance at performance goal meetings.

##### Menu

- Monies were used solely to compensate teachers for attending professional development activities.

# Classroom Dollars and Proposition 301 Results

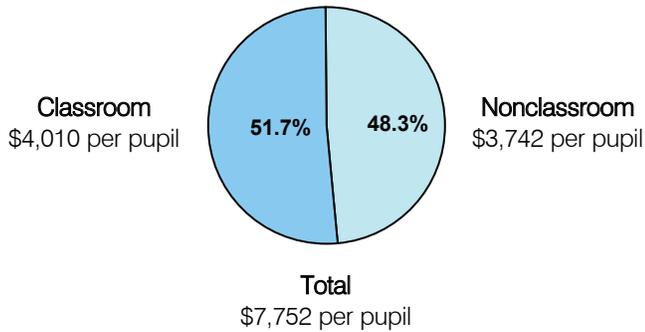
## Heber-Overgaard Unified School District

Navajo County

District size: Small  
 Students attending: 552  
 Number of schools: 4  
 Number of certified teachers: 35

### Classroom Dollars

Fiscal year 2005

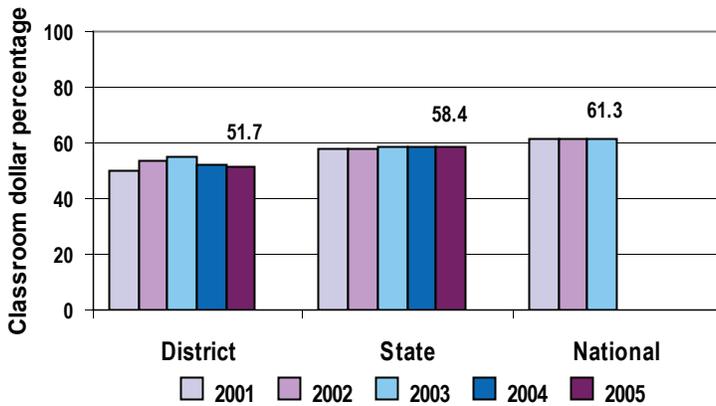


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.8	15.6	15.9	18.3
Average teacher salary	\$33,923	\$33,899	\$34,761	\$39,095
Average years' experience	10.3	10.1	9.0	8.5

Classroom dollar ranking: 167 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	50.2	53.3	55.1	52.3	51.7	58.4	61.5
Nonclassroom dollars:							
Administration	15.5	14.6	13.4	11.6	12.0	9.5	11.1
Plant operations	16.4	15.0	13.7	15.5	15.2	11.4	9.5
Food service	5.7	5.4	4.7	4.4	4.5	4.8	4.0
Transportation	6.5	5.9	6.1	6.6	7.1	4.1	4.0
Student support	3.9	3.5	4.4	5.9	6.3	7.0	5.0
Instruction support	1.8	2.3	2.5	3.3	2.7	4.6	4.7
Other			0.1	0.4	0.5	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,551 in salary, and each librarian and counselor earned between \$4,314 and \$4,744.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Most teachers met student achievement goals, which were based on the change in students' scores on district pre- and post-tests and/or achievement on standardized tests.
- Teachers received acceptable performance evaluations.
- 3 schools implemented an accelerated reader program to motivate students to read.
- High-school teachers each initiated 18 positive parental contacts, as well as assigned and graded 2 student writing assignments and/or taught 2 multimedia lesson plans.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

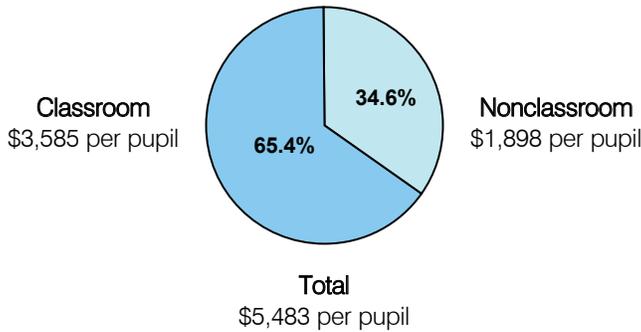
## Higley Unified School District

Maricopa County

District size: Large  
 Students attending: 5,813  
 Number of schools: 5  
 Number of certified teachers: 298

### Classroom Dollars

Fiscal year 2005

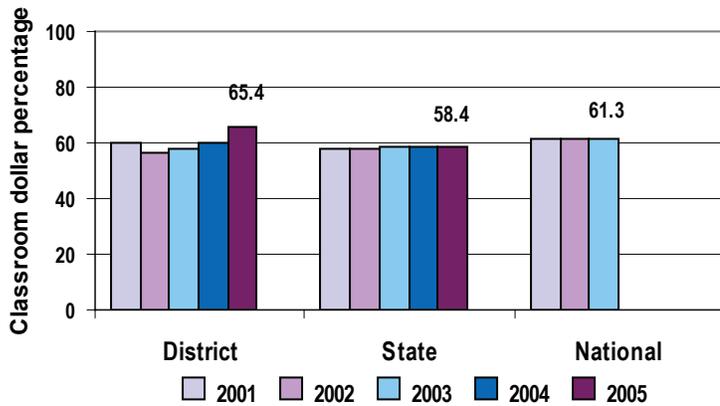


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	14.9	19.3	19.5	18.3
Average teacher salary	\$36,768	\$36,428	\$35,338	\$39,095
Average years' experience	6.0	4.9	5.5	8.5

Classroom dollar ranking: 8 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	60.2	56.1	58.2	59.9	65.4	58.4	61.5
Nonclassroom dollars:							
Administration	16.4	13.9	13.7	13.0	10.2	9.5	11.1
Plant operations	13.0	13.8	13.1	11.4	8.8	11.4	9.5
Food service	0.1	4.5	4.5	4.0	3.9	4.8	4.0
Transportation	3.8	4.0	4.3	4.3	4.7	4.1	4.0
Student support	4.2	5.0	4.4	5.0	4.7	7.0	5.0
Instruction support	2.3	2.7	1.8	2.4	2.3	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, and audiologist earned between \$3,859 and \$4,190 in additional salary. Counselors, on average, earned an additional \$961.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Goals were linked to student achievement; teacher evaluations and participation in leadership and tutoring activities; and parent survey responses and participation in school activities, such as site council and curriculum nights.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

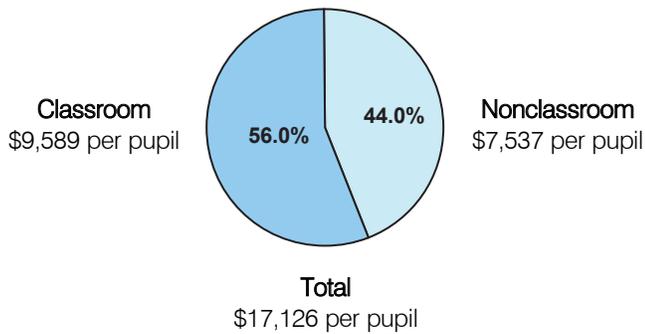
## Hillside Elementary School District

Yavapai County

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

### Classroom Dollars

Fiscal year 2005

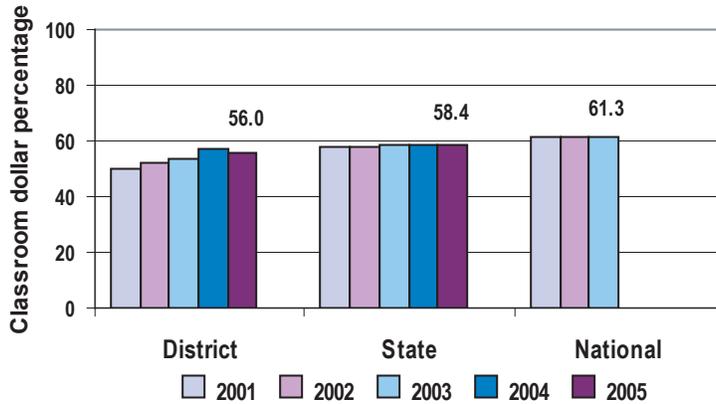


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	19.0	14.0	12.0	18.3
Average teacher salary	n/a	n/a	n/a	\$39,095
Average years' experience	15.0	15.0	4.0	8.5

Classroom dollar ranking: 106 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	50.1	52.1	53.8	57.5	56.0	58.4	61.5
Nonclassroom dollars:							
Administration	15.4	18.1	14.2	11.6	12.5	9.5	11.1
Plant operations	16.3	15.5	12.8	12.4	13.4	11.4	9.5
Food service						4.8	4.0
Transportation	16.9	13.4	15.6	15.2	13.2	4.1	4.0
Student support	0.6	0.1	3.0	3.3	4.7	7.0	5.0
Instruction support	0.7	0.4	0.6		0.2	4.6	4.7
Other		0.4				0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- The teacher earned \$2,634 in additional salary. On average, each instructional aide earned an additional \$421 in salary.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- Students, on average, demonstrated 1 year's academic progress.
- The teacher participated in professional development activities.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

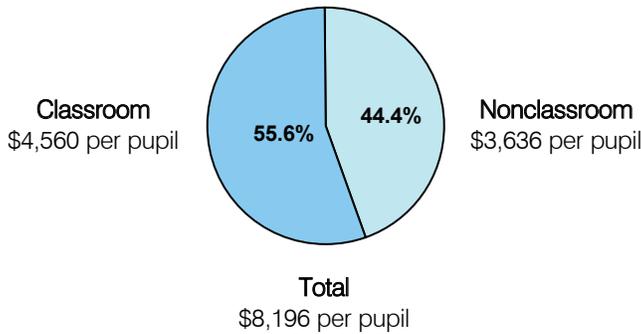
## Holbrook Unified School District

Navajo County

District size: Medium  
 Students attending: 2,007  
 Number of schools: 5  
 Number of certified teachers: 138

### Classroom Dollars

Fiscal year 2005

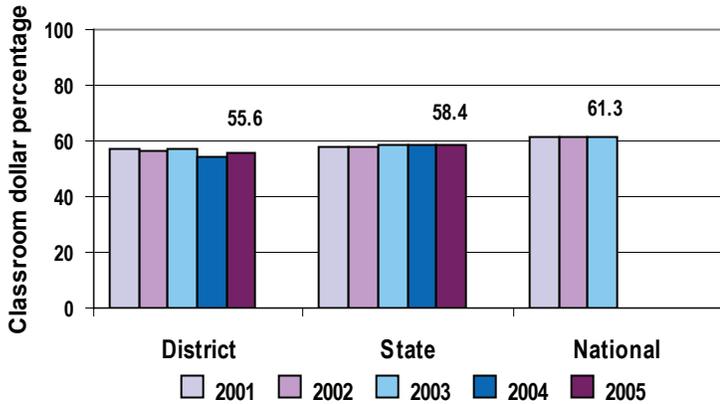


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.1	14.8	14.5	18.3
Average teacher salary	\$35,434	\$42,273	\$42,680	\$39,095
Average years' experience	8.3	8.1	8.3	8.5

Classroom dollar ranking: 112 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	57.3	56.5	57.2	54.6	55.6	58.4	61.5
Nonclassroom dollars:							
Administration	11.5	12.4	12.3	11.6	10.1	9.5	11.1
Plant operations	13.7	12.5	11.1	12.7	12.4	11.4	9.5
Food service	5.0	5.1	4.7	4.5	4.5	4.8	4.0
Transportation	4.0	3.5	3.9	4.2	5.5	4.1	4.0
Student support	5.7	6.0	6.3	6.7	6.9	7.0	5.0
Instruction support	2.8	4.0	4.5	5.7	4.9	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$6,918 in salary, and each librarian and counselor earned between \$1,650 and \$1,742.

##### Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Goals called for increasing the number of students who met grade-level benchmarks and state standards on the AIMS test.
- Teachers participated in professional development activities and school committees, mentored other teachers, and developed parent involvement programs.

##### Menu

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

# Classroom Dollars and Proposition 301 Results

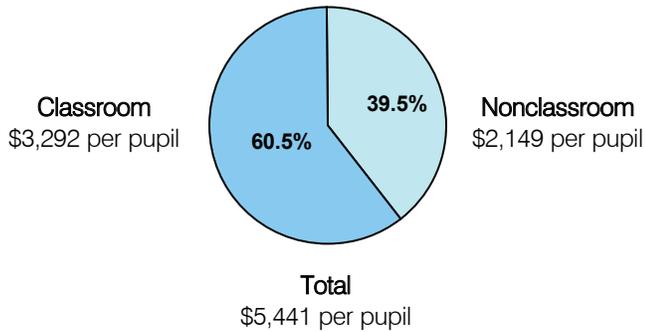
## Humboldt Unified School District

Yavapai County

District size: Large  
 Students attending: 5,707  
 Number of schools: 8  
 Number of certified teachers: 268

### Classroom Dollars

Fiscal year 2005

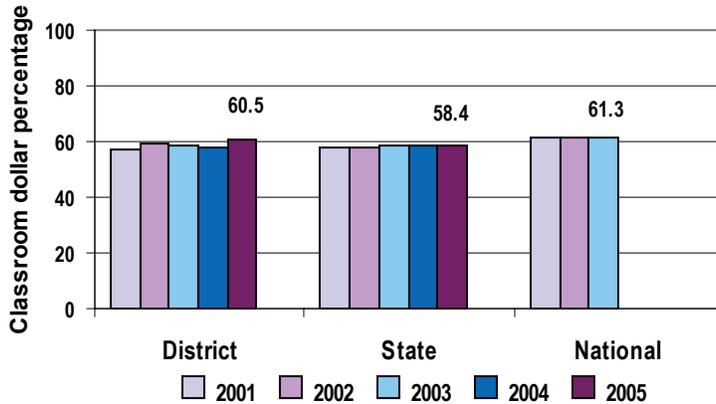


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	19.3	20.2	21.3	18.3
Average teacher salary	\$44,096	\$42,885	\$42,326	\$39,095
Average years' experience	9.8	10.0	9.9	8.5

Classroom dollar ranking: 38 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	57.5	59.5	58.5	57.6	60.5	58.4	61.5
Nonclassroom dollars:							
Administration	12.5	11.5	11.0	9.3	8.3	9.5	11.1
Plant operations	11.2	9.5	11.1	11.6	10.1	11.4	9.5
Food service	4.7	5.4	5.2	5.3	5.5	4.8	4.0
Transportation	5.6	5.8	5.9	7.0	6.9	4.1	4.0
Student support	6.1	6.2	6.9	7.4	6.7	7.0	5.0
Instruction support	2.4	2.1	1.4	1.8	2.0	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, and nurse earned an additional \$3,908 in salary.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- All schools met or exceeded goals related to standardized test scores and the 5-year Adequate Yearly Progress requirements. Each school received a "performing" or better label from ADE for AZ LEARNS.
- Overall student attendance was 95 percent.
- Goals were also linked to teacher development activities, decreasing dropout rates, increasing graduation rates, and parent satisfaction.

##### Menu

- Monies were primarily used to increase eligible employee compensation.
- Remaining monies were used for professional development seminars, guest speakers, and substitutes for teachers attending training sessions.

# Classroom Dollars and Proposition 301 Results

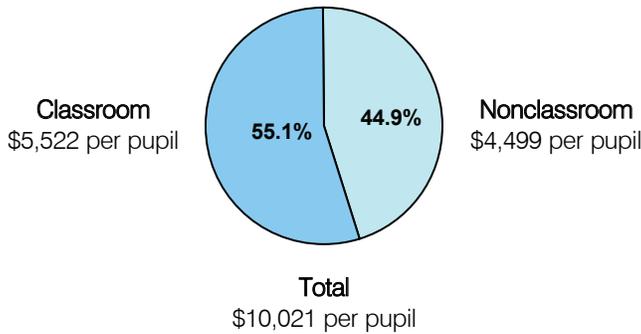
## Hyder Elementary School District

Yuma County

District size: Very Small  
 Students attending: 175  
 Number of schools: 1  
 Number of certified teachers: 11

### Classroom Dollars

Fiscal year 2005

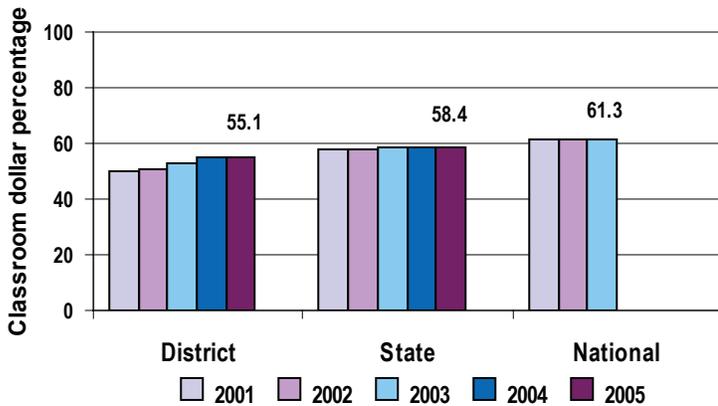


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.9	15.5	15.9	18.3
Average teacher salary	\$39,675	\$42,292	\$40,300	\$39,095
Average years' experience	10.8	11.0	12.3	8.5

Classroom dollar ranking: 128 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	49.8	50.5	53.1	55.1	55.1	58.4	61.5
Nonclassroom dollars:							
Administration	12.6	12.7	11.8	11.3	11.3	9.5	11.1
Plant operations	17.1	17.1	15.1	15.1	16.2	11.4	9.5
Food service	10.3	10.1	9.8	8.1	7.8	4.8	4.0
Transportation	8.1	7.6	8.4	7.6	7.4	4.1	4.0
Student support	1.2	1.1	0.9	1.1	0.8	7.0	5.0
Instruction support	0.9	0.9	0.9	1.7	1.4	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,308 in salary; each instructional aide earned an additional \$1,209; and Head Start aides and cafeteria assistants earned an additional \$551.

##### Performance

- The District accomplished its goals, which were based on school performance.
- Goals called for students to show significant improvement on standardized tests, or for schools to achieve AZ LEARNS "performing" status and achieve 1 year's academic progress.

##### Menu

- Monies were used to provide for after-school and intersession tutoring to assist students in meeting or exceeding the standards on the AIMS test.
- Cafeteria workers were paid for tutoring as part of AIMS intervention efforts.

# Classroom Dollars and Proposition 301 Results

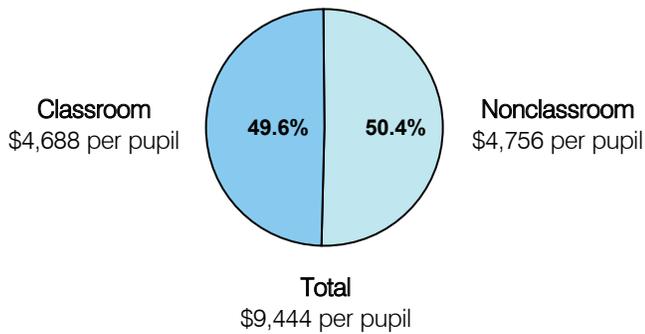
# Indian Oasis-Baboquivari Unified School District

Pima County

District size: Medium  
 Students attending: 1,208  
 Number of schools: 4  
 Number of certified teachers: 81

## Classroom Dollars

Fiscal year 2005

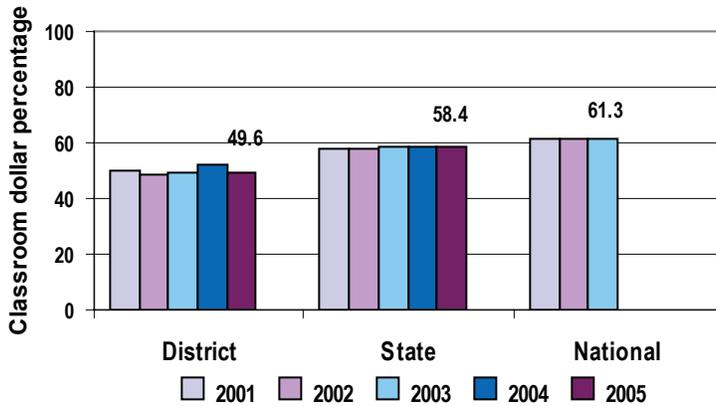


## Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	13.8	13.3	14.9	18.3
Average teacher salary	\$32,608	\$32,608	\$33,088	\$39,095
Average years' experience	7.6	8.0	7.9	8.5

Classroom dollar ranking: 181 of 228 districts.

## 5-year comparison



## Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	49.7	48.3	49.4	52.2	49.6	58.4	61.5
Nonclassroom dollars:							
Administration	13.6	13.7	15.0	10.0	11.2	9.5	11.1
Plant operations	14.0	15.5	13.9	13.4	11.0	11.4	9.5
Food service	4.5	4.7	4.2	4.1	5.6	4.8	4.0
Transportation	6.9	6.7	6.6	6.3	7.2	4.1	4.0
Student support	9.8	8.8	8.4	10.9	10.5	7.0	5.0
Instruction support	1.5	2.3	2.4	3.1	4.8	4.6	4.7
Other			0.1		0.1	0.2	0.2

## Proposition 301

### District-reported 2005 results

#### Teacher pay

- On average, each teacher earned \$1,611 in additional salary, and each librarian and counselor earned \$1,578.

#### Performance

- The District accomplished some of its goals, which were linked to teacher evaluations, teacher professional development and leadership activities, and tutoring.

#### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

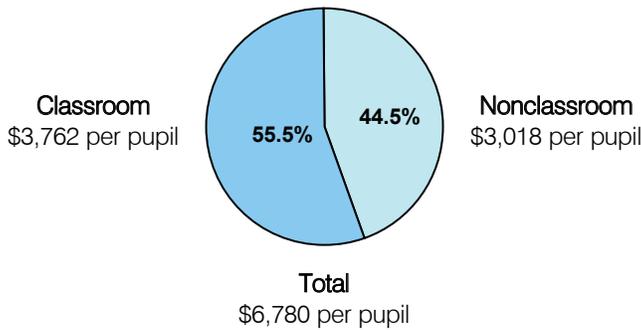
## Isaac Elementary School District

Maricopa County

District size: Large  
 Students attending: 8,484  
 Number of schools: 12  
 Number of certified teachers: 459

### Classroom Dollars

Fiscal year 2005

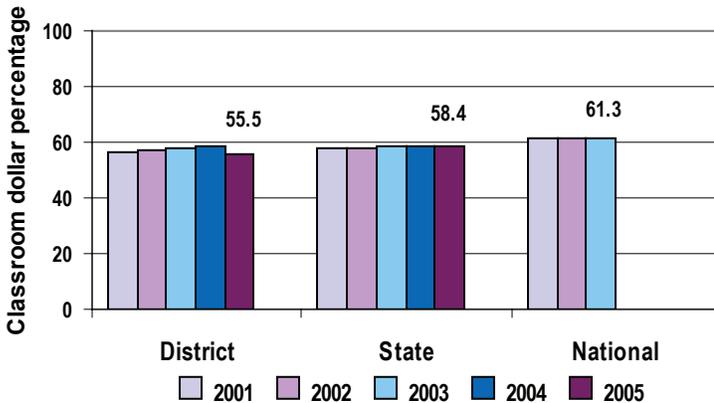


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.1	18.0	18.5	18.3
Average teacher salary	n/a	\$44,093	\$44,454	\$39,095
Average years' experience	7.8	8.3	8.0	8.5

Classroom dollar ranking: 116 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.3	56.9	58.0	58.3	55.5	58.4	61.5
Nonclassroom dollars:							
Administration	10.5	9.6	10.2	8.2	8.9	9.5	11.1
Plant operations	11.4	11.2	10.6	11.2	11.9	11.4	9.5
Food service	7.4	7.7	6.7	7.0	7.2	4.8	4.0
Transportation	2.0	2.0	1.9	1.9	1.9	4.1	4.0
Student support	7.3	8.5	9.4	9.4	9.8	7.0	5.0
Instruction support	5.0	4.1	3.2	4.0	4.8	4.6	4.7
Other	0.1					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$4,454 in salary, and each nurse earned an additional \$2,054.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- Student attendance rates were 94 percent or higher.
- Each eligible employee spent 15 hours on professional development activities.
- 80 percent of parents who were surveyed gave schools positive ratings.
- Teachers met the attendance goal.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

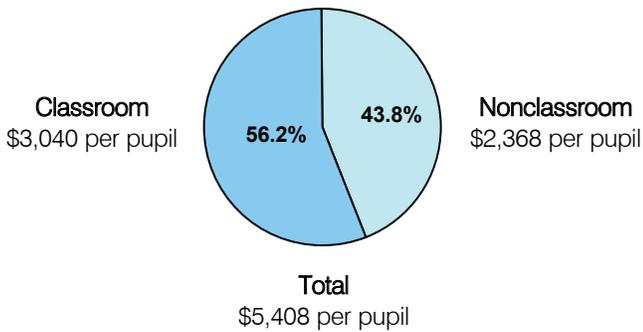
## J. O. Combs Elementary School District

Pinal County

District size: Medium  
 Students attending: 1,013  
 Number of schools: 2  
 Number of certified teachers: 52

### Classroom Dollars

Fiscal year 2005

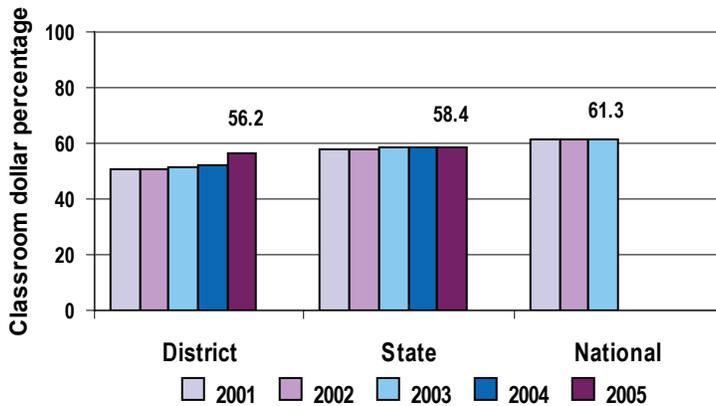


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.0	18.3	19.7	18.3
Average teacher salary	\$30,365	\$26,887	\$31,333	\$39,095
Average years' experience	5.1	5.0	4.5	8.5

Classroom dollar ranking: 103 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	50.5	50.4	51.6	52.3	56.2	58.4	61.5
Nonclassroom dollars:							
Administration	21.0	22.9	18.2	16.2	14.5	9.5	11.1
Plant operations	11.8	10.6	13.5	12.7	9.9	11.4	9.5
Food service			4.4	3.9	4.5	4.8	4.0
Transportation	9.0	5.7	6.7	8.1	7.2	4.1	4.0
Student support	6.2	6.0	5.2	5.8	4.1	7.0	5.0
Instruction support	1.4	4.4	0.4	1.0	3.6	4.6	4.7
Other	0.1					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$1,857 in salary.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- Students gained 3 percent in mathematics and maintained or exceeded 1 year's growth in reading.
- Teachers completed professional development courses, received acceptable performance evaluations, and completed lesson plans using a standards-based format.

##### Menu

- Monies were used to add 4 days of base salary and benefits for the District's teachers, and for AIMS test preparation materials for students.

# Classroom Dollars and Proposition 301 Results

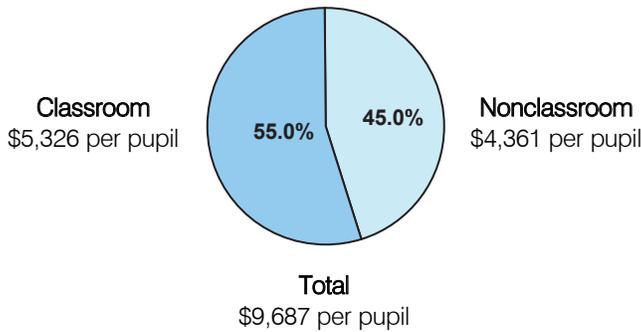
## Joseph City Unified School District

Navajo County

District size: Small  
 Students attending: 454  
 Number of schools: 2  
 Number of certified teachers: 32

### Classroom Dollars

Fiscal year 2005

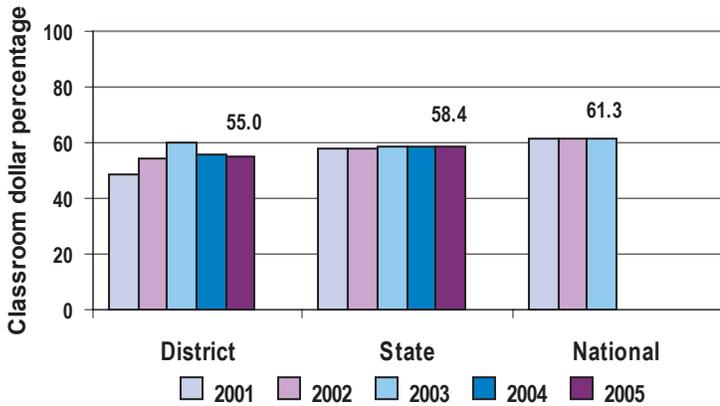


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	14.1	13.8	14.3	18.3
Average teacher salary	\$36,375	\$38,034	\$37,211	\$39,095
Average years' experience	9.1	9.7	10.0	8.5

Classroom dollar ranking: 132 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	48.8	54.6	60.2	55.5	55.0	58.4	61.5
Nonclassroom dollars:							
Administration	19.6	18.1	13.7	13.3	14.4	9.5	11.1
Plant operations	21.6	18.1	15.2	15.1	14.7	11.4	9.5
Food service			0.1	2.3	2.0	4.8	4.0
Transportation	4.6	4.7	5.4	6.1	7.3	4.1	4.0
Student support	4.7	3.5	3.3	6.7	5.8	7.0	5.0
Instruction support	0.7	1.0	2.1	1.0	0.8	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and counselor earned an additional \$4,411 in salary.

##### Performance

- The District accomplished its goals, which were based on district and individual performance.
- All 7th- and 8th-grade students' math scores on standardized tests increased by 10 percent.
- Kindergarten through 3rd-grade students already working at grade level increased their reading scores by 10 percent.
- At least 70 percent of 4th- through 6th-grade students demonstrated at least a 5 percent improvement in math scores as measured by pre- and post-tests.
- Other goals were linked to teacher development.

##### Menu

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

# Classroom Dollars and Proposition 301 Results

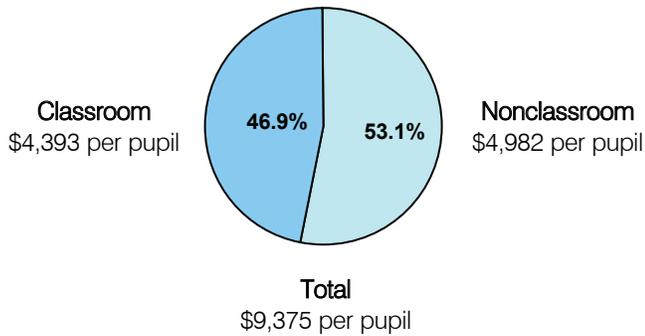
## Kayenta Unified School District

Navajo County

District size: Medium  
 Students attending: 2,450  
 Number of schools: 4  
 Number of certified teachers: 158

### Classroom Dollars

Fiscal year 2005

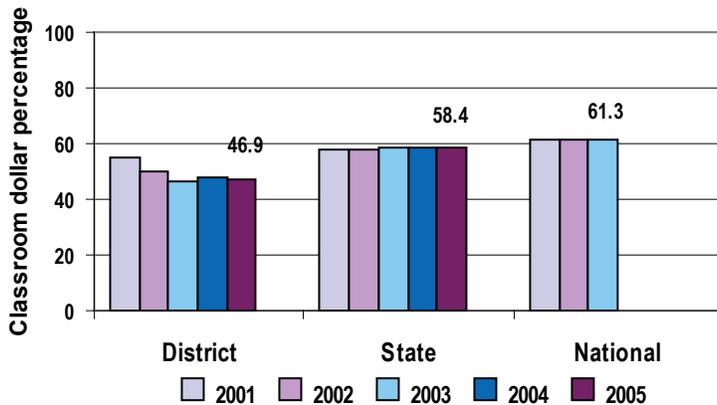


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.7	15.3	15.5	18.3
Average teacher salary	\$36,782	\$37,857	\$36,937	\$39,095
Average years' experience	8.5	8.5	8.8	8.5

Classroom dollar ranking: 202 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	District						
	2001	2002	2003	2004	2005		
Classroom dollars	55.1	49.9	46.7	47.9	46.9	58.4	61.5
Nonclassroom dollars:							
Administration	9.1	9.5	10.5	9.7	10.8	9.5	11.1
Plant operations	16.5	16.7	17.4	17.9	18.0	11.4	9.5
Food service	5.1	4.9	4.9	4.7	4.5	4.8	4.0
Transportation	7.1	6.9	7.7	6.4	6.7	4.1	4.0
Student support	4.0	5.6	5.9	6.0	6.5	7.0	5.0
Instruction support	3.1	6.5	6.9	7.1	6.6	4.6	4.7
Other				0.3		0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### *Teacher pay*

- On average, each teacher earned an additional \$2,345 in salary, and each librarian, speech pathologist, counselor, and staff developer earned between \$863 and \$2,555 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' scores on standardized tests increased.
- Teachers participated in leadership activities, such as committee work and mentoring.
- After-school academic support, tutoring programs, and counseling helped the District meet its dropout-graduation rate goal.
- Parents attended at least half of all evening and Saturday events.

##### *Menu*

- The District used menu monies to pay for 1 counselor to work on dropout prevention and 2 staff developers to work with teachers on instructional strategies and implement a reading program.

# Classroom Dollars and Proposition 301 Results

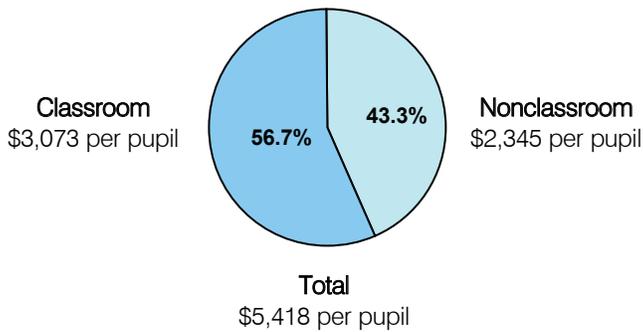
## Kingman Unified School District

Mohave County

District size: Large  
 Students attending: 7,401  
 Number of schools: 10  
 Number of certified teachers: 373

### Classroom Dollars

Fiscal year 2005

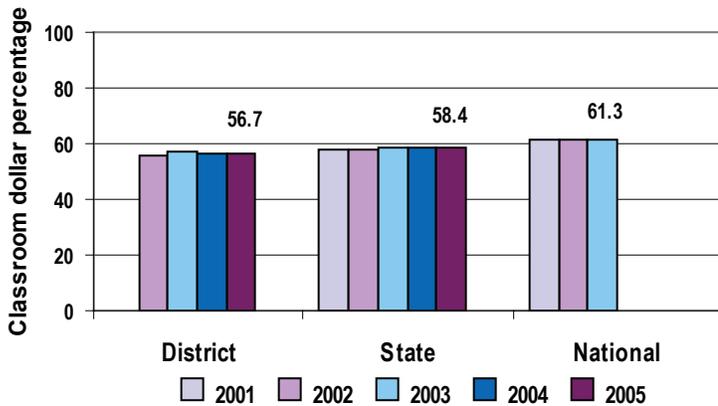


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.3	18.9	19.8	18.3
Average teacher salary	\$36,775	\$37,615	\$42,260	\$39,095
Average years' experience	9.1	8.0	7.9	8.5

Classroom dollar ranking: 100 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	n/a	55.8	57.0	56.4	56.7	58.4	61.5
Nonclassroom dollars:	n/a						
Administration		11.1	11.6	10.2	9.4	9.5	11.1
Plant operations		12.8	11.5	12.1	12.7	11.4	9.5
Food service		3.4	3.4	3.7	3.6	4.8	4.0
Transportation		5.8	5.3	5.7	6.0	4.1	4.0
Student support		8.3	8.0	8.0	7.4	7.0	5.0
Instruction support		2.7	3.1	3.8	4.2	4.6	4.7
Other		0.1	0.1	0.1		0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$5,469 in salary.

##### Performance

- The District accomplished its goal, which was similar to the prior fiscal year's goal and was based on individual performance.
- Any eligible employee not under a performance improvement plan qualified to receive performance pay.

##### Menu

- Monies were used solely to increase eligible employee compensation.
- To receive the additional compensation, employees could not be under a performance improvement plan.

# Classroom Dollars and Proposition 301 Results

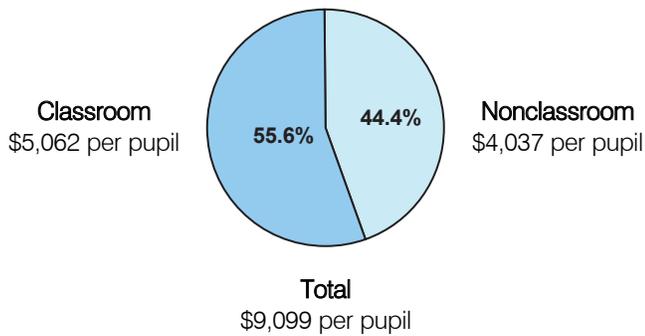
## Kirkland Elementary School District

Yavapai County

District size: Very Small  
 Students attending: 65  
 Number of schools: 1  
 Number of certified teachers: 5

### Classroom Dollars

Fiscal year 2005

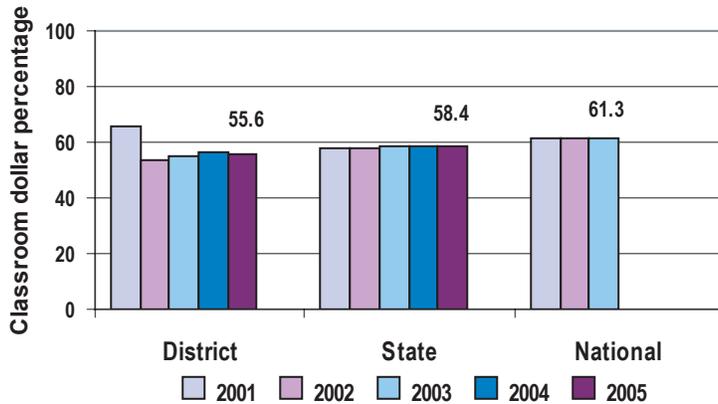


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	14.2	14.8	13.0	18.3
Average teacher salary	\$31,677	\$33,801	\$32,416	\$39,095
Average years' experience	7.2	8.8	6.8	8.5

Classroom dollar ranking: 114 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	65.9	53.9	55.0	56.7	55.6	58.4	61.5
Nonclassroom dollars:							
Administration	8.3	21.2	19.8	16.7	17.1	9.5	11.1
Plant operations	8.5	7.2	8.0	10.3	8.6	11.4	9.5
Food service	9.0	9.0	8.5	8.5	8.2	4.8	4.0
Transportation	7.1	8.7	7.7	6.3	6.1	4.1	4.0
Student support	0.8		1.0	1.4	3.6	7.0	5.0
Instruction support	0.4			0.1	0.8	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,881 in salary.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- Students' standardized test scores increased and Adequate Yearly Progress was demonstrated.
- The student attendance rate was acceptable.
- Teachers attended a 1-hour academic records class.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

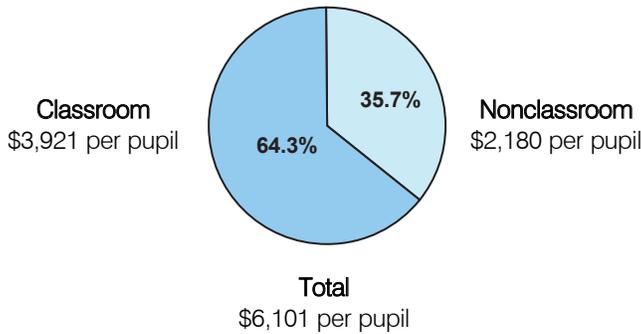
## Kyrene Elementary School District

Maricopa County

District size: Large  
 Students attending: 17,488  
 Number of schools: 25  
 Number of certified teachers: 1,030

### Classroom Dollars

Fiscal year 2005

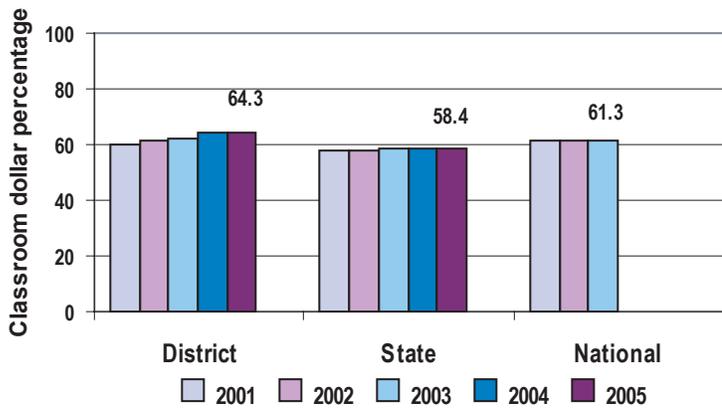


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.7	17.3	17.0	18.3
Average teacher salary	\$41,870	\$41,631	\$42,823	\$39,095
Average years' experience	9.2	9.6	9.4	8.5

Classroom dollar ranking: 10 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	60.2	61.2	61.9	64.4	64.3	58.4	61.5
Nonclassroom dollars:							
Administration	9.6	9.1	8.6	7.6	7.5	9.5	11.1
Plant operations	11.5	10.8	11.1	10.3	9.8	11.4	9.5
Food service	5.0	5.1	4.9	4.5	4.5	4.8	4.0
Transportation	3.3	3.5	3.1	2.9	2.9	4.1	4.0
Student support	6.1	6.1	6.2	6.2	6.5	7.0	5.0
Instruction support	4.3	4.2	4.2	4.1	4.5	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$3,813 in salary.

##### Performance

- The District accomplished its goals, which were similar to 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 to 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 at schools where class sizes exceeded district guidelines, 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 and attendance and disciplinary problems.

# Classroom Dollars and Proposition 301 Results

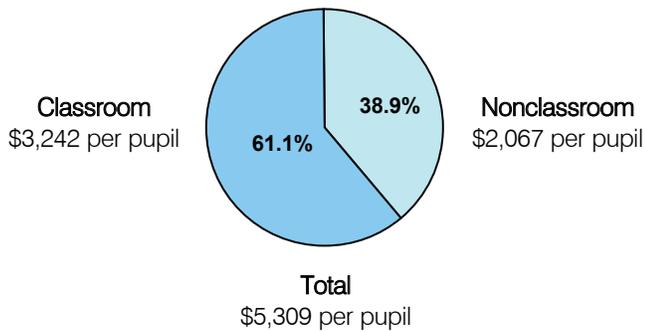
## Lake Havasu Unified School District

Mohave County

District size: Large  
 Students attending: 6,271  
 Number of schools: 9  
 Number of certified teachers: 281

### Classroom Dollars

Fiscal year 2005

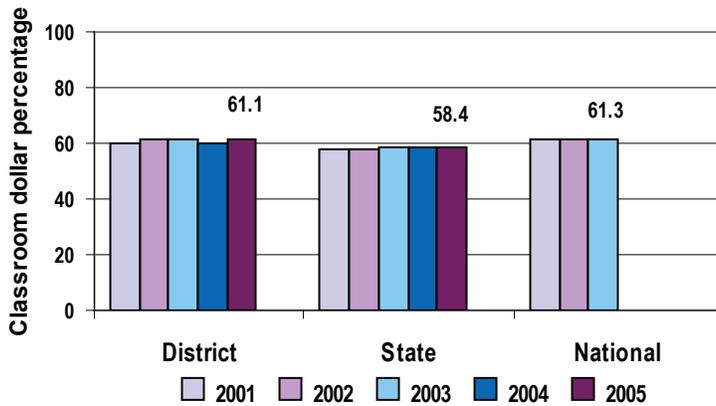


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	19.5	21.1	22.3	18.3
Average teacher salary	\$35,844	\$35,800	\$43,622	\$39,095
Average years' experience	7.8	8.2	8.3	8.5

Classroom dollar ranking: 33 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	60.3	61.1	61.7	60.1	61.1	58.4	61.5
Nonclassroom dollars:							
Administration	12.4	10.9	10.3	10.8	9.7	9.5	11.1
Plant operations	12.7	12.3	12.4	12.8	12.3	11.4	9.5
Food service	6.3	6.5	6.0	6.4	6.7	4.8	4.0
Transportation	2.4	2.3	2.1	2.3	2.5	4.1	4.0
Student support	4.5	5.3	5.2	5.6	5.7	7.0	5.0
Instruction support	1.4	1.5	1.9	1.9	1.9	4.6	4.7
Other		0.1	0.4	0.1	0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$7,340 in salary. This includes, on average, \$3,150 of performance pay earned in the prior fiscal year but not distributed until fiscal year 2005.

##### 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 linked to students' performance on standardized tests. Data from these tests was analyzed and each school chose specific areas within the reading or mathematics standards to help focus instruction efforts.
- Teachers were evaluated based on portfolios they maintained to demonstrate performance in collaboration, student support, commitment to the school, and professional development.
- Teachers also earned performance pay if they participated in the school's leadership team, which evaluated the portfolios used to measure the teacher development goal.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

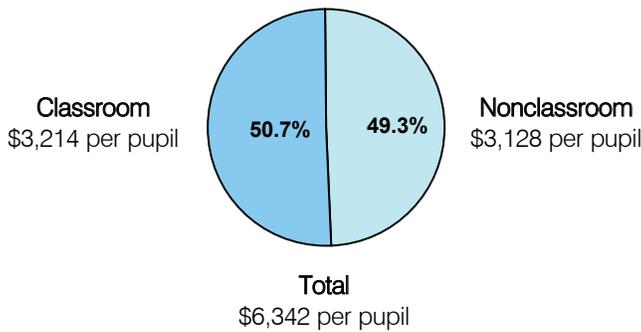
## Laveen Elementary School District

Maricopa County

District size: Medium  
 Students attending: 2,222  
 Number of schools: 4  
 Number of certified teachers: 115

### Classroom Dollars

Fiscal year 2005

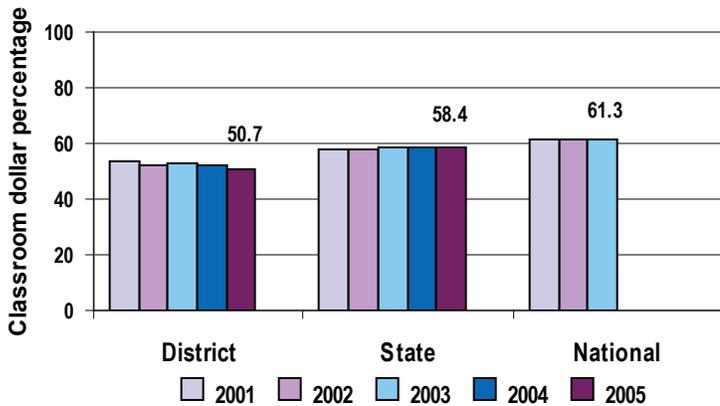


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.9	17.0	19.3	18.3
Average teacher salary	\$34,336	\$35,849	\$39,834	\$39,095
Average years' experience	5.5	5.8	4.5	8.5

Classroom dollar ranking: 178 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	53.8	52.1	52.9	52.3	50.7	58.4	61.5
Nonclassroom dollars:							
Administration	13.0	13.9	13.8	14.9	14.5	9.5	11.1
Plant operations	12.5	11.9	10.3	8.6	7.9	11.4	9.5
Food service	6.7	5.6	5.3	6.6	6.1	4.8	4.0
Transportation	3.6	3.4	4.0	3.5	2.9	4.1	4.0
Student support	6.0	5.8	8.8	8.2	7.8	7.0	5.0
Instruction support	3.4	7.3	4.9	5.9	10.1	4.6	4.7
Other	1.0					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and librarian earned an additional \$4,141 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.
- Goals called for students' reading, math, and language arts scores to increase by 1 percentile, for student attendance to be at least 94 percent, and for teachers to complete at least 30 hours of governing board-approved committee work.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

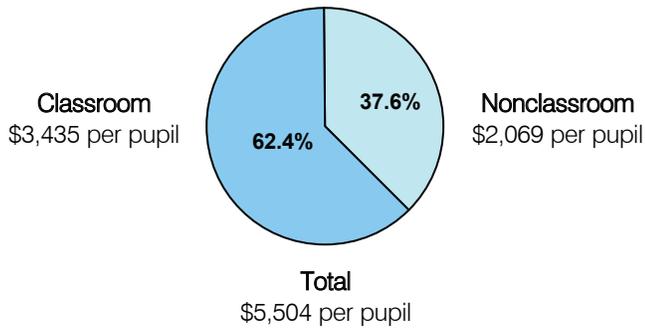
## Liberty Elementary School District

Maricopa County

District size: Medium  
 Students attending: 2,568  
 Number of schools: 4  
 Number of certified teachers: 149

### Classroom Dollars

Fiscal year 2005

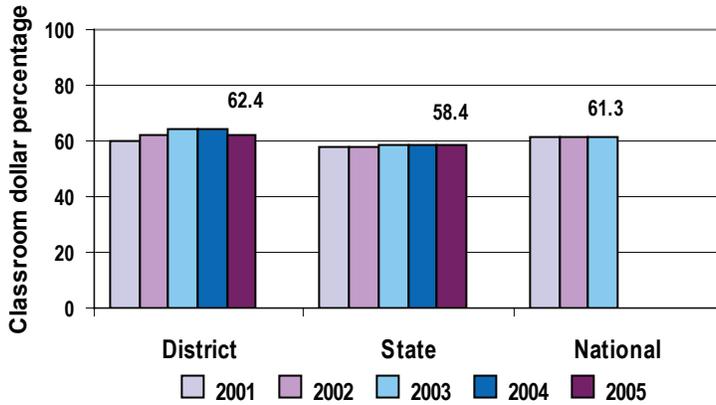


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.0	16.3	17.3	18.3
Average teacher salary	\$34,471	\$34,440	\$35,890	\$39,095
Average years' experience	6.5	6.0	5.3	8.5

Classroom dollar ranking: 21 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	60.0	62.5	64.4	64.3	62.4	58.4	61.5
Nonclassroom dollars:							
Administration	12.3	11.0	9.7	9.7	9.5	9.5	11.1
Plant operations	9.3	10.0	8.9	8.2	8.0	11.4	9.5
Food service	5.0	4.5	4.3	4.3	4.5	4.8	4.0
Transportation	6.0	4.7	4.7	4.5	3.8	4.1	4.0
Student support	4.7	4.4	5.0	4.6	4.0	7.0	5.0
Instruction support	2.7	2.9	3.0	4.4	7.7	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,111 in salary, and each librarian, speech pathologist, audiologist, and counselor earned between \$2,785 and \$3,080.

##### 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 were required to increase reading and math skills.
- Teachers were evaluated on several criteria including essential elements of instruction, effective questioning, lesson plans aligned to state standards, classroom management, and leadership outside the classroom.

##### 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.

# Classroom Dollars and Proposition 301 Results

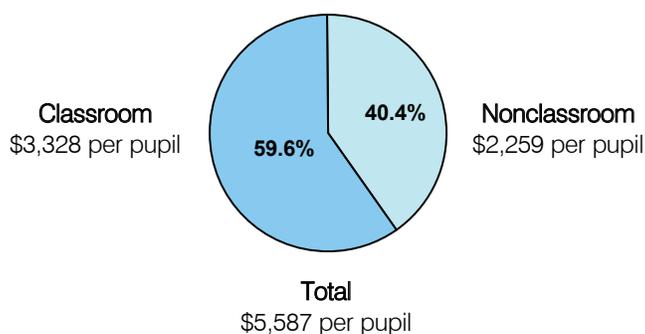
## Litchfield Elementary School District

Maricopa County

District size: Large  
 Students attending: 6,739  
 Number of schools: 9  
 Number of certified teachers: 363

### Classroom Dollars

Fiscal year 2005

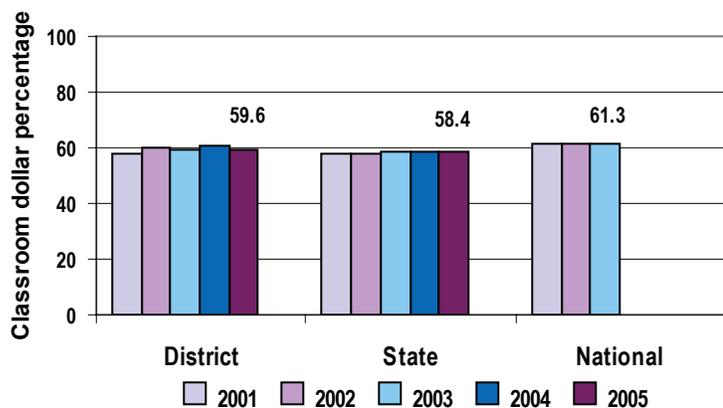


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.1	20.6	18.6	18.3
Average teacher salary	\$35,103	\$35,198	\$35,442	\$39,095
Average years' experience	5.6	6.0	5.7	8.5

Classroom dollar ranking: 50 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	57.9	59.7	59.3	60.7	59.6	58.4	61.5
Nonclassroom dollars:							
Administration	10.7	10.9	10.9	10.1	9.9	9.5	11.1
Plant operations	14.7	13.4	13.3	12.8	12.5	11.4	9.5
Food service	6.2	5.3	5.1	4.7	5.5	4.8	4.0
Transportation	4.7	4.9	5.4	5.2	4.4	4.1	4.0
Student support	4.1	4.1	4.4	4.3	4.2	7.0	5.0
Instruction support	1.7	1.7	1.6	2.2	3.9	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,637 in salary, and each librarian, speech pathologist, audiologist, and counselor earned an additional \$2,801.

##### Performance

- The District accomplished its goals, which were based on individual performance.
- At least 80 percent of students in each teacher's class attained or exceeded the targeted growth indicators, which included AIMS test scores.
- 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, teaching, assessing student learning, and professional responsibilities.

##### Menu

- Teachers and instructional aides were compensated for AIMS intervention and teacher development activities, including assisting at-risk students in reading and math, serving as instructional coaches, and providing staff training.

# Classroom Dollars and Proposition 301 Results

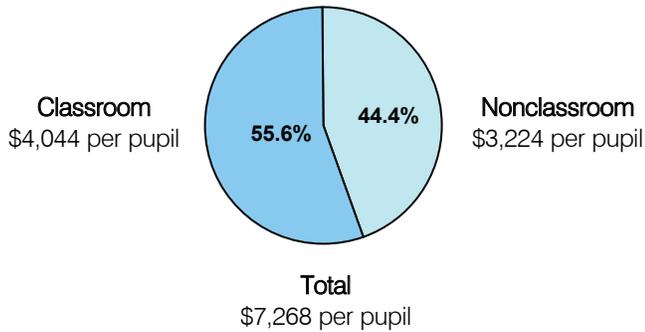
## Littlefield Unified School District

Mohave County

District size: Small  
 Students attending: 475  
 Number of schools: 2  
 Number of certified teachers: 30

### Classroom Dollars

Fiscal year 2005

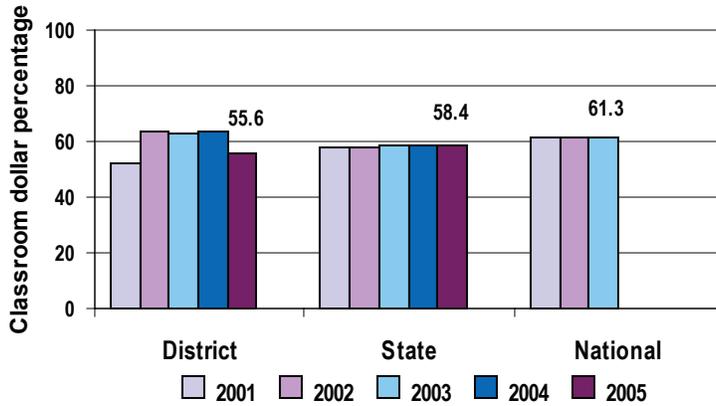


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	n/a	15.8	15.8	18.3
Average teacher salary	\$31,982	\$34,028	\$33,412	\$39,095
Average years' experience	11.7	7.0	6.5	8.5

Classroom dollar ranking: 113 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	n/a	63.4	62.9	63.7	55.6	58.4	61.5
Nonclassroom dollars:	n/a						
Administration		12.5	11.5	10.5	15.6	9.5	11.1
Plant operations		9.3	9.3	9.0	10.8	11.4	9.5
Food service		7.1	6.7	6.7	6.6	4.8	4.0
Transportation		5.4	5.6	5.6	6.6	4.1	4.0
Student support		0.6	1.3	1.1	1.6	7.0	5.0
Instruction support		1.7	2.7	3.4	3.2	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,549 in salary.

##### Performance

- The District accomplished its goal, which was similar to the prior fiscal year's goal and was based on district performance.
- The District used pre- and post-tests to measure student achievement, and required student scores, on average, to demonstrate 1 year's academic progress.

##### Menu

- An additional 1st-grade teacher reduced class sizes from 24 students to 16 students.
- As an incentive to recruit highly qualified teachers, the District continued to pay 100 percent of employee health insurance premiums. During fiscal year 2005, the District also began paying for 75 percent of dependent coverage.

# Classroom Dollars and Proposition 301 Results

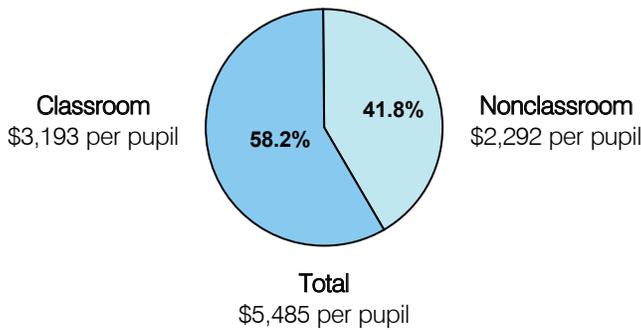
## Littleton Elementary School District

Maricopa County

District size: Medium  
 Students attending: 3,179  
 Number of schools: 4  
 Number of certified teachers: 138

### Classroom Dollars

Fiscal year 2005

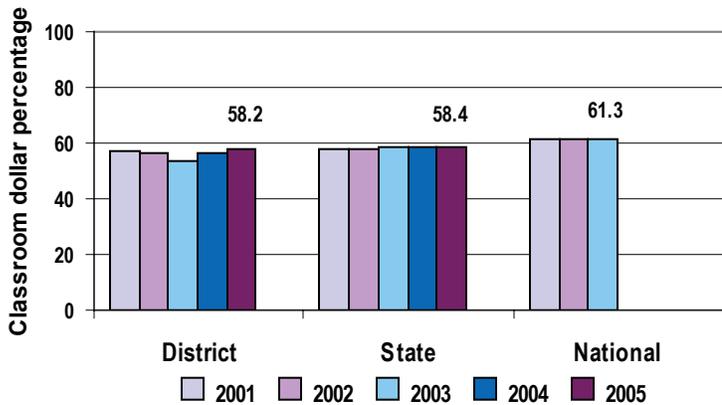


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.6	21.0	23.1	18.3
Average teacher salary	\$35,410	\$36,720	\$38,498	\$39,095
Average years' experience	7.1	5.5	5.1	8.5

Classroom dollar ranking: 71 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.8	56.4	53.5	56.4	58.2	58.4	61.5
Nonclassroom dollars:							
Administration	12.0	12.5	12.5	9.4	9.0	9.5	11.1
Plant operations	10.1	10.9	10.9	9.6	8.8	11.4	9.5
Food service	7.6	7.3	7.2	7.2	6.7	4.8	4.0
Transportation	4.9	5.1	5.0	5.7	5.5	4.1	4.0
Student support	4.3	3.6	5.1	5.2	6.1	7.0	5.0
Instruction support	3.8	4.2	5.8	6.5	5.7	4.6	4.7
Other	0.5					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,842 in salary, and each librarian and counselor earned an additional \$3,850.

##### Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- 50 percent of students met or exceeded standards on the AIMS test.
- Students achieved 10 percent growth in reading scores on a standardized test.
- All teachers received acceptable performance evaluations.
- Eligible employees participated in 4 days of professional development activities.

##### Menu

- Teachers earned additional monies for participating in over 11,850 hours of professional development and activities. 172 teachers earned up to \$1,500 each by completing 75 hours of professional development and activities from a list of 33 options.

# Classroom Dollars and Proposition 301 Results

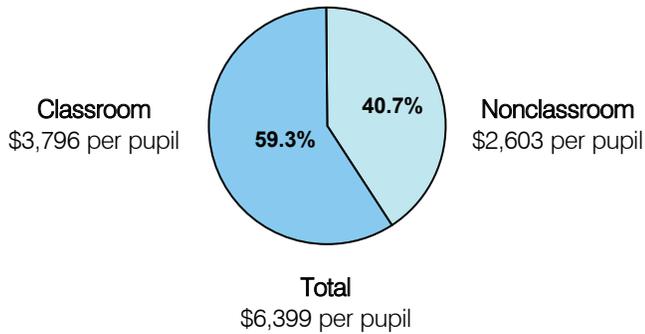
## Madison Elementary School District

Maricopa County

District size: Medium  
 Students attending: 4,983  
 Number of schools: 7  
 Number of certified teachers: 297

### Classroom Dollars

Fiscal year 2005

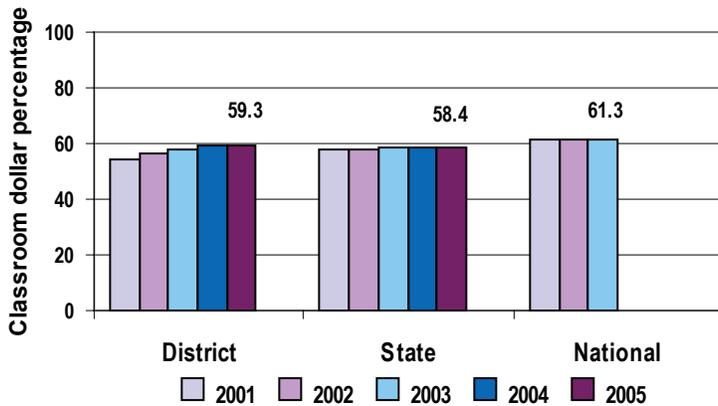


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.4	15.7	16.8	18.3
Average teacher salary	\$44,454	\$38,687	\$40,078	\$39,095
Average years' experience	6.8	6.8	6.9	8.5

Classroom dollar ranking: 55 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	54.3	56.1	58.1	59.5	59.3	58.4	61.5
Nonclassroom dollars:							
Administration	11.1	9.9	9.4	9.3	9.7	9.5	11.1
Plant operations	12.2	12.2	11.3	10.1	10.3	11.4	9.5
Food service	4.8	5.3	5.9	6.1	6.4	4.8	4.0
Transportation	4.0	3.9	3.9	3.9	3.3	4.1	4.0
Student support	7.8	7.5	7.0	7.1	7.6	7.0	5.0
Instruction support	5.8	5.1	4.4	4.0	3.4	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$5,322 in salary.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- Goals were linked to student achievement on standardized tests, teacher evaluations, and the results of a parent satisfaction survey.

##### Menu

- The majority of menu monies were used to increase teacher performance pay as part of the Milken Family Foundation Teacher Advancement Program.
- The District hired a coordinator to work with families and students on dropout prevention and AIMS test score improvement.
- Monies were also used to pay for 3 days of professional development activities.

# Classroom Dollars and Proposition 301 Results

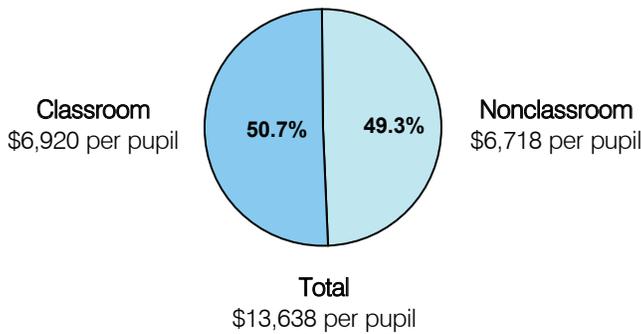
## Maine Consolidated School District

Coconino County

District size: Very Small  
 Students attending: 76  
 Number of schools: 1  
 Number of certified teachers: 11

### Classroom Dollars

Fiscal year 2005

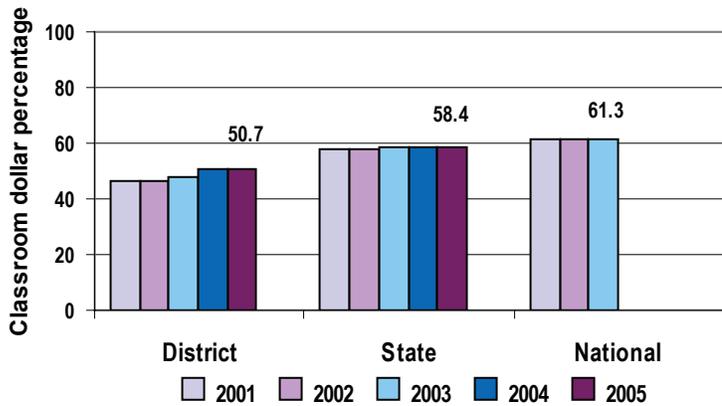


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	8.9	7.3	7.1	18.3
Average teacher salary	\$32,200	\$32,508	\$35,477	\$39,095
Average years' experience	5.9	5.9	5.8	8.5

Classroom dollar ranking: 177 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	46.2	46.7	47.7	50.6	50.7	58.4	61.5
Nonclassroom dollars:							
Administration	18.5	17.4	14.7	13.8	14.5	9.5	11.1
Plant operations	12.1	12.4	11.7	14.3	8.4	11.4	9.5
Food service	3.5	4.5	4.0	2.9	4.5	4.8	4.0
Transportation	13.2	11.4	12.9	12.3	13.7	4.1	4.0
Student support	2.9	4.5	5.6	4.1	4.5	7.0	5.0
Instruction support	3.6	3.1	3.4	2.0	3.6	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,562 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.
- Students' standardized test scores improved.
- Teachers completed professional development programs.
- Survey results indicated that parent and student satisfaction with the school increased.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

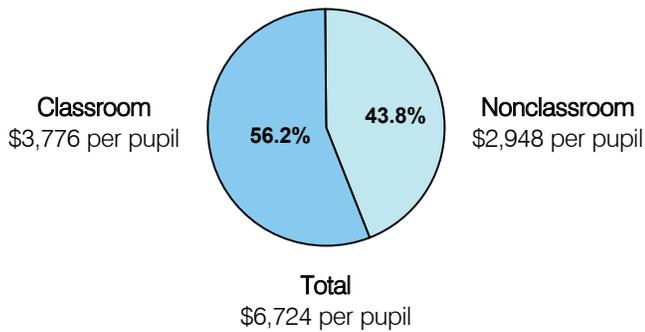
# Mammoth-San Manuel Unified School District

Pinal County

District size: Medium  
 Students attending: 1,246  
 Number of schools: 5  
 Number of certified teachers: 80

## Classroom Dollars

Fiscal year 2005

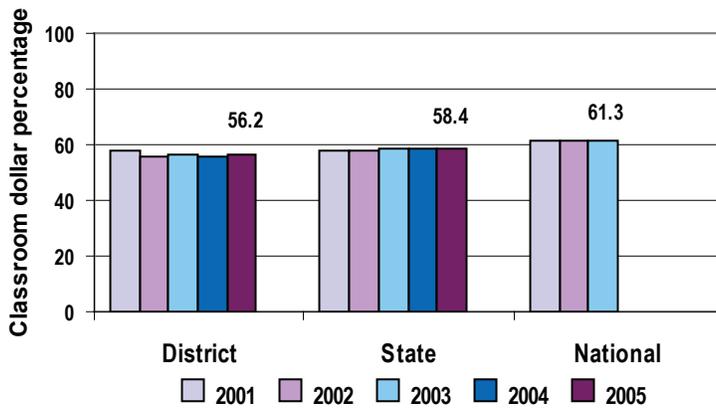


## Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.2	15.4	15.5	18.3
Average teacher salary	\$33,500	\$33,485	\$34,955	\$39,095
Average years' experience	9.7	9.4	9.7	8.5

Classroom dollar ranking: 105 of 228 districts.

## 5-year comparison



## Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	57.9	55.6	56.1	55.9	56.2	58.4	61.5
Nonclassroom dollars:							
Administration	11.4	11.9	11.1	10.5	10.6	9.5	11.1
Plant operations	13.0	13.1	12.2	12.2	12.9	11.4	9.5
Food service	6.3	5.8	5.3	5.9	6.7	4.8	4.0
Transportation	3.5	3.0	2.6	3.2	3.7	4.1	4.0
Student support	5.4	8.7	10.1	8.2	5.9	7.0	5.0
Instruction support	1.6	1.9	2.6	4.1	4.0	4.6	4.7
Other	0.9					0.2	0.2

## Proposition 301

### District-reported 2005 results

#### Teacher pay

- On average, each teacher and librarian earned an additional \$4,395 in salary, and each counselor earned an additional \$3,045.

#### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- Students' math, reading, and writing scores improved.
- The District's schools earned ratings of "performing" or "excelling" from ADE for AZ LEARNS.

#### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

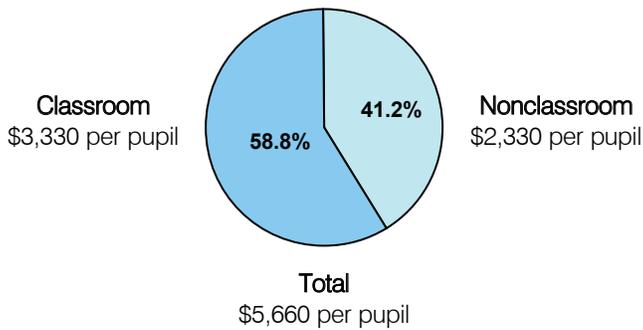
## Marana Unified School District

Pima County

District size: Large  
 Students attending: 12,455  
 Number of schools: 16  
 Number of certified teachers: 677

### Classroom Dollars

Fiscal year 2005

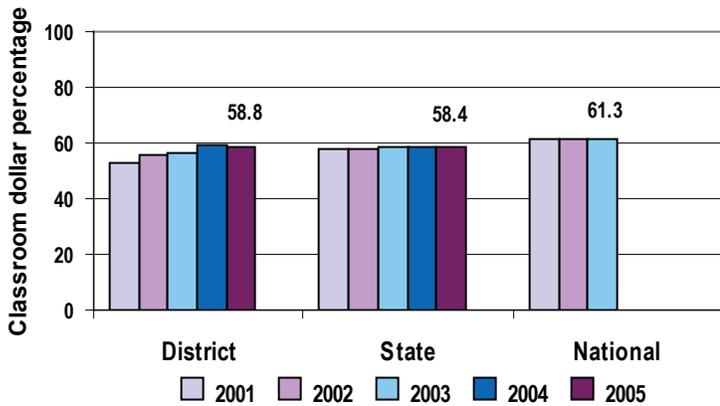


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.4	18.6	18.4	18.3
Average teacher salary	\$39,241	\$36,093	\$43,024	\$39,095
Average years' experience	9.7	9.6	9.6	8.5

Classroom dollar ranking: 63 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	52.9	55.4	56.5	59.2	58.8	58.4	61.5
Nonclassroom dollars:							
Administration	10.2	9.1	8.8	7.6	8.1	9.5	11.1
Plant operations	15.9	14.5	15.1	14.0	13.0	11.4	9.5
Food service	3.4	4.3	3.5	3.9	3.6	4.8	4.0
Transportation	8.2	7.8	7.3	7.5	7.8	4.1	4.0
Student support	6.4	6.1	5.7	4.8	5.7	7.0	5.0
Instruction support	3.0	2.6	2.9	2.8	2.7	4.6	4.7
Other		0.2	0.2	0.2	0.3	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$4,332 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.
- Each school set goals linked to increased student achievement. Achievement results from fiscal year 2004 were used to assess the efficacy and impact of the goals on student achievement and to adjust the goals for fiscal year 2005.
- Each school named a teacher to assist with the development, implementation, review, and monitoring of school performance plans.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

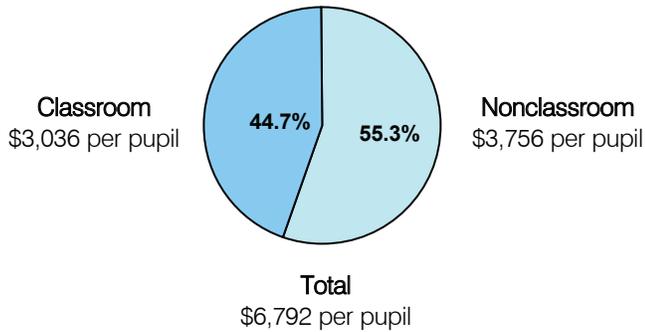
## Maricopa County Regional School District

Maricopa County

District size: Medium  
 Students attending: 1,829  
 Number of schools: 14  
 Number of certified teachers: 90

### Classroom Dollars

Fiscal year 2005

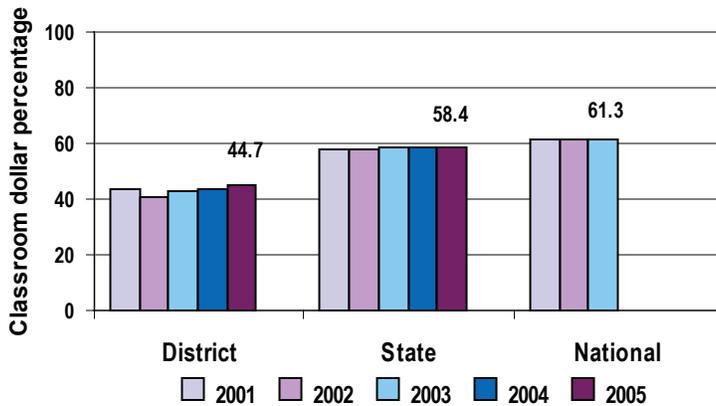


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.1	18.5	20.2	18.3
Average teacher salary	\$40,222	\$38,298	\$38,667	\$39,095
Average years' experience	4.9	4.6	4.8	8.5

Classroom dollar ranking: 206 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	43.3	40.4	42.8	43.6	44.7	58.4	61.5
Nonclassroom dollars:							
Administration	23.4	22.1	23.3	26.2	23.8	9.5	11.1
Plant operations	17.2	17.3	15.9	15.5	13.1	11.4	9.5
Food service	0.5	0.4	0.2	0.2	0.1	4.8	4.0
Transportation	8.0	10.8	7.9	7.9	9.9	4.1	4.0
Student support	7.3	8.3	9.3	5.7	7.2	7.0	5.0
Instruction support			0.5	0.9	1.2	4.6	4.7
Other	0.3	0.7	0.1			0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, speech therapist, and counselor earned between \$4,574 and \$4,744 in additional salary.

##### Performance

- The District accomplished its goals, which were based on district and school performance.
- Teachers developed projects related to student achievement, which benefited students, the school, and the District.
- Each teacher accumulated at least 30 district-provided continuing education credits.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

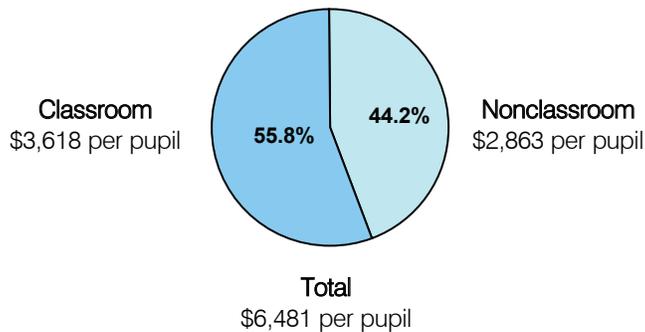
## Maricopa Unified School District

Pinal County

District size: Medium  
 Students attending: 1,604  
 Number of schools: 4  
 Number of certified teachers: 90

### Classroom Dollars

Fiscal year 2005

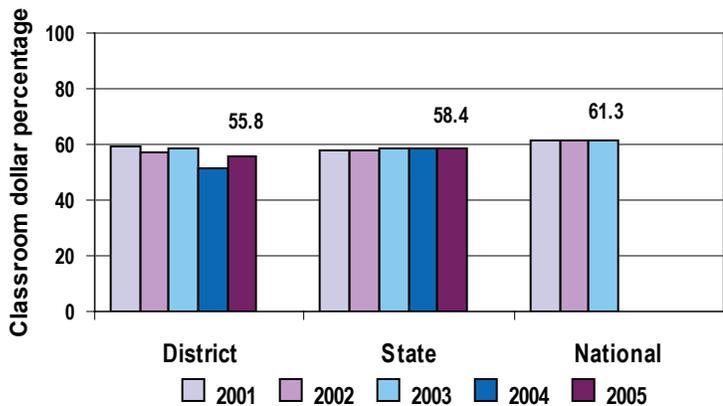


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.0	17.0	17.9	18.3
Average teacher salary	\$38,019	\$32,000	\$39,593	\$39,095
Average years' experience	6.9	6.7	6.3	8.5

Classroom dollar ranking: 108 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	59.1	56.8	58.8	51.1	55.8	58.4	61.5
Nonclassroom dollars:							
Administration	12.5	14.5	13.2	14.7	12.8	9.5	11.1
Plant operations	11.7	10.7	10.3	12.0	10.6	11.4	9.5
Food service	6.3	6.4	5.1	5.7	5.3	4.8	4.0
Transportation	5.2	5.3	5.3	6.2	5.9	4.1	4.0
Student support	3.5	4.1	4.2	7.6	6.6	7.0	5.0
Instruction support	1.7	2.2	3.1	2.7	2.9	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,526 in salary, and each instructional aide, librarian, and counselor earned between \$656 and \$1,458.

##### Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- Students' reading scores on pre- and post-tests increased by 20 percent, on average.
- The majority of teachers completed 2 of 4 teacher development options, which included hosting 2 academic family nights, completing 2 on-site technology courses, completing 1 community college or university course, and completing 1 online course.
- Teachers used technology to deliver or enhance classroom instruction.

##### Menu

- Monies were used to pay for 7 teachers to reduce class sizes.

# Classroom Dollars and Proposition 301 Results

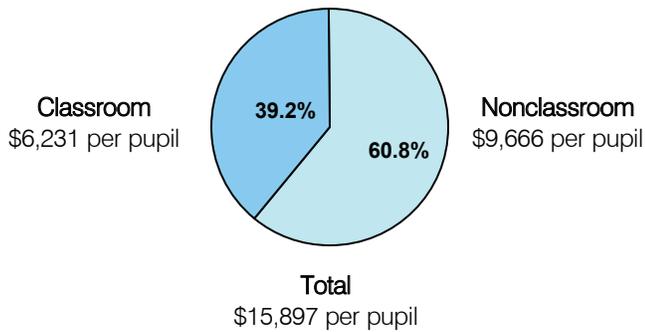
## Mary C. O'Brien Accommodation School District

Pinal County

District size: Very Small  
 Students attending: 188  
 Number of schools: 2  
 Number of certified teachers: 15

### Classroom Dollars

Fiscal year 2005

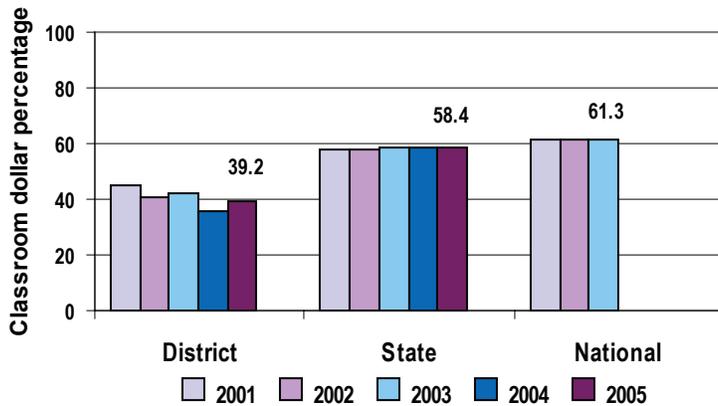


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	9.7	10.7	12.1	18.3
Average teacher salary	\$38,583	\$40,031	\$43,959	\$39,095
Average years' experience	6.0	6.4	8.9	8.5

Classroom dollar ranking: 215 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	45.1	40.6	42.5	36.0	39.2	58.4	61.5
Nonclassroom dollars:							
Administration	13.9	15.1	17.9	15.5	14.5	9.5	11.1
Plant operations	16.2	13.2	18.1	13.9	15.4	11.4	9.5
Food service	6.3	4.2	4.8	3.6	5.5	4.8	4.0
Transportation	8.4	7.4	9.9	9.6	9.2	4.1	4.0
Student support	7.1	17.7	6.7	18.1	13.6	7.0	5.0
Instruction support	0.8		0.1	3.3	2.6	4.6	4.7
Other	2.2	1.8				0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,115 in salary.

##### Performance

- The District accomplished some of its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- Student achievement goals involved increasing the percentage of students scoring at or above the 50th-percentile on standardized tests in designated academic areas.
- 1 school's test scores met the goal.
- Another school accomplished the goal of decreasing its student drop-out rate.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

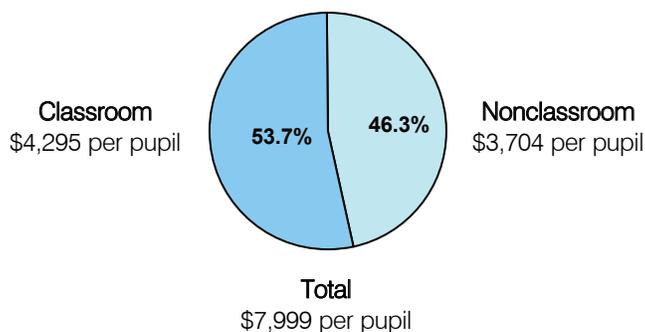
## Mayer Unified School District

Yavapai County

District size: Small  
 Students attending: 533  
 Number of schools: 2  
 Number of certified teachers: 38

### Classroom Dollars

Fiscal year 2005

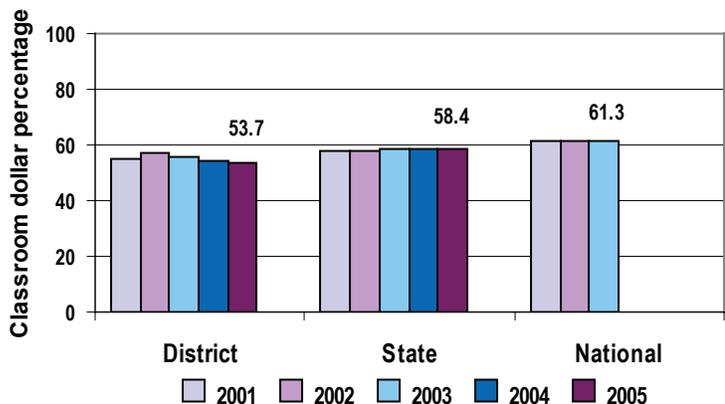


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.4	15.1	14.0	18.3
Average teacher salary	\$34,544	\$35,088	\$32,841	\$39,095
Average years' experience	11.4	11.4	9.6	8.5

Classroom dollar ranking: 150 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	55.1	57.4	55.7	54.4	53.7	58.4	61.5
Nonclassroom dollars:							
Administration	14.1	13.2	14.4	15.0	15.2	9.5	11.1
Plant operations	11.4	11.3	11.0	11.3	12.4	11.4	9.5
Food service	5.1	5.9	5.0	5.4	5.7	4.8	4.0
Transportation	5.8	6.3	6.8	6.9	6.6	4.1	4.0
Student support	5.3	2.9	4.9	3.6	5.5	7.0	5.0
Instruction support	3.2	3.0	2.2	3.0	0.9	4.6	4.7
Other				0.4		0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$3,841 in salary.

##### Performance

- The District accomplished its goal, which was based on individual performance.
- The student achievement goal called for improved student writing skills in 3 of the 6 writing traits.

##### Menu

- Due to the District's declining enrollment, monies were used solely to increase eligible employee compensation to help offset increased retirement and health insurance costs.

# Classroom Dollars and Proposition 301 Results

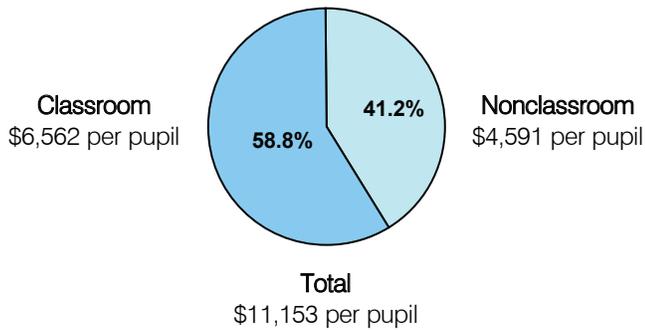
## McNary Elementary School District

Apache County

District size: Very Small  
 Students attending: 135  
 Number of schools: 1  
 Number of certified teachers: 13

### Classroom Dollars

Fiscal year 2005

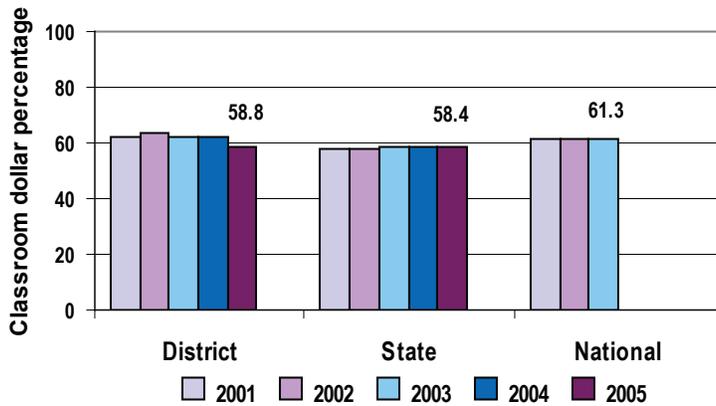


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	10.3	11.5	10.7	18.3
Average teacher salary	\$29,423	\$32,513	\$31,523	\$39,095
Average years' experience	7.9	7.9	7.9	8.5

Classroom dollar ranking: 62 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	61.9	63.8	62.3	61.8	58.8	58.4	61.5
Nonclassroom dollars:							
Administration	10.7	10.8	10.2	10.6	9.4	9.5	11.1
Plant operations	14.1	14.0	13.6	13.1	18.5	11.4	9.5
Food service	5.7	5.3	5.1	6.2	4.9	4.8	4.0
Transportation	0.5	0.1	0.3	0.2	0.7	4.1	4.0
Student support	3.9	2.1	4.7	3.6	3.6	7.0	5.0
Instruction support	3.2	3.9	3.8	4.5	4.0	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,295 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 achievement goals required students who were enrolled for more than 1 year to demonstrate 1 year's academic progress on standardized tests.
- 78 percent of 4th- through 8th-grade students participated in extracurricular activities.
- 97 percent of kindergarten through 3rd-grade students participated in after-school activities.
- 90 percent of responses on an annual parent satisfaction survey were positive.

##### Menu

- Monies were used as added compensation for 2 teachers who performed extra activities, such as overseeing student activities and tutoring.
- Monies were also used to pay teachers for serving on various committees.
- Some monies were used to pay for benefits.

# Classroom Dollars and Proposition 301 Results

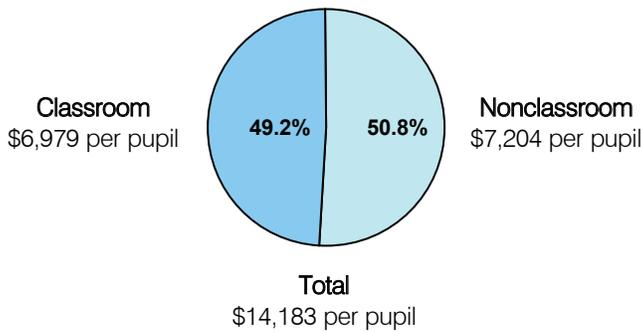
## McNeal Elementary School District

Cochise County

District size: Very Small  
 Students attending: 28  
 Number of schools: 1  
 Number of certified teachers: 3

### Classroom Dollars

Fiscal year 2005

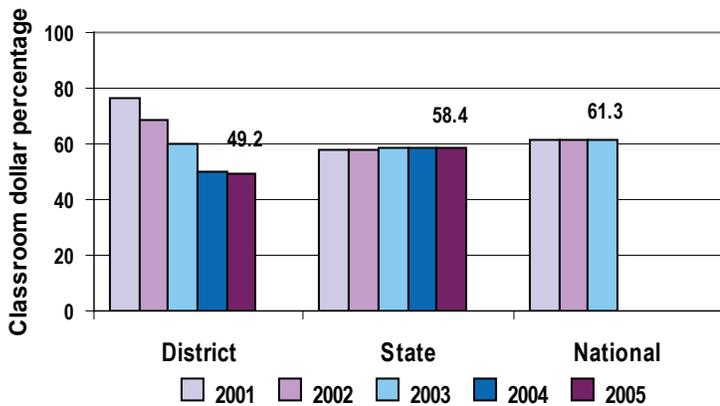


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	9.3	9.7	9.2	18.3
Average teacher salary	\$37,315	\$32,656	\$38,614	\$39,095
Average years' experience	5.7	6.0	11.0	8.5

Classroom dollar ranking: 188 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	76.6	68.7	60.1	49.9	49.2	58.4	61.5
Nonclassroom dollars:							
Administration	9.5	12.4	13.7	22.6	24.6	9.5	11.1
Plant operations	7.3	10.9	10.9	16.3	19.2	11.4	9.5
Food service						4.8	4.0
Transportation	3.0	4.0	6.4	5.3	5.1	4.1	4.0
Student support	3.6	4.0	8.9	5.2	1.9	7.0	5.0
Instruction support				0.7		4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,807 in salary, which includes monies earned in fiscal year 2004, but distributed in fiscal year 2005.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- At least 75 percent of students' standardized test scores improved.
- At least 75 percent of parents and students attended parent-teacher conferences and back-to-school night.
- The District's school performance was rated as "good" or "excellent" by at least 75 percent of the parents and students surveyed.

##### Menu

- Monies were designated to increase teacher compensation and to pay teachers for participating in professional development activities.
- Teachers completed 272 professional development hours.

# Classroom Dollars and Proposition 301 Results

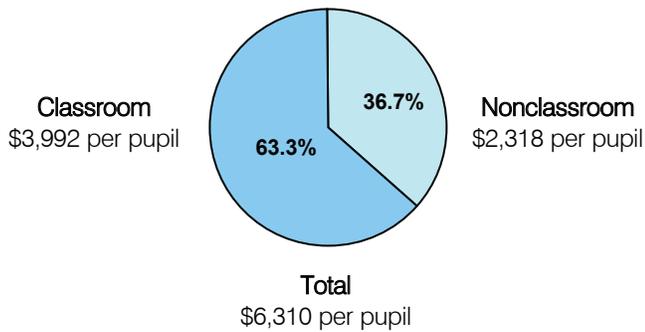
## Mesa Unified School District

Maricopa County

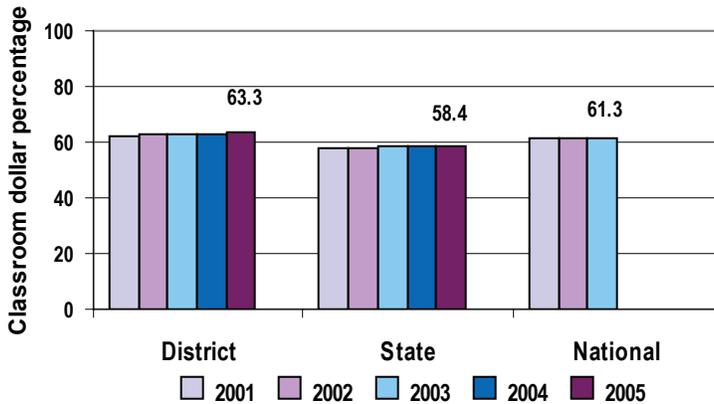
District size: Very Large  
 Students attending: 69,941  
 Number of schools: 88  
 Number of certified teachers: 3,756

### Classroom Dollars

Fiscal year 2005



### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	61.9	62.7	63.0	63.1	63.3	58.4	61.5
Nonclassroom dollars:							
Administration	8.7	8.6	8.5	8.2	8.2	9.5	11.1
Plant operations	10.8	10.4	10.2	10.7	10.1	11.4	9.5
Food service	4.6	4.5	4.2	4.3	4.4	4.8	4.0
Transportation	3.8	3.8	3.9	3.8	4.1	4.1	4.0
Student support	5.9	6.0	6.2	5.9	5.8	7.0	5.0
Instruction support	3.7	3.5	3.5	3.5	3.5	4.6	4.7
Other	0.6	0.5	0.5	0.5	0.6	0.2	0.2

### Comparative Information

	District			State 2005
	2003	2004	2005	
Student/teacher ratio	19.0	18.9	18.8	18.3
Average teacher salary	\$43,939	\$46,011	\$46,683	\$39,095
Average years' experience	10.7	10.8	10.6	8.5

Classroom dollar ranking: 15 of 228 districts.

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, and counselor earned between \$4,116 and \$4,253 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.
- Each school set student achievement goals in reading, writing, and math.
- 80 schools accomplished all goals and 6 schools partially accomplished the goals.

##### Menu

- Monies were primarily used to increase teacher base and performance pay.
- For AIMS intervention, 79 percent of schools hired tutors and 10 schools held summer-school programs, resulting in increases in standardized test scores.
- For dropout prevention, 21 schools provided alternative learning centers, resulting in fewer suspensions.
- 14 teachers and 67 instructional aides were hired to reduce class sizes, resulting in higher standardized test scores.
- Teachers at 50 schools participated in professional development activities.

# Classroom Dollars and Proposition 301 Results

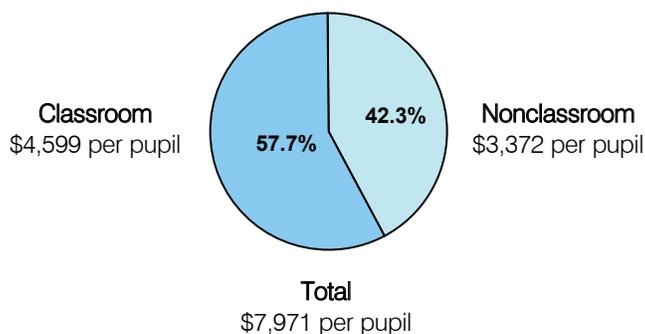
## Miami Unified School District

Gila County

District size: Medium  
 Students attending: 1,026  
 Number of schools: 4  
 Number of certified teachers: 72

### Classroom Dollars

Fiscal year 2005

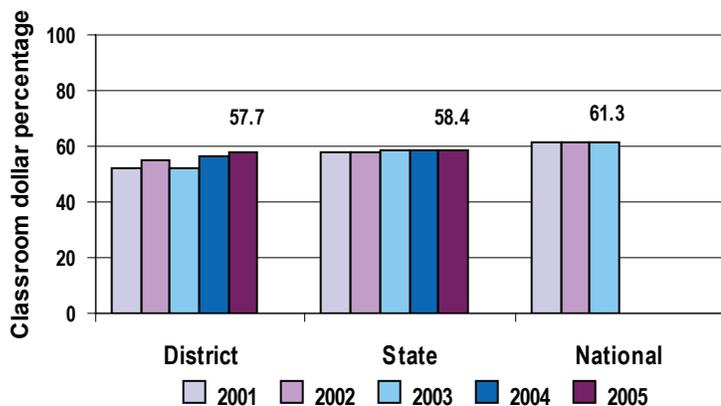


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	13.5	16.3	14.3	18.3
Average teacher salary	\$34,351	\$34,996	\$40,554	\$39,095
Average years' experience	11.2	10.6	10.9	8.5

Classroom dollar ranking: 82 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	52.0	54.7	52.1	56.1	57.7	58.4	61.5
Nonclassroom dollars:							
Administration	14.2	14.2	13.8	12.7	14.3	9.5	11.1
Plant operations	14.5	13.0	14.4	15.0	13.3	11.4	9.5
Food service	5.3	4.7	5.1	5.2	4.7	4.8	4.0
Transportation	6.0	5.5	6.0	3.0	2.7	4.1	4.0
Student support	7.0	6.8	6.7	6.2	4.9	7.0	5.0
Instruction support	1.0	1.1	1.9	1.8	2.3	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$5,685 in salary, and each counselor earned an additional \$5,825.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- 70 percent of students scored 70 percent or better on unit assessments.
- Student attendance and graduation rates met state requirements.
- Teachers participated in at least 80 percent of the grade-level collaboration committee meetings held.
- Teachers also attended 8 hours of professional development in curriculum writing and provided a minimum of 8 hours of tutoring per quarter.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

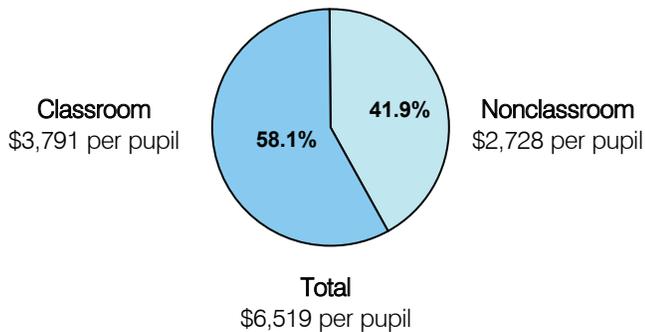
## Mingus Union High School District

Yavapai County

District size: Medium  
 Students attending: 1,217  
 Number of schools: 1  
 Number of certified teachers: 56

### Classroom Dollars

Fiscal year 2005

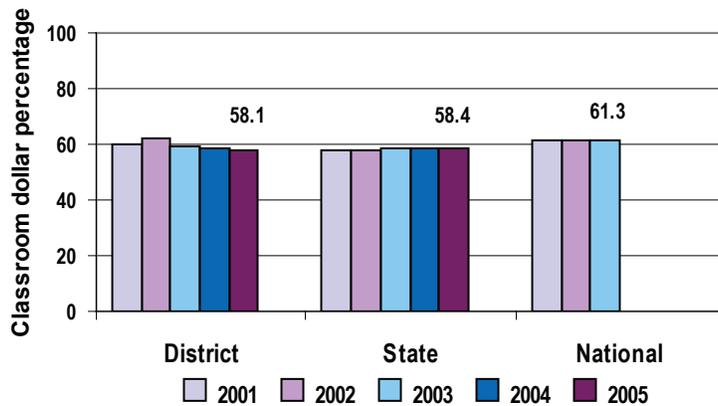


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	21.8	22.1	21.7	18.3
Average teacher salary	\$45,983	\$47,094	\$46,140	\$39,095
Average years' experience	11.0	11.0	9.6	8.5

Classroom dollar ranking: 74 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	59.8	62.0	59.4	58.6	58.1	58.4	61.5
Nonclassroom dollars:							
Administration	12.4	10.4	12.7	9.7	12.1	9.5	11.1
Plant operations	10.5	11.9	12.3	13.4	12.8	11.4	9.5
Food service	1.7			0.1		4.8	4.0
Transportation	4.0	4.2	4.7	4.1	4.7	4.1	4.0
Student support	8.9	9.0	8.6	12.1	9.7	7.0	5.0
Instruction support	2.7	2.5	2.3	2.0	2.6	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$5,255 in salary.

##### Performance

- The District accomplished its goals, which were similar to 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 and classroom instruction.
- Parent communication was improved through such things as Web-based homework, electronic grade books, and parent-teacher conferences.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

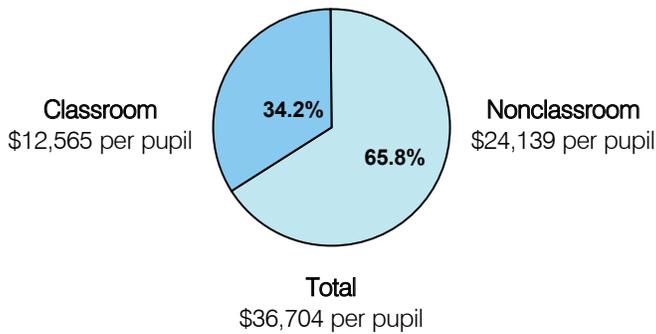
## Mobile Elementary School District

Maricopa County

District size: Very Small  
 Students attending: 15  
 Number of schools: 1  
 Number of certified teachers: 3

### Classroom Dollars

Fiscal year 2005

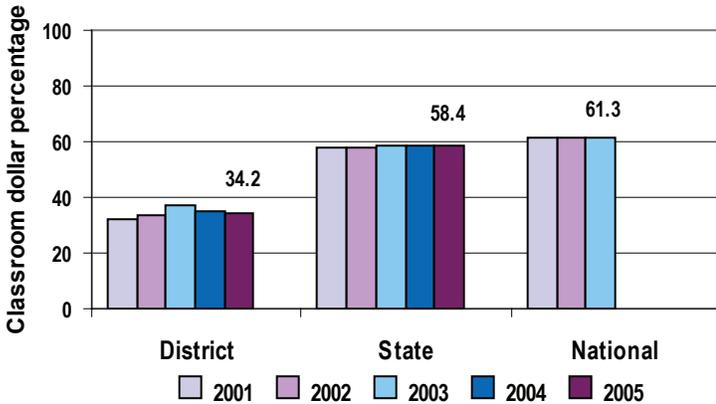


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	5.7	5.3	5.0	18.3
Average teacher salary	\$35,760	\$34,985	\$39,249	\$39,095
Average years' experience	10.4	14.0	14.0	8.5

Classroom dollar ranking: 218 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	31.8	33.6	37.3	34.9	34.2	58.4	61.5
Nonclassroom dollars:							
Administration	20.0	23.6	19.8	21.8	24.9	9.5	11.1
Plant operations	23.7	23.0	21.8	19.7	22.2	11.4	9.5
Food service	11.3	9.0	8.7	6.9	8.9	4.8	4.0
Transportation	12.0	10.8	12.4	16.3	7.8	4.1	4.0
Student support				0.1	0.2	7.0	5.0
Instruction support	1.2			0.3	1.8	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$1,092 in salary.

##### Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Students achieved 1 year's academic growth.
- Most teachers participated in workshops and in-service trainings and were involved in the teacher evaluation process.
- Student attendance fell short of the 94 percent or better goal.

##### Menu

- The District did not report spending any menu monies.

# Classroom Dollars and Proposition 301 Results

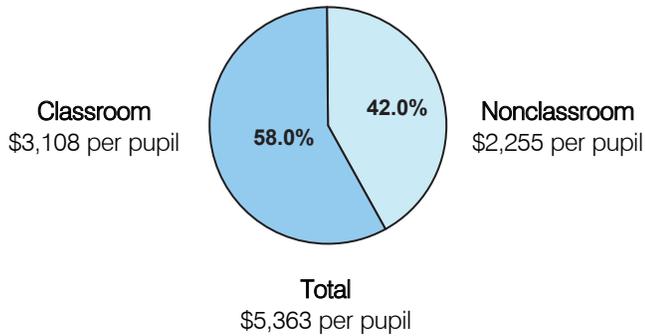
## Mohave Valley Elementary School District

Mohave County

District size: Medium  
 Students attending: 1,756  
 Number of schools: 4  
 Number of certified teachers: 86

### Classroom Dollars

Fiscal year 2005

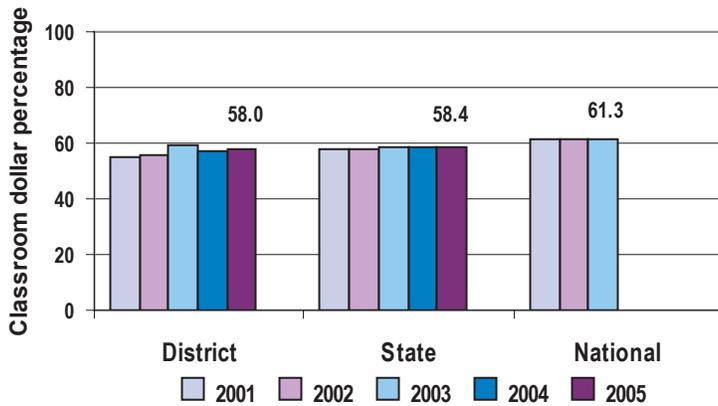


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	21.6	21.8	20.4	18.3
Average teacher salary	\$34,355	\$34,855	\$36,158	\$39,095
Average years' experience	8.1	7.9	7.8	8.5

Classroom dollar ranking: 77 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	54.8	55.9	59.5	57.2	58.0	58.4	61.5
Nonclassroom dollars:							
Administration	11.6	11.9	10.4	10.9	9.4	9.5	11.1
Plant operations	11.4	9.9	11.5	11.5	11.0	11.4	9.5
Food service	6.3	7.1	5.6	5.9	6.0	4.8	4.0
Transportation	8.3	7.3	5.9	5.3	5.1	4.1	4.0
Student support	3.5	3.7	3.3	3.9	5.2	7.0	5.0
Instruction support	4.1	4.2	3.8	5.3	5.3	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned \$5,079 in additional salary, and each speech pathologist and instructional facilitator earned an additional \$3,000.

##### Performance

- The District accomplished its goal, which was based on district performance.
- 88 percent of teachers earned performance pay based on the percentage of students who demonstrated 1 year's academic progress in reading, writing, and math.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

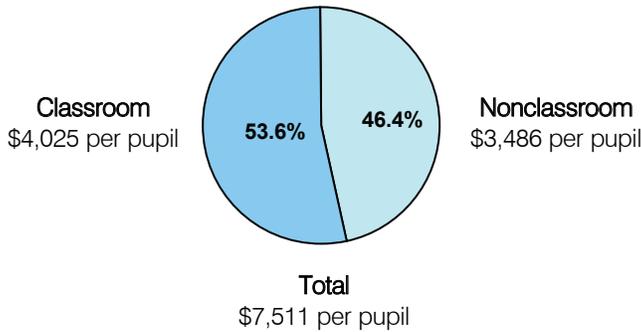
## Mohawk Valley Elementary School District

Yuma County

District size: Small  
 Students attending: 234  
 Number of schools: 1  
 Number of certified teachers: 14

### Classroom Dollars

Fiscal year 2005

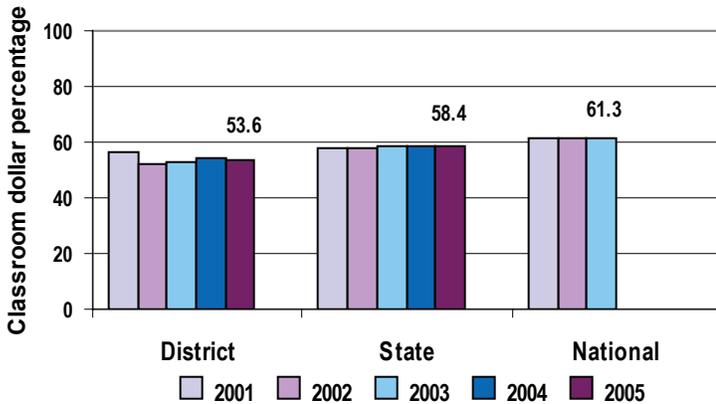


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.4	13.9	16.7	18.3
Average teacher salary	\$34,745	\$35,045	\$36,874	\$39,095
Average years' experience	11.3	11.0	11.7	8.5

Classroom dollar ranking: 154 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.1	52.4	52.9	54.0	53.6	58.4	61.5
Nonclassroom dollars:							
Administration	13.6	17.2	17.9	14.8	15.3	9.5	11.1
Plant operations	13.4	13.5	13.1	12.4	12.0	11.4	9.5
Food service	9.7	7.1	7.4	7.9	8.2	4.8	4.0
Transportation	4.4	4.9	3.9	5.6	7.2	4.1	4.0
Student support	1.4	2.6	2.1	3.1	1.8	7.0	5.0
Instruction support	1.4	2.3	2.7	2.2	1.9	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,656 in salary, which does not include performance pay subsequently distributed in 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.
- Teachers earned \$8 for each student scoring between the 55th- and 64th-percentile on standardized tests, and \$17 for each student scoring at or above the 65th-percentile.
- Goals also called for students to demonstrate adequate yearly progress and for the school to be labeled "performing" by ADE for AZ LEARNS.

##### Menu

- The District hired 1 additional teacher to reduce class sizes and afford more opportunities to address individual learning needs.

# Classroom Dollars and Proposition 301 Results

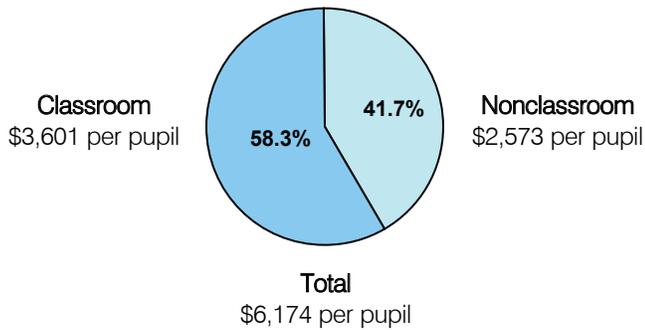
## Morenci Unified School District

Greenlee County

District size: Medium  
 Students attending: 952  
 Number of schools: 2  
 Number of certified teachers: 54

### Classroom Dollars

Fiscal year 2005

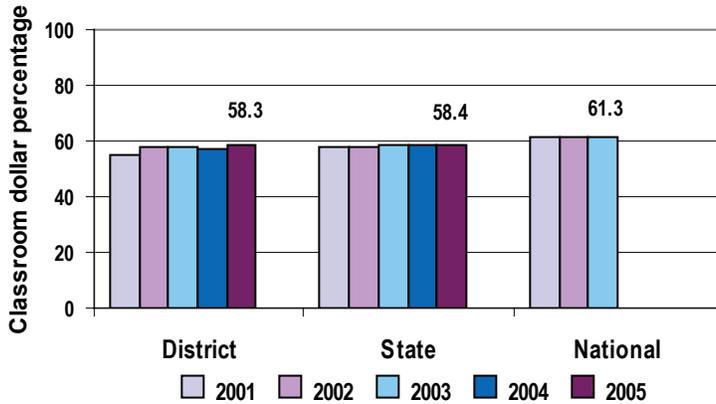


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.8	16.9	17.7	18.3
Average teacher salary	\$36,528	\$36,515	\$36,015	\$39,095
Average years' experience	9.9	10.2	9.5	8.5

Classroom dollar ranking: 69 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	54.9	57.9	58.0	56.8	58.3	58.4	61.5
Nonclassroom dollars:							
Administration	12.5	15.0	14.0	14.8	13.6	9.5	11.1
Plant operations	15.8	14.4	14.6	15.5	14.7	11.4	9.5
Food service	5.3	4.4	4.2	4.1	4.6	4.8	4.0
Transportation	5.4	3.6	4.2	3.6	3.3	4.1	4.0
Student support	3.8	3.6	3.2	4.0	3.9	7.0	5.0
Instruction support	1.4	1.1	1.8	1.2	1.6	4.6	4.7
Other	0.9					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and speech pathologist earned an additional \$4,440 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, school, and individual performance.
- All schools were labeled "performing" by ADE for AZ LEARNS.
- Most students demonstrated Adequate Yearly Progress based on standardized test results.
- Teachers demonstrated Six-Trait Writing competency and received acceptable performance evaluations.
- Parent satisfaction survey scores improved.
- Other goals were linked to Web page development.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

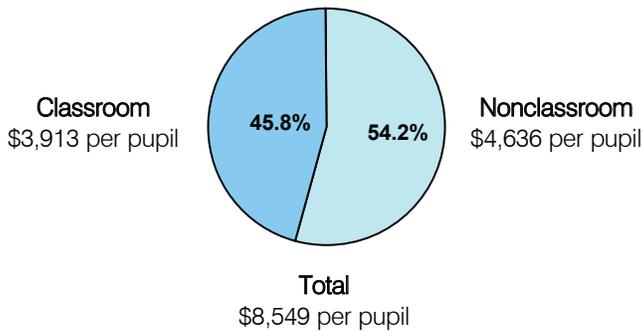
## Morristown Elementary School District

Maricopa County

District size: Very Small  
 Students attending: 149  
 Number of schools: 1  
 Number of certified teachers: 9

### Classroom Dollars

Fiscal year 2005

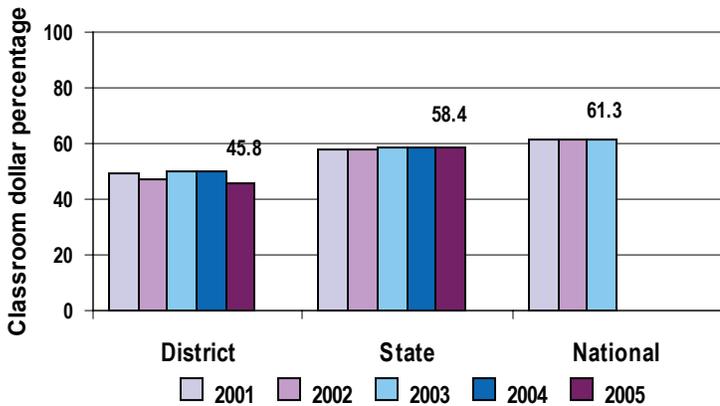


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	14.6	18.0	18.7	18.3
Average teacher salary	\$34,514	\$36,953	\$37,827	\$39,095
Average years' experience	6.6	7.8	7.7	8.5

Classroom dollar ranking: 204 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	49.5	47.0	49.9	49.8	45.8	58.4	61.5
Nonclassroom dollars:							
Administration	9.8	9.2	11.6	14.6	17.6	9.5	11.1
Plant operations	11.3	14.9	13.5	15.2	14.6	11.4	9.5
Food service	8.5	4.6	7.3	8.1	7.9	4.8	4.0
Transportation	13.0	11.2	8.5	7.9	6.3	4.1	4.0
Student support	6.1	11.5	5.8	0.7	4.5	7.0	5.0
Instruction support	1.8	1.6	3.4	3.7	3.3	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,368 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.
- Goals were linked to students' increasing standardized test scores, and teachers' developing curriculum units, submitting lesson plans in a timely manner, managing classrooms effectively, and participating in extracurricular activities, such as Governing Board meetings, sports, and student council.

##### Menu

- The District indicates that it planned to use menu monies to help reduce class size, but was unable to hire an additional teacher.

# Classroom Dollars and Proposition 301 Results

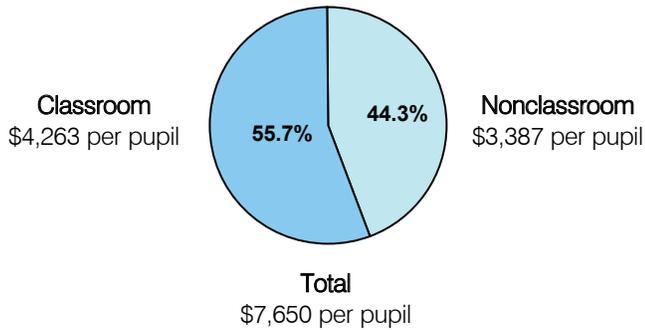
## Murphy Elementary School District

Maricopa County

District size: Medium  
 Students attending: 2,559  
 Number of schools: 4  
 Number of certified teachers: 146

### Classroom Dollars

Fiscal year 2005

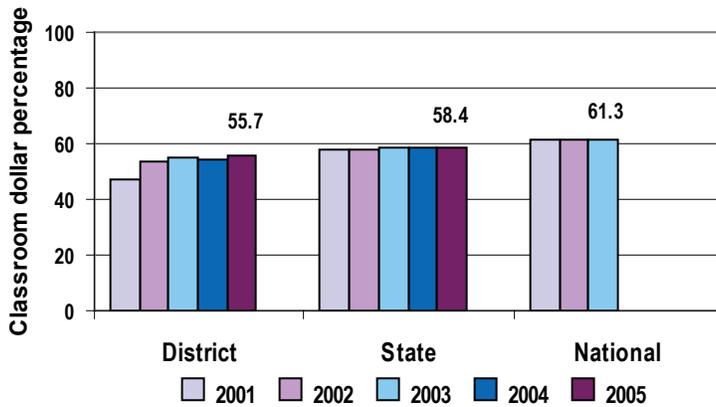


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.2	16.9	17.5	18.3
Average teacher salary	\$41,519	\$41,935	\$42,170	\$39,095
Average years' experience	7.5	7.6	7.6	8.5

Classroom dollar ranking: 110 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	47.4	53.3	55.1	54.4	55.7	58.4	61.5
Nonclassroom dollars:							
Administration	10.4	14.8	13.0	16.1	14.2	9.5	11.1
Plant operations	14.6	11.9	12.2	10.8	11.8	11.4	9.5
Food service	12.6	8.1	7.3	7.1	6.8	4.8	4.0
Transportation	1.7	1.7	1.6	1.8	1.7	4.1	4.0
Student support	7.1	4.9	7.0	6.1	5.8	7.0	5.0
Instruction support	6.2	5.3	3.8	3.7	3.9	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned an additional \$4,199 in salary.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- Goals called for schools to be labeled "performing" or better by ADE for AZ LEARNS, for at least 75 percent of parents surveyed to give schools positive ratings, and for schools to host 4 parent involvement nights.

##### Menu

- Monies were primarily used to increase eligible employee compensation.
- 14 teachers provided AIMS intervention tutoring to approximately 250 students.
- School improvement training was provided to 45 teachers.

# Classroom Dollars and Proposition 301 Results

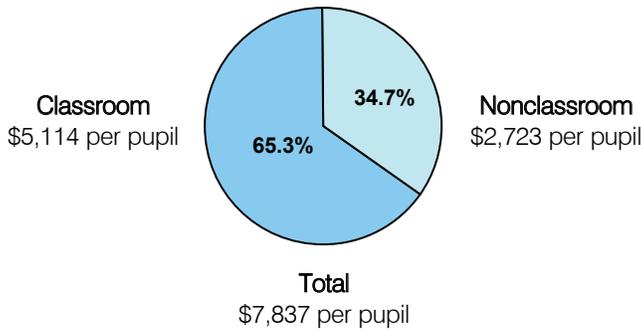
## Naco Elementary School District

Cochise County

District size: Small  
 Students attending: 268  
 Number of schools: 1  
 Number of certified teachers: 19

### Classroom Dollars

Fiscal year 2005

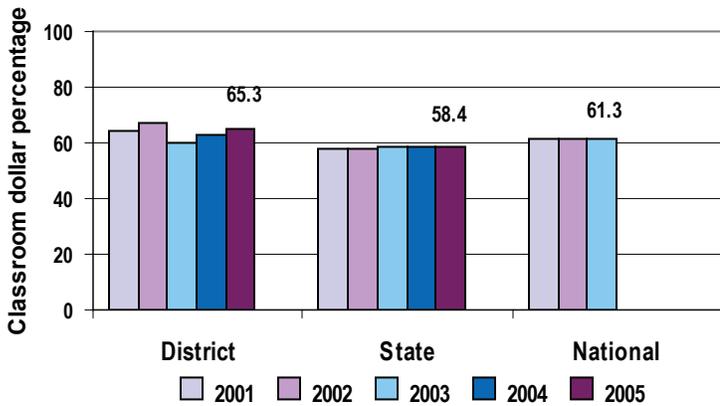


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	13.9	13.5	14.1	18.3
Average teacher salary	\$38,274	\$36,308	\$43,349	\$39,095
Average years' experience	9.7	10.1	10.0	8.5

Classroom dollar ranking: 9 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	64.2	67.3	59.7	62.7	65.3	58.4	61.5
Nonclassroom dollars:							
Administration	12.6	12.9	18.1	8.9	9.2	9.5	11.1
Plant operations	11.9	13.3	11.8	13.1	11.2	11.4	9.5
Food service			4.7	5.0	5.6	4.8	4.0
Transportation	3.0	2.3	2.3	2.6	2.6	4.1	4.0
Student support	4.3	2.2	0.9	2.1	1.2	7.0	5.0
Instruction support	4.0	2.0	2.5	5.6	4.9	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$5,602 in salary.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- 80 percent of students demonstrated at least 1 year's academic progress in math and reading.
- 80 percent of parents attended parent-teacher conferences.
- All responses to parent-student surveys indicated satisfaction with student-teacher relationships.

##### Menu

- Monies continued to be used for class size reduction. 1 teacher and 1 instructional aide were employed to reduce 2nd-grade class sizes.
- 8 teachers provided tutoring in math, reading, and writing, which resulted in a 25 percent increase in AIMS test scores.

# Classroom Dollars and Proposition 301 Results

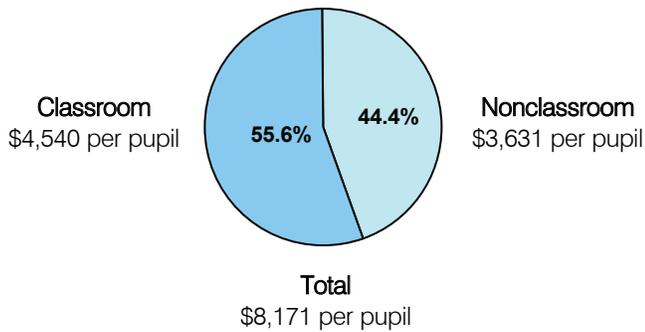
## Nadaburg Elementary School District

Maricopa County

District size: Medium  
 Students attending: 621  
 Number of schools: 1  
 Number of certified teachers: 38

### Classroom Dollars

Fiscal year 2005

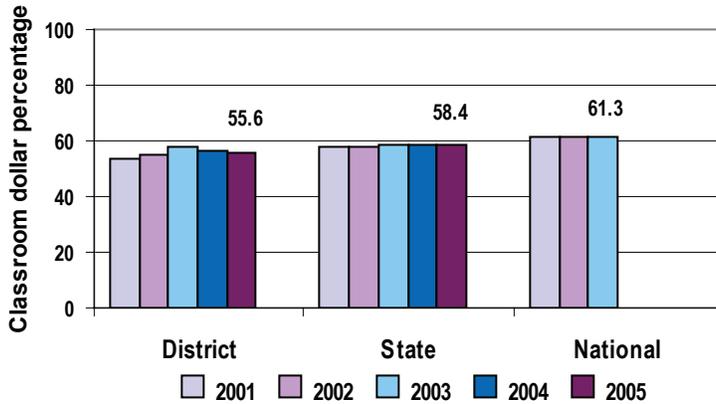


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.3	16.8	16.3	18.3
Average teacher salary	\$39,682	\$38,351	\$38,841	\$39,095
Average years' experience	9.4	8.8	8.8	8.5

Classroom dollar ranking: 115 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	53.3	54.7	58.0	56.1	55.6	58.4	61.5
Nonclassroom dollars:							
Administration	11.1	11.2	8.6	8.2	7.7	9.5	11.1
Plant operations	10.1	10.3	9.2	9.0	10.3	11.4	9.5
Food service	5.1	4.6	5.0	5.0	4.6	4.8	4.0
Transportation	9.8	9.7	11.2	10.6	10.5	4.1	4.0
Student support	8.9	8.1	6.4	9.5	9.6	7.0	5.0
Instruction support	1.7	1.4	1.6	1.6	1.7	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,030 in salary and each speech pathologist earned an additional \$600.

##### Performance

- The District accomplished its goal, which was similar to the prior fiscal year's goal and was based on school performance.
- At least 60 percent of students taking pre- and post-assessments that were aligned with state standards were required to demonstrate 1 year's academic progress.

##### Menu

- Teachers could earn an additional \$1,531 by working 4 additional days or performing additional duties, such as aligning curriculum to state standards or mentoring other teachers in technology integration.

# Classroom Dollars and Proposition 301 Results

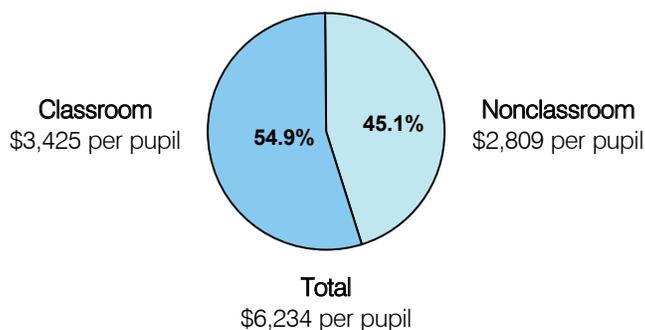
## Nogales Unified School District

Santa Cruz County

District size: Large  
 Students attending: 6,044  
 Number of schools: 10  
 Number of certified teachers: 330

### Classroom Dollars

Fiscal year 2005

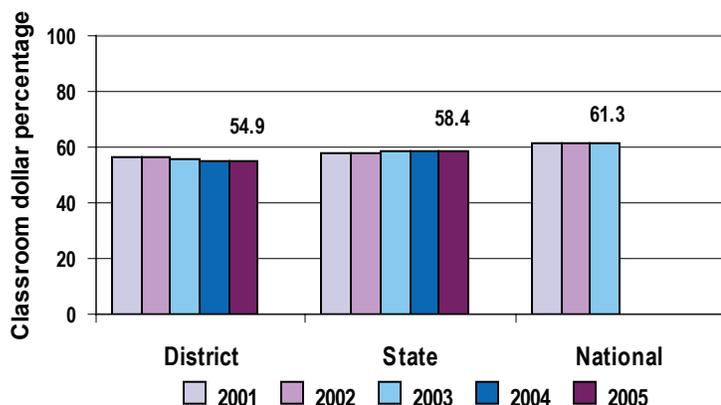


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.1	18.2	18.3	18.3
Average teacher salary	\$38,070	\$39,050	\$38,502	\$39,095
Average years' experience	8.6	8.7	8.9	8.5

Classroom dollar ranking: 134 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.5	56.2	55.7	54.7	54.9	58.4	61.5
Nonclassroom dollars:							
Administration	10.2	9.2	9.7	7.9	7.9	9.5	11.1
Plant operations	19.4	14.1	12.8	13.6	12.4	11.4	9.5
Food service	0.1	7.3	6.6	6.5	6.5	4.8	4.0
Transportation	2.0	1.6	1.6	1.6	1.6	4.1	4.0
Student support	9.1	9.4	11.8	13.9	15.1	7.0	5.0
Instruction support	2.5	2.1	1.7	1.7	1.2	4.6	4.7
Other	0.2	0.1	0.1	0.1	0.4	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, coordinator, and teacher coach earned an additional \$3,151 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.
- Goals were linked to making adequate yearly progress and earning or maintaining school accreditation.
- Other goals called for teachers to have fewer than 5 absences, complete professional development courses, mentor other teachers, supervise after-school activities, provide tutoring, and document contacts with parents.

##### Menu

- The District continued to pay for 3 physical education teachers and 3 music teachers to provide classes to all students, which allowed grade-level teachers additional time to align school curriculum with state standards.
- Monies were also used to pay for a portion of eligible employees' health insurance premiums.

# Classroom Dollars and Proposition 301 Results

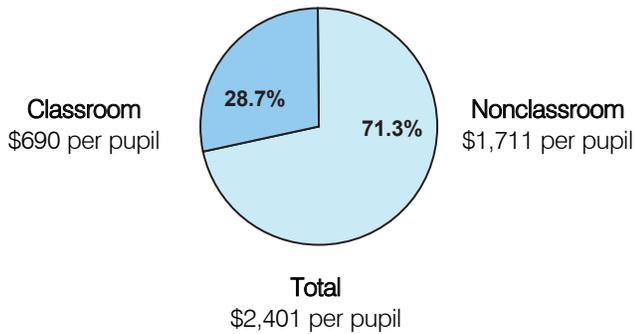
## Northern Arizona Vocational Institute of Technology

Navajo County

District size: Small  
 Students attending: 399  
 Number of schools: n/a  
 Number of certified teachers: n/a

### Classroom Dollars

Fiscal year 2005

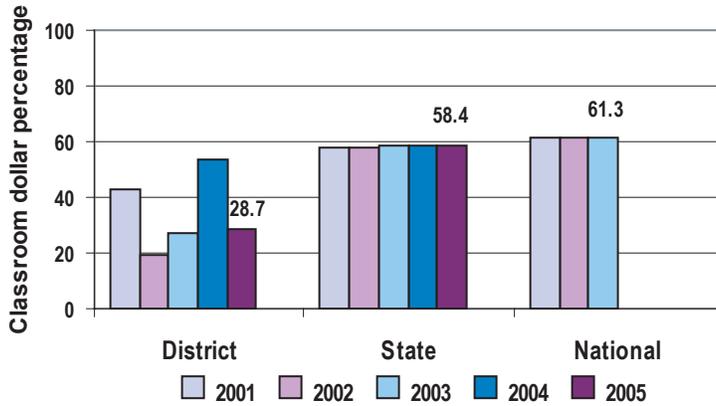


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	n/a	n/a	n/a	18.3
Average teacher salary	n/a	n/a	n/a	\$39,095
Average years' experience	n/a	n/a	n/a	8.5

Classroom dollar ranking: 220 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	42.6	19.0	27.1	53.6	28.7	58.4	61.5
Nonclassroom dollars:							
Administration	51.0	67.5	57.3	37.1	58.2	9.5	11.1
Plant operations	6.2	13.5	15.6	9.3	12.3	11.4	9.5
Food service						4.8	4.0
Transportation						4.1	4.0
Student support					0.7	7.0	5.0
Instruction support	0.2				0.1	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

The District did not employ any teachers, and thus, did not spend base and performance pay monies. The District also did not spend any menu monies in fiscal year 2005.

The District is currently seeking ADE guidance on the allowable uses of its accumulated \$245,214 balance of Proposition 301 base and performance pay monies.

# Classroom Dollars and Proposition 301 Results

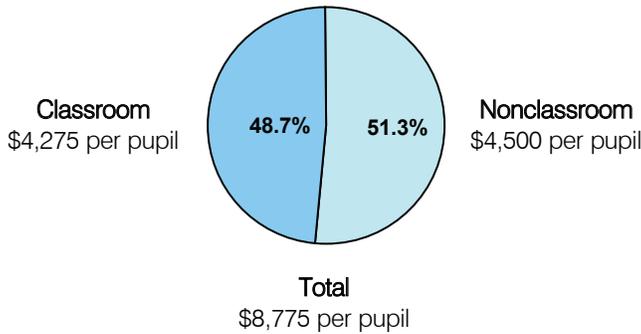
## Oracle Elementary School District

Pinal County

District size: Small  
 Students attending: 352  
 Number of schools: 2  
 Number of certified teachers: 26

### Classroom Dollars

Fiscal year 2005

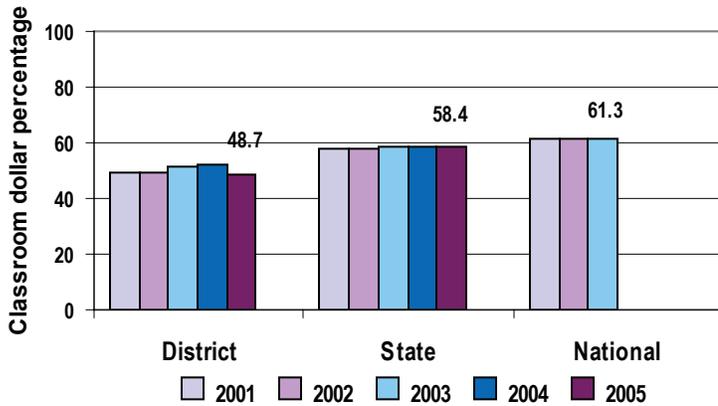


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	14.5	15.6	13.6	18.3
Average teacher salary	\$36,589	\$35,014	\$33,084	\$39,095
Average years' experience	6.0	7.9	10.0	8.5

Classroom dollar ranking: 192 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	49.2	49.2	51.2	52.4	48.7	58.4	61.5
Nonclassroom dollars:							
Administration	19.8	17.3	15.2	15.4	14.4	9.5	11.1
Plant operations	11.1	12.8	13.6	12.0	16.3	11.4	9.5
Food service	4.7	4.6	4.2	4.2	4.7	4.8	4.0
Transportation	9.3	9.0	8.0	8.1	8.7	4.1	4.0
Student support	4.2	4.3	4.7	5.2	5.8	7.0	5.0
Instruction support	1.3	2.8	3.1	2.7	1.4	4.6	4.7
Other	0.4					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,637 in salary, which does not include performance pay subsequently distributed in fiscal year 2006.

##### Performance

- The District's goals, which were similar to the prior fiscal year's goals, were based on school and individual performance.
- Goals called for increased student performance on standardized tests and for the school to be labeled "performing" by ADE for AZ LEARNS.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

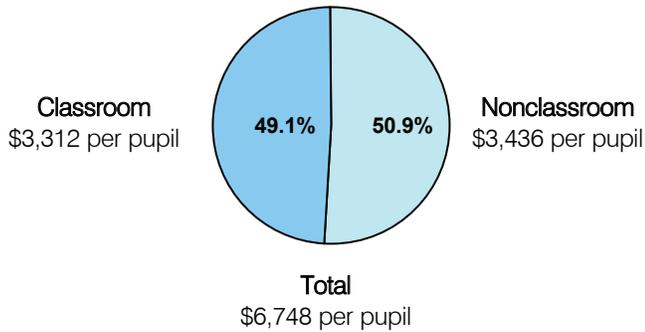
## Osborn Elementary School District

Maricopa County

District size: Medium  
 Students attending: 3,765  
 Number of schools: 6  
 Number of certified teachers: 218

### Classroom Dollars

Fiscal year 2005

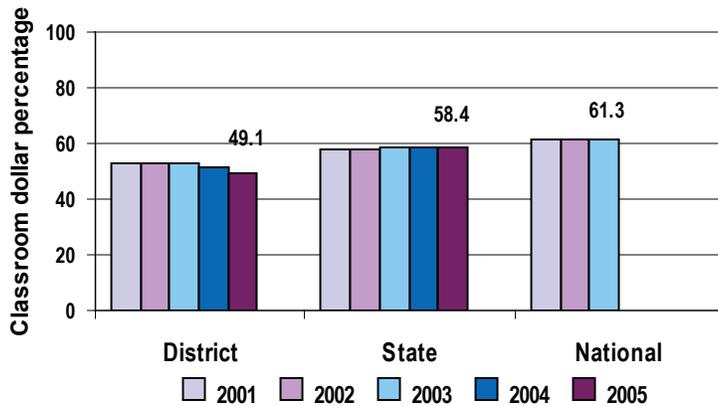


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.7	14.6	17.3	18.3
Average teacher salary	\$35,936	\$37,146	\$38,764	\$39,095
Average years' experience	7.5	7.5	7.9	8.5

Classroom dollar ranking: 189 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	53.2	53.1	52.9	51.5	49.1	58.4	61.5
Nonclassroom dollars:							
Administration	9.3	9.2	8.7	8.2	9.2	9.5	11.1
Plant operations	12.0	11.7	12.1	12.6	12.6	11.4	9.5
Food service	6.9	6.3	6.2	6.3	6.6	4.8	4.0
Transportation	3.1	3.1	2.8	2.9	2.9	4.1	4.0
Student support	10.3	9.4	10.2	11.4	12.8	7.0	5.0
Instruction support	5.1	7.2	7.1	7.1	6.7	4.6	4.7
Other	0.1				0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, and audiologist earned an additional \$4,236 in salary.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- Goals linked to student achievement were based on the AZ LEARNS labels that each school received.
- Teachers participated in professional development activities.
- Other goals required such things as participating in curriculum night activities, developing brochures for parents, and calling parents with positive feedback.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

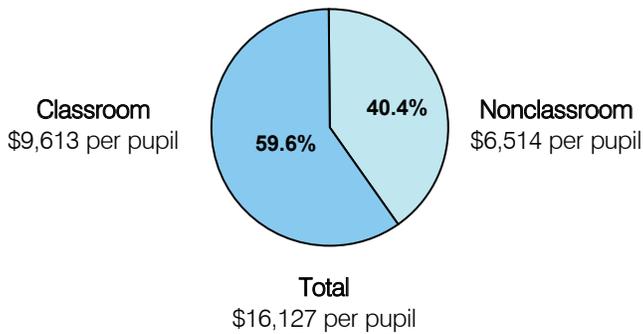
## Owens-Whitney Elementary School District

Mohave County

District size: Very Small  
 Students attending: 29  
 Number of schools: 1  
 Number of certified teachers: 3

### Classroom Dollars

Fiscal year 2005

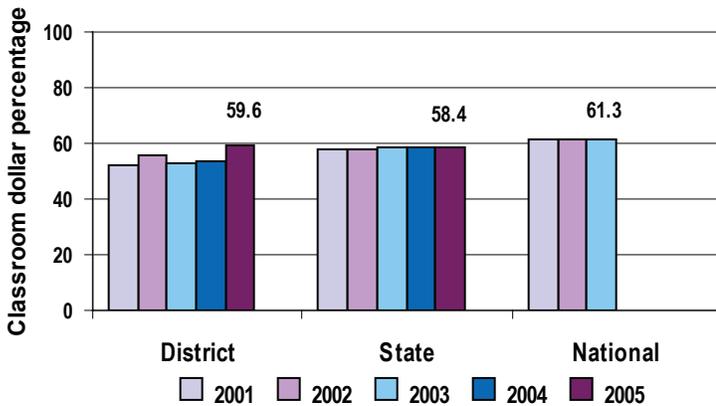


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	11.0	10.7	8.9	18.3
Average teacher salary	\$42,470	\$41,298	\$43,986	\$39,095
Average years' experience	11.3	11.6	12.0	8.5

Classroom dollar ranking: 49 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	52.0	55.6	53.0	53.7	59.6	58.4	61.5
Nonclassroom dollars:							
Administration	15.5	12.2	14.0	14.3	11.4	9.5	11.1
Plant operations	19.3	17.2	18.2	18.3	15.0	11.4	9.5
Food service	9.0	9.3	9.2	9.0	8.3	4.8	4.0
Transportation	1.9	1.6	1.4	1.7	1.7	4.1	4.0
Student support		4.0	2.9	2.1	2.4	7.0	5.0
Instruction support	2.3	0.1	1.3	0.9	1.6	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an average of \$4,413 in additional salary.

##### Performance

- The District accomplished its goals, which were based on district performance.
- Students were required to read 9 nonfiction books and receive acceptable scores on 3 written papers.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

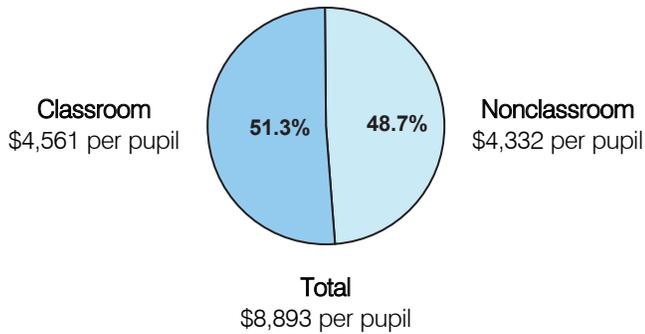
## Page Unified School District

Coconino County

District size: Medium  
 Students attending: 2,782  
 Number of schools: 4  
 Number of certified teachers: 189

### Classroom Dollars

Fiscal year 2005

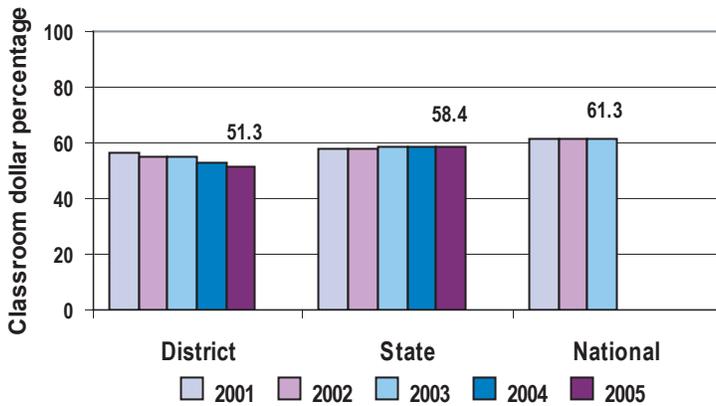


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	14.6	15.7	14.8	18.3
Average teacher salary	\$37,719	\$41,220	\$40,603	\$39,095
Average years' experience	7.5	8.3	8.3	8.5

Classroom dollar ranking: 173 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.5	54.8	54.8	53.0	51.3	58.4	61.5
Nonclassroom dollars:							
Administration	10.0	10.7	9.2	7.6	9.1	9.5	11.1
Plant operations	14.6	13.2	12.8	15.5	15.0	11.4	9.5
Food service	5.1	4.6	4.1	4.1	4.4	4.8	4.0
Transportation	4.6	4.3	4.2	4.1	3.6	4.1	4.0
Student support	7.2	7.5	8.9	9.3	9.7	7.0	5.0
Instruction support	1.8	4.6	6.0	6.4	6.7	4.6	4.7
Other	0.2	0.3			0.2	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,174 in salary, and each librarian, speech pathologist, audiologist, counselor, and teacher-on-assignment earned between \$3,950 and \$4,775.

##### Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Students' reading scores on standardized tests increased.
- All teachers demonstrated knowledge of state academic standards.
- 99 percent of teachers received acceptable performance evaluations.

##### Menu

- Monies were primarily used to increase eligible employee compensation.
- 162 teachers and other eligible staff completed up to 45 hours of professional development activities focused on an identified area of need.

# Classroom Dollars and Proposition 301 Results

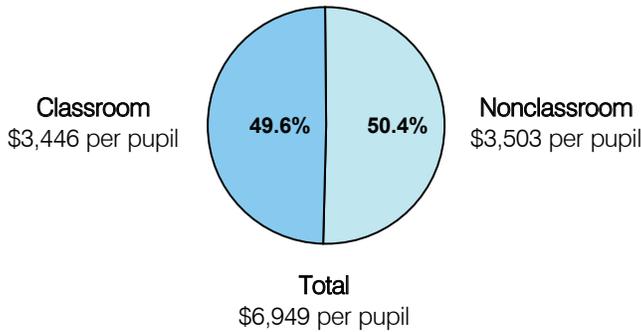
## Palo Verde Elementary School District

Maricopa County

District size: Small  
 Students attending: 334  
 Number of schools: 1  
 Number of certified teachers: 19

### Classroom Dollars

Fiscal year 2005

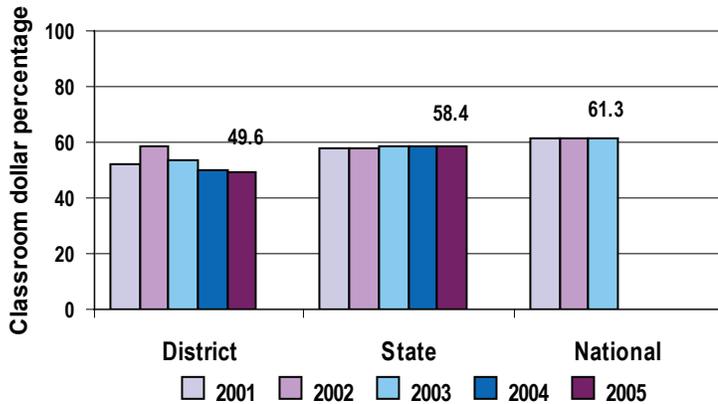


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.9	18.5	17.6	18.3
Average teacher salary	\$33,572	\$35,410	\$33,855	\$39,095
Average years' experience	6.0	5.3	5.5	8.5

Classroom dollar ranking: 184 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	52.3	58.3	53.7	49.9	49.6	58.4	61.5
Nonclassroom dollars:							
Administration	12.9	13.1	15.8	15.8	15.7	9.5	11.1
Plant operations	14.2	11.1	11.8	12.1	12.5	11.4	9.5
Food service	7.3	6.8	6.1	6.6	6.5	4.8	4.0
Transportation	7.7	6.1	6.0	6.8	6.8	4.1	4.0
Student support	1.5	1.0	3.2	6.7	6.5	7.0	5.0
Instruction support	4.1	3.6	3.4	2.1	2.4	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,066 in salary, which does not include performance pay subsequently distributed in 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 school and individual performance.
- 70 percent of students had to achieve 1 year's growth in language, math, and reading.
- Student attendance was at least 95 percent.
- Teachers received acceptable performance evaluations.

##### Menu

- Monies continued to be used to employ 1 junior-high school teacher to reduce class sizes.

# Classroom Dollars and Proposition 301 Results

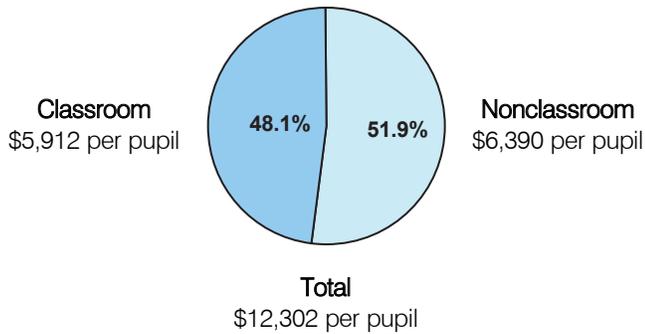
## Paloma Elementary School District

Maricopa County

District size: Very Small  
 Students attending: 59  
 Number of schools: 1  
 Number of certified teachers: 5

### Classroom Dollars

Fiscal year 2005

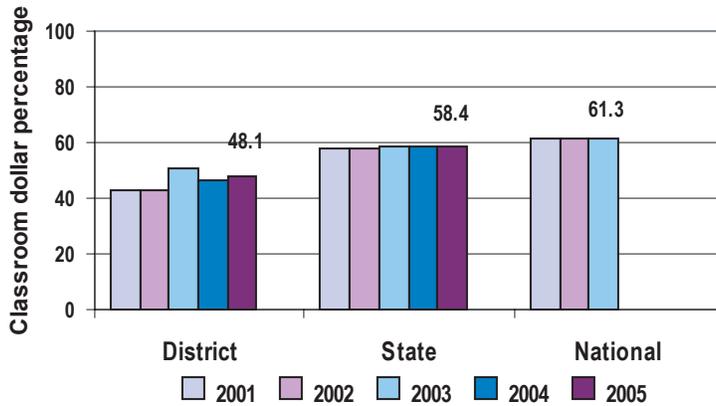


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	13.3	16.2	11.7	18.3
Average teacher salary	\$33,413	\$35,140	\$41,992	\$39,095
Average years' experience	7.2	8.2	9.4	8.5

Classroom dollar ranking: 196 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	43.1	42.9	50.8	46.6	48.1	58.4	61.5
Nonclassroom dollars:							
Administration	22.6	23.5	17.4	18.5	14.1	9.5	11.1
Plant operations	22.0	20.2	17.0	20.8	24.1	11.4	9.5
Food service	9.4	9.6	7.9	7.9	7.4	4.8	4.0
Transportation	1.7	3.5	4.9	4.7	4.9	4.1	4.0
Student support		0.2	1.4			7.0	5.0
Instruction support	1.2	0.1	0.6	1.5	1.4	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,780 in salary, and each instructional aide earned an additional \$500.

##### Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Goals were linked to student achievement, teacher development, and teacher evaluations.
- Students demonstrated growth in achievement through classroom records and portfolios.
- Teachers prepared professional development growth plans.
- Most teachers completed all 17 items required by the District's performance evaluation process.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

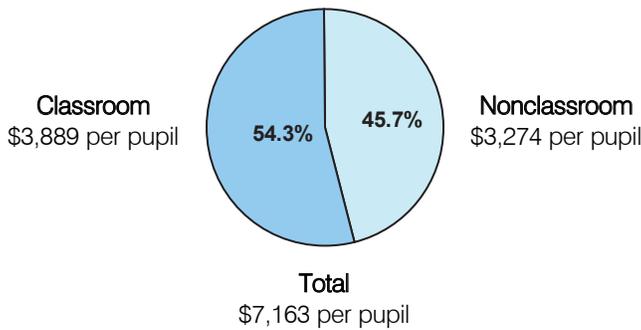
## Palominas Elementary School District

Cochise County

District size: Medium  
 Students attending: 1,070  
 Number of schools: 3  
 Number of certified teachers: 68

### Classroom Dollars

Fiscal year 2005

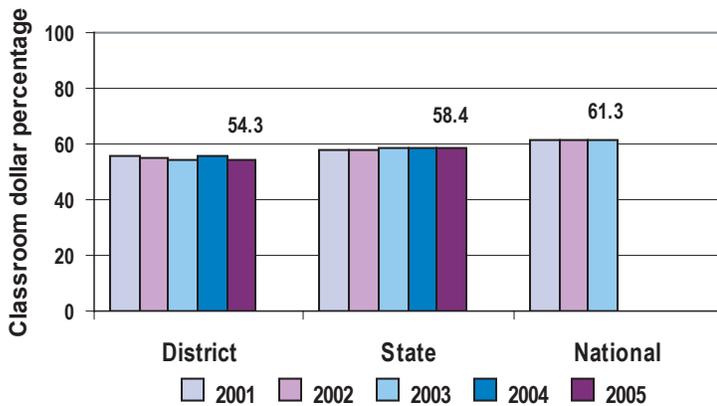


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.3	16.5	15.8	18.3
Average teacher salary	\$32,704	\$36,788	\$36,199	\$39,095
Average years' experience	9.9	10.3	10.3	8.5

Classroom dollar ranking: 141 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	55.4	54.9	54.2	55.7	54.3	58.4	61.5
Nonclassroom dollars:							
Administration	11.4	12.1	10.5	9.9	11.5	9.5	11.1
Plant operations	12.7	11.0	12.0	11.5	10.7	11.4	9.5
Food service	3.5	4.1	3.9	3.9	3.9	4.8	4.0
Transportation	11.7	11.4	11.7	11.5	12.1	4.1	4.0
Student support	3.9	4.8	5.0	4.9	4.9	7.0	5.0
Instruction support	1.4	1.7	2.7	2.6	2.5	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,723 in salary, and each speech pathologist earned an additional \$1,206, which does not include performance pay subsequently distributed during fiscal year 2006.

##### Performance

- The District accomplished its goals, which were similar to 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 also increased the number of parental contacts.

##### Menu

- Half of the monies were used to increase eligible employee compensation.
- The remainder compensated teachers for participating in professional development activities, such as university courses and teacher peer mentoring.

# Classroom Dollars and Proposition 301 Results

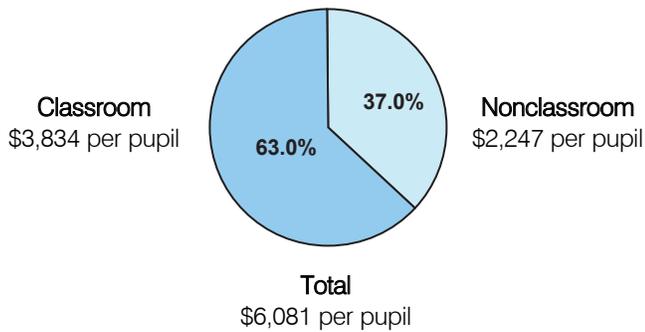
## Paradise Valley Unified School District

Maricopa County

District size: Very Large  
 Students attending: 33,664  
 Number of schools: 47  
 Number of certified teachers: 1,854

### Classroom Dollars

Fiscal year 2005

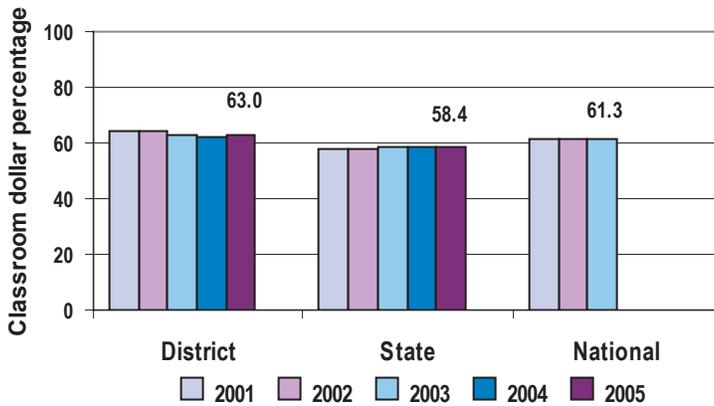


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.0	18.7	18.2	18.3
Average teacher salary	\$44,100	\$44,122	\$45,835	\$39,095
Average years' experience	10.0	10.3	9.8	8.5

Classroom dollar ranking: 16 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	64.0	64.6	62.9	61.8	63.0	58.4	61.5
Nonclassroom dollars:							
Administration	7.5	7.3	7.4	7.2	6.9	9.5	11.1
Plant operations	12.3	11.1	11.6	12.7	11.1	11.4	9.5
Food service	2.9	2.8	3.0	3.2	3.4	4.8	4.0
Transportation	3.1	3.1	3.1	3.2	3.2	4.1	4.0
Student support	6.4	6.6	7.1	6.7	7.0	7.0	5.0
Instruction support	3.7	4.3	4.7	5.0	5.1	4.6	4.7
Other	0.1	0.2	0.2	0.2	0.3	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$5,055 in salary.

##### Performance

- The District accomplished its goals, which were based on school performance.
- Based on their data analysis, eligible employees developed student achievement goals that were measured by standardized tests and other methods, such as unit tests and teacher assessments.
- 12 schools included a teacher training component within the student achievement goals to help teachers refine their practices to improve student achievement.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

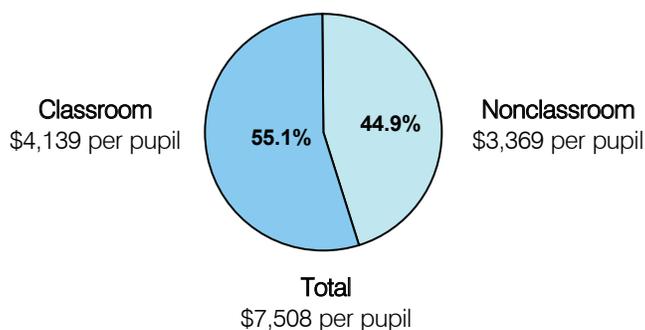
## Parker Unified School District

La Paz County

District size: Medium  
 Students attending: 2,030  
 Number of schools: 6  
 Number of certified teachers: 125

### Classroom Dollars

Fiscal year 2005

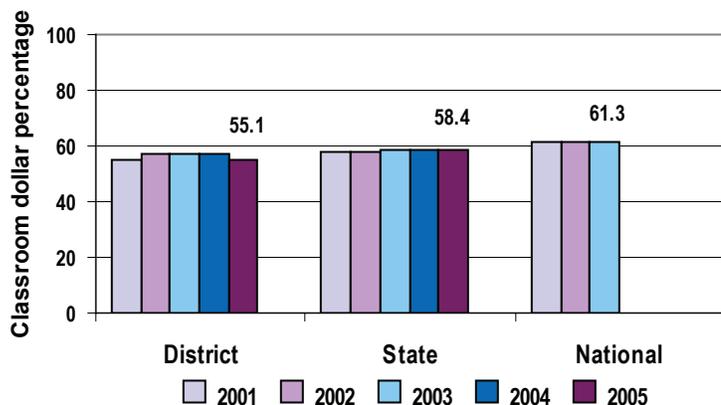


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.7	15.1	16.3	18.3
Average teacher salary	\$39,697	\$40,287	\$41,395	\$39,095
Average years' experience	8.8	8.7	8.3	8.5

Classroom dollar ranking: 126 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	55.3	57.3	57.4	57.0	55.1	58.4	61.5
Nonclassroom dollars:							
Administration	14.2	13.7	11.9	10.2	10.3	9.5	11.1
Plant operations	12.5	11.3	12.4	11.1	11.7	11.4	9.5
Food service	3.9	3.9	3.7	3.7	4.4	4.8	4.0
Transportation	5.1	4.9	5.0	4.8	4.6	4.1	4.0
Student support	5.3	5.7	6.6	8.8	9.5	7.0	5.0
Instruction support	3.4	2.8	2.7	4.4	4.4	4.6	4.7
Other	0.3	0.4	0.3			0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned an additional \$3,807 to \$3,900 in salary.

##### Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- To meet student achievement goals, the District's schools achieved a "performing" or better rating by ADE for AZ LEARNS.
- Other goals were linked to teacher development and parent satisfaction.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

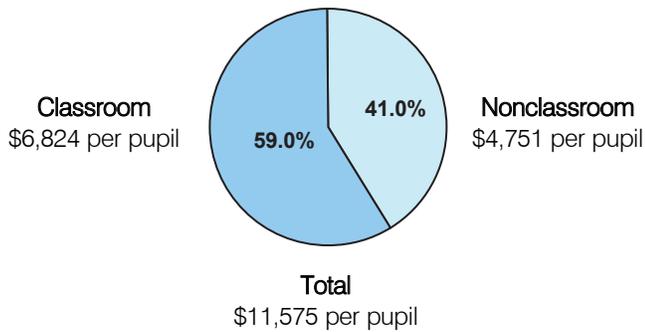
## Patagonia Elementary School District

Santa Cruz County

District size: Very Small  
 Students attending: 91  
 Number of schools: 2  
 Number of certified teachers: 5

### Classroom Dollars

Fiscal year 2005

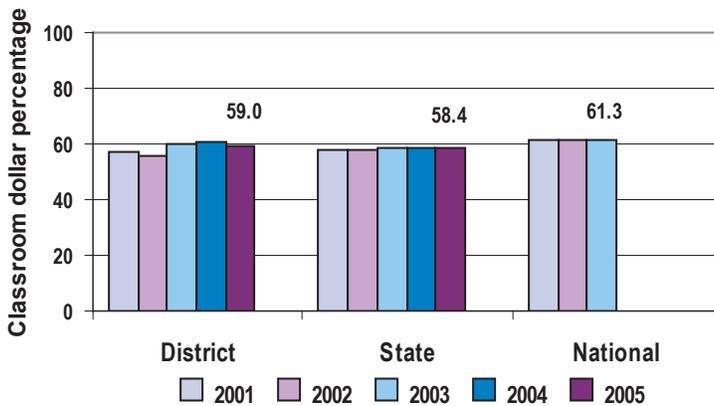


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	10.6	13.1	16.6	18.3
Average teacher salary	\$43,233	\$41,431	\$38,727	\$39,095
Average years' experience	13.6	11.1	11.0	8.5

Classroom dollar ranking: 58 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	57.3	56.0	60.2	60.4	59.0	58.4	61.5
Nonclassroom dollars:							
Administration	13.2	16.1	17.8	15.8	13.7	9.5	11.1
Plant operations	6.5	10.5	5.7	6.9	6.8	11.4	9.5
Food service	0.1	1.0	2.5	2.0	0.9	4.8	4.0
Transportation	6.6	10.1	9.0	10.7	11.6	4.1	4.0
Student support	11.5	2.9	2.4	3.0	3.9	7.0	5.0
Instruction support	4.8	3.4	2.4	1.2	4.1	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,213 in 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.
- Most teachers aligned curriculum, instruction, assessments, and reports to parents with state academic standards.
- Teachers worked on collaborative projects aimed at improving teaching and learning, and reviewed each student's needs and progress so that instruction and support services could be modified accordingly.

##### Menu

- The District did not report spending any menu monies.

# Classroom Dollars and Proposition 301 Results

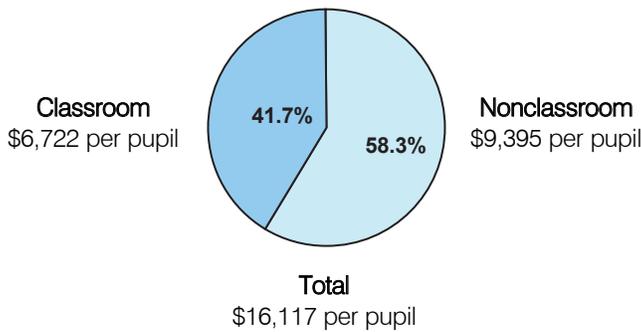
## Patagonia Union High School District

Santa Cruz County

District size: Very small  
 Students attending: 83  
 Number of schools: 1  
 Number of certified teachers: 7

### Classroom Dollars

Fiscal year 2005

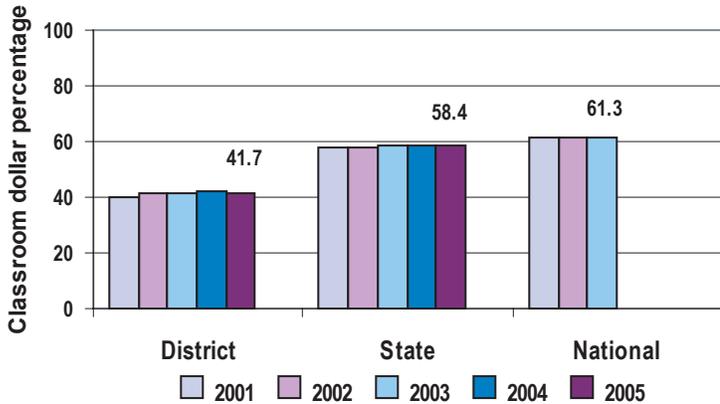


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.5	12.7	12.5	18.3
Average teacher salary	\$35,487	\$36,392	\$36,746	\$39,095
Average years' experience	6.8	6.5	8.1	8.5

Classroom dollar ranking: 214 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	39.8	41.7	41.4	42.5	41.7	58.4	61.5
Nonclassroom dollars:							
Administration	18.5	17.1	17.5	17.4	16.5	9.5	11.1
Plant operations	15.3	16.6	16.3	15.9	15.8	11.4	9.5
Food service	8.3	8.7	8.5	7.0	6.2	4.8	4.0
Transportation	11.3	7.7	9.4	10.8	11.0	4.1	4.0
Student support	1.9	3.2	3.2	3.3	4.0	7.0	5.0
Instruction support	4.5	5.0	3.7	3.1	4.8	4.6	4.7
Other	0.4					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,020 in salary, and each counselor earned an additional \$1,588.

##### Performance

- The District accomplished most of its goals, which were based on individual performance.
- Most teachers aligned curriculum, instruction, assessments, and reports to parents with state academic standards.
- Teachers worked on collaborative projects aimed at improving teaching and learning, and reviewed each student's needs and progress so that instruction and support services could be modified accordingly.

##### Menu

- Monies were used to increase eligible employee compensation.
- 2 teachers and 1 counselor earned additional compensation based on attendance.
- 6 teachers earned additional compensation for completing a project to improve student achievement through effective instructional strategies and mentoring.

# Classroom Dollars and Proposition 301 Results

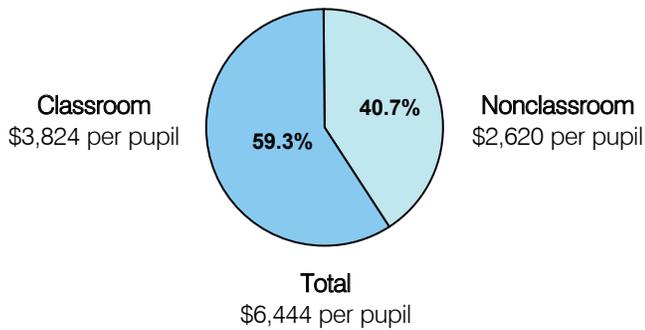
## Payson Unified School District

Gila County

District size: Medium  
 Students attending: 2,681  
 Number of schools: 6  
 Number of certified teachers: 154

### Classroom Dollars

Fiscal year 2005

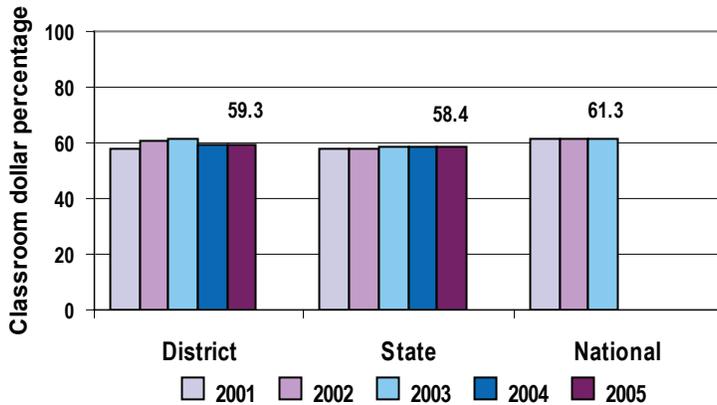


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.4	17.4	17.4	18.3
Average teacher salary	\$38,612	\$38,831	\$42,249	\$39,095
Average years' experience	9.3	9.5	9.1	8.5

Classroom dollar ranking: 54 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	57.8	60.8	61.5	59.5	59.3	58.4	61.5
Nonclassroom dollars:							
Administration	9.6	9.5	9.6	10.1	10.5	9.5	11.1
Plant operations	13.5	11.2	11.1	11.1	11.1	11.4	9.5
Food service	3.7	3.9	3.6	3.6	3.7	4.8	4.0
Transportation	3.0	2.7	2.7	3.1	3.6	4.1	4.0
Student support	8.6	8.3	8.2	9.0	8.7	7.0	5.0
Instruction support	2.9	3.4	3.1	3.4	3.0	4.6	4.7
Other	0.9	0.2	0.2	0.2	0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,346 in salary, each librarian earned an additional \$4,176, each speech pathologist and audiologist earned an additional \$1,891, and each counselor earned an additional \$6,122.

##### Performance

- The District accomplished most of its goals, which 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 were primarily used to increase eligible employee compensation.
- Monies continued to be used to reduce class sizes.
- 24 teachers were compensated for participating in AIMS intervention activities, such as after-school reading and math enrichments.

# Classroom Dollars and Proposition 301 Results

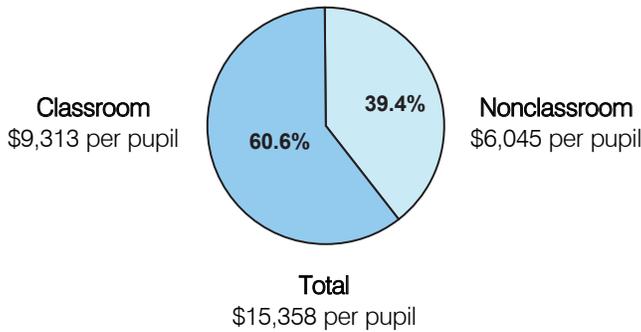
## Peach Springs Unified School District

Mohave County

District size: Very Small  
 Students attending: 198  
 Number of schools: 2  
 Number of certified teachers: 19

### Classroom Dollars

Fiscal year 2005

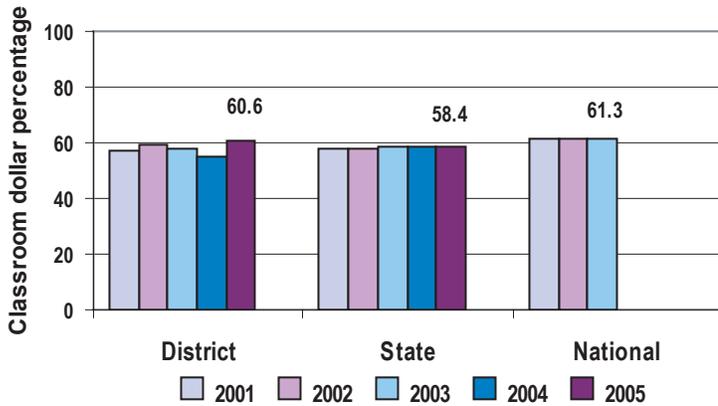


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	11.6	12.1	10.3	18.3
Average teacher salary	\$38,914	\$42,171	\$38,552	\$39,095
Average years' experience	7.9	8.6	8.4	8.5

Classroom dollar ranking: 37 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	57.2	59.4	57.8	55.0	60.6	58.4	61.5
Nonclassroom dollars:	n/a						
Administration		16.9	16.3	19.2	15.6	9.5	11.1
Plant operations		10.5	11.5	10.6	12.4	11.4	9.5
Food service		4.8	5.8	5.1	5.1	4.8	4.0
Transportation		2.7	3.6	3.8	3.4	4.1	4.0
Student support		2.4	2.3	1.8	1.5	7.0	5.0
Instruction support		3.3	2.7	4.5	1.4	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,752 in salary, and each instructional aide earned an additional \$1,056.

##### 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 student attendance rate was 97 percent, and the elementary-school and high-school staff attendance rate was also 97 percent.
- All teachers received acceptable performance evaluations.
- Other goals were linked to student achievement on the AIMS test and tutoring.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

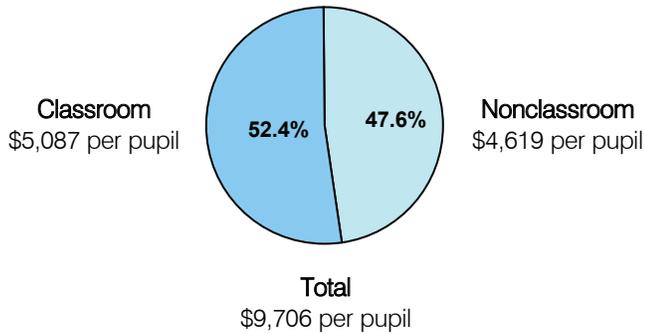
## Pearce Elementary School District

Cochise County

District size: Very Small  
 Students attending: 107  
 Number of schools: 1  
 Number of certified teachers: 12

### Classroom Dollars

Fiscal year 2005

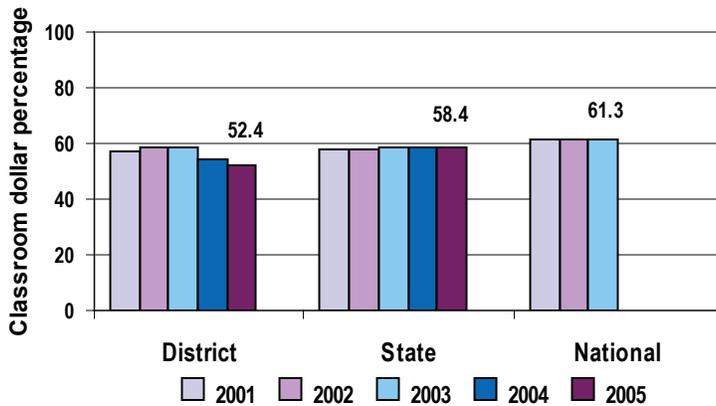


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	13.4	9.1	9.3	18.3
Average teacher salary	\$34,394	\$28,236	\$31,588	\$39,095
Average years' experience	5.4	5.0	6.2	8.5

Classroom dollar ranking: 163 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.9	58.8	58.6	54.6	52.4	58.4	61.5
Nonclassroom dollars:							
Administration	15.5	17.5	16.7	18.6	18.2	9.5	11.1
Plant operations	15.2	13.5	14.2	13.2	11.6	11.4	9.5
Food service	3.6	3.5	2.9	3.2	5.0	4.8	4.0
Transportation	7.4	5.6	5.7	5.9	5.5	4.1	4.0
Student support	0.2	0.1	0.8	2.7	1.2	7.0	5.0
Instruction support	1.2	1.0	1.1	1.7	4.6	4.6	4.7
Other				0.1	1.5	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,815 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.
- Teachers achieved leadership goals by being involved in athletics, clubs, or yearbook.
- Teachers also were involved in before- and after-school tutoring and professional development activities, such as workshops and classes.
- District assessment plans were aligned with state standards.

##### Menu

- Teachers received additional compensation for students achieving adequate yearly progress, and for teachers receiving acceptable performance evaluations and developing district assessment plans for their grade level or subject area.
- Monies were also used for professional development activities.

# Classroom Dollars and Proposition 301 Results

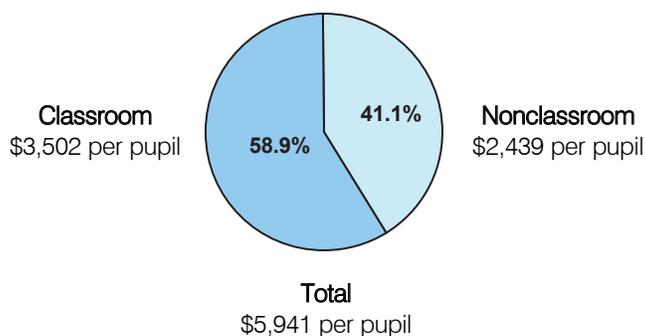
## Pendergast Elementary School District

Maricopa County

District size: Large  
 Students attending: 9,860  
 Number of schools: 12  
 Number of certified teachers: 540

### Classroom Dollars

Fiscal year 2005

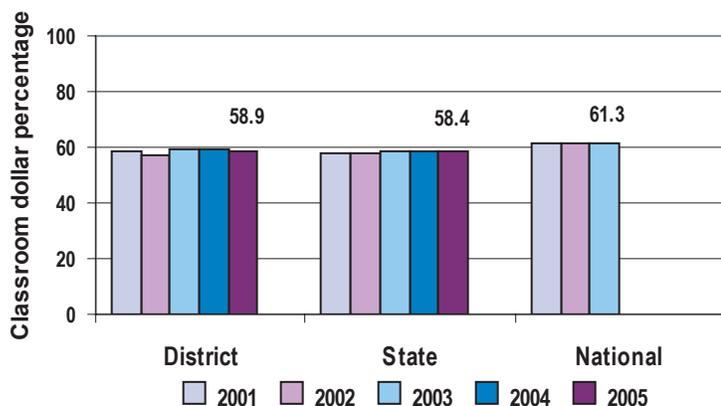


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.1	18.2	18.3	18.3
Average teacher salary	\$39,667	\$40,740	\$41,850	\$39,095
Average years' experience	4.9	5.7	6.1	8.5

Classroom dollar ranking: 59 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	58.9	57.0	59.0	59.1	58.9	58.4	61.5
Nonclassroom dollars:							
Administration	9.1	9.1	9.1	9.3	9.3	9.5	11.1
Plant operations	11.5	11.8	10.3	11.6	10.9	11.4	9.5
Food service	4.9	6.0	5.6	5.3	5.3	4.8	4.0
Transportation	2.9	2.7	2.7	2.6	2.5	4.1	4.0
Student support	5.4	5.7	6.5	6.6	7.2	7.0	5.0
Instruction support	7.3	7.7	6.8	5.5	5.9	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$4,210 in salary.

##### Performance

- The District accomplished its goals, which were based on district and school performance.
- Students' reading, writing, and math scores on the AIMS test increased.
- All schools demonstrated 80 percent satisfaction or better on an annual parent satisfaction survey.
- Each school met academic school improvement goals in reading, writing, and math.

##### Menu

- 100 teachers participated in a new-teacher orientation program, and a mentoring program was established.
- 280 teachers participated in professional development activities.
- A literacy institute was held to introduce a new reading program.
- AIMS intervention activities, such as student academies focusing on reading, writing, and math, were held.
- Monies were also used to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

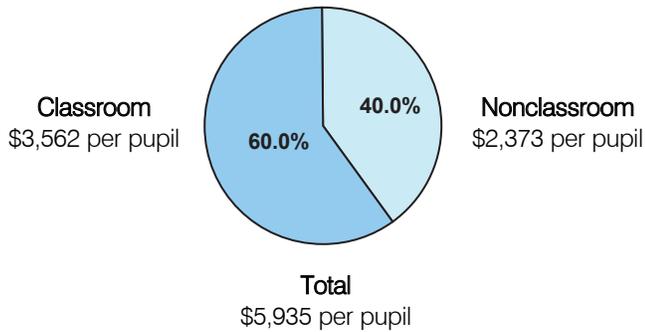
## Peoria Unified School District

Maricopa County

District size: Very Large  
 Students attending: 35,814  
 Number of schools: 35  
 Number of certified teachers: 1,931

### Classroom Dollars

Fiscal year 2005

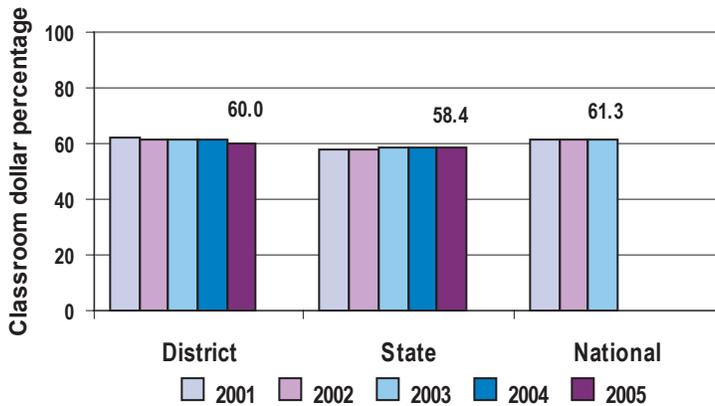


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	19.0	18.4	18.5	18.3
Average teacher salary	\$43,749	\$41,245	\$43,495	\$39,095
Average years' experience	7.6	7.7	7.1	8.5

Classroom dollar ranking: 43 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	61.9	61.5	61.4	61.5	60.0	58.4	61.5
Nonclassroom dollars:							
Administration	8.7	8.9	8.4	7.8	8.2	9.5	11.1
Plant operations	11.2	10.1	10.5	10.4	11.0	11.4	9.5
Food service	3.5	3.4	3.5	3.5	3.7	4.8	4.0
Transportation	3.1	3.1	3.1	3.0	3.3	4.1	4.0
Student support	5.9	7.1	7.7	7.8	7.7	7.0	5.0
Instruction support	5.3	5.7	5.2	5.7	5.9	4.6	4.7
Other	0.4	0.2	0.2	0.3	0.2	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,046 in salary, and each librarian, speech pathologist, audiologist, counselor, and instructional specialist earned between \$3,711 and \$5,078 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.
- 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.
- Monies were also used to pay for class size reduction, AIMS intervention, teacher development, and dropout prevention activities.

# Classroom Dollars and Proposition 301 Results

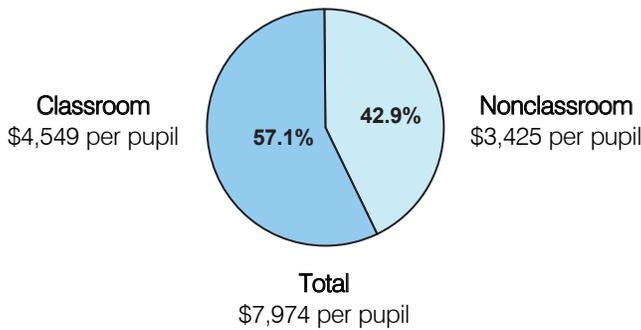
## Phoenix Elementary School District

Maricopa County

District size: Large  
 Students attending: 7,963  
 Number of schools: 16  
 Number of certified teachers: 435

### Classroom Dollars

Fiscal year 2005

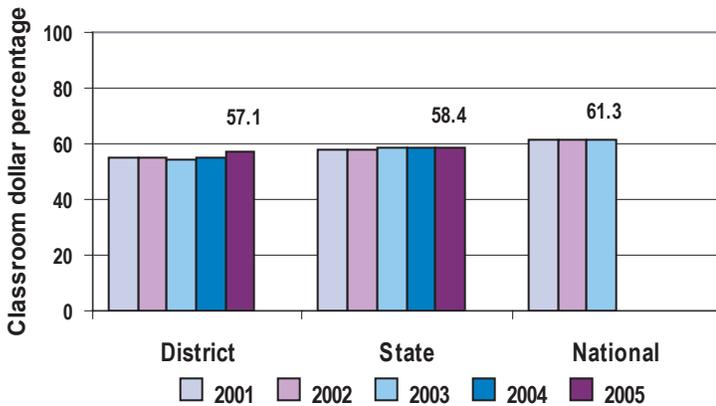


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.4	16.4	18.3	18.3
Average teacher salary	\$37,043	\$43,177	\$45,017	\$39,095
Average years' experience	9.2	10.7	7.7	8.5

Classroom dollar ranking: 94 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	54.8	55.3	54.3	54.1	57.1	58.4	61.5
Nonclassroom dollars:							
Administration	10.7	10.0	9.6	11.3	10.0	9.5	11.1
Plant operations	12.2	12.2	12.8	11.9	11.2	11.4	9.5
Food service	7.2	6.9	6.7	6.7	5.8	4.8	4.0
Transportation	3.1	2.8	2.9	2.9	3.0	4.1	4.0
Student support	5.5	6.1	5.7	7.5	7.7	7.0	5.0
Instruction support	6.5	6.7	8.0	5.6	5.2	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, speech pathologist, audiologist, and counselor earned \$4,364 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.
- The District's schools were labeled as "performing" by ADE for AZ LEARNS.
- Teachers completed at least 40 hours of approved professional development activities.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

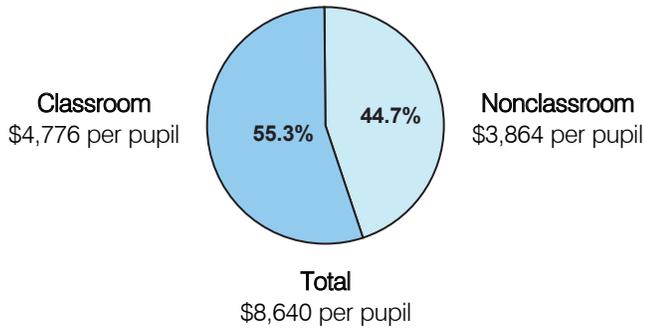
## Phoenix Union High School District

Maricopa County

District size: Very Large  
 Students attending: 23,279  
 Number of schools: 13  
 Number of certified teachers: 1,256

### Classroom Dollars

Fiscal year 2005

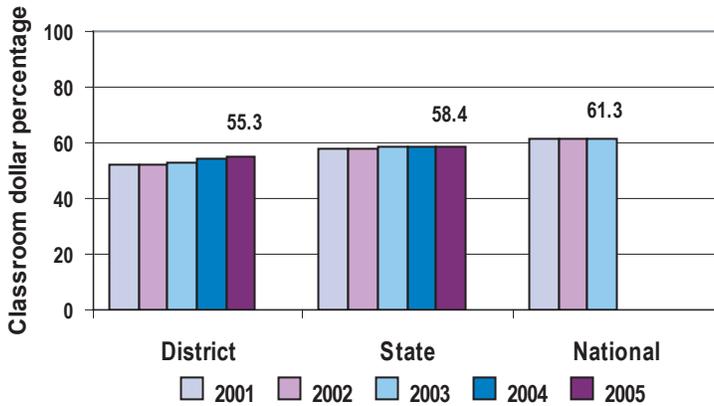


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.3	17.3	18.5	18.3
Average teacher salary	\$50,686	\$52,453	\$55,052	\$39,095
Average years' experience	7.7	9.7	10.3	810.0.5

Classroom dollar ranking: 122 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	52.5	52.0	53.1	54.3	55.3	58.4	61.5
Nonclassroom dollars:							
Administration	11.4	11.3	8.0	7.8	8.7	9.5	11.1
Plant operations	14.5	14.6	14.7	14.6	13.8	11.4	9.5
Food service	2.0	2.3	2.2	2.3	2.4	4.8	4.0
Transportation	3.5	3.7	3.7	3.6	3.4	4.1	4.0
Student support	8.4	8.1	9.8	11.2	10.3	7.0	5.0
Instruction support	6.8	7.5	7.0	5.7	5.6	4.6	4.7
Other	0.9	0.5	1.5	0.5	0.5	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned \$4,239 in additional salary. Instructional aides, speech pathologists, audiologists, and counselors each earned between \$99 and \$542 from menu monies.

##### 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.
- The District accomplished less than half of its student achievement goals, which called for 50 to 90 percent of seniors to demonstrate proficiency in reading, writing, and math on the AIMS test.
- Most teachers maintained at least a 96 percent attendance rate.
- Other goals were linked to student attendance and dropout/graduation rates.

##### Menu

- Monies were used primarily to increase eligible employee compensation.
- Monies were also used to compensate certified and support staff for working 1 additional day for AIMS intervention.
- Approximately 70 percent of teachers participated in professional development activities.

# Classroom Dollars and Proposition 301 Results

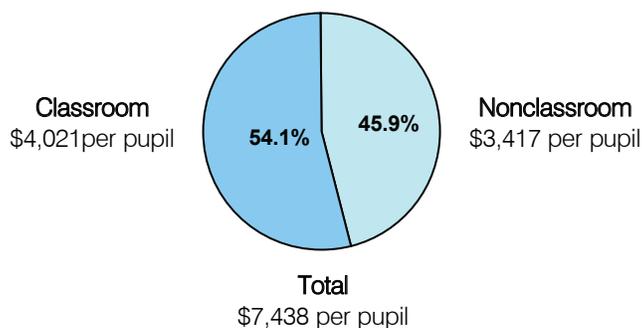
## Picacho Elementary School District

Pinal County

District size: Small  
 Students attending: 208  
 Number of schools: 1  
 Number of certified teachers: 12

### Classroom Dollars

Fiscal year 2005

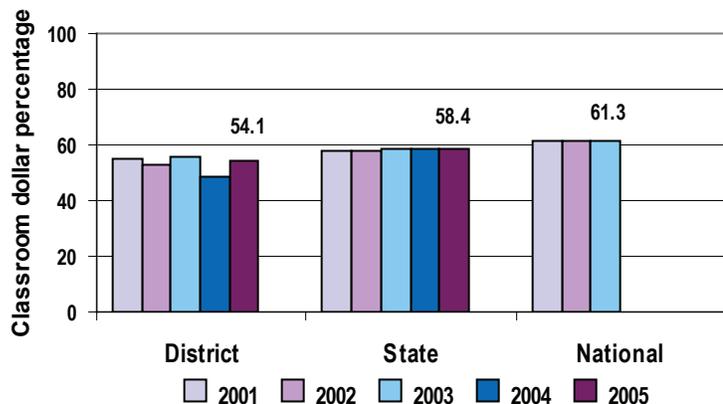


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.8	17.7	17.3	18.3
Average teacher salary	n/a	\$38,000	\$33,885	\$39,095
Average years' experience	8.5	8.7	9.5	8.5

Classroom dollar ranking: 144 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	55.0	52.7	55.9	48.5	54.1	58.4	61.5
Nonclassroom dollars:							
Administration	12.4	12.7	13.2	15.5	13.6	9.5	11.1
Plant operations	14.1	12.1	11.6	13.0	11.7	11.4	9.5
Food service	7.4	8.9	7.1	7.6	7.6	4.8	4.0
Transportation	5.6	5.9	5.8	6.0	6.2	4.1	4.0
Student support	5.4	7.5	6.4	5.7	4.6	7.0	5.0
Instruction support	0.1	0.2		3.7	2.2	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,999 in salary.

##### Performance

- The District accomplished its goals, which were based on district and individual performance.
- Goals were tied to schools making adequate yearly progress.
- Teachers could not miss more than 10 school days, and they had to attend 2 or more trainings.
- Teachers also had to receive acceptable performance evaluations and perform 1 extracurricular activity during the school year.
- Goals were also linked to parents attending at least 2 events during the school year.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

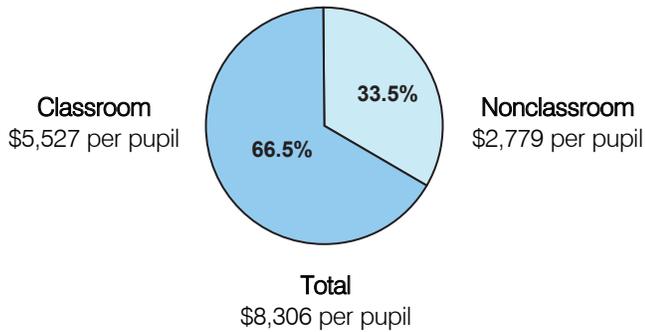
## Pima Accommodation School District

Pima County

District size: Very Small  
 Students attending: 162  
 Number of schools: 1  
 Number of certified teachers: 12

### Classroom Dollars

Fiscal year 2005

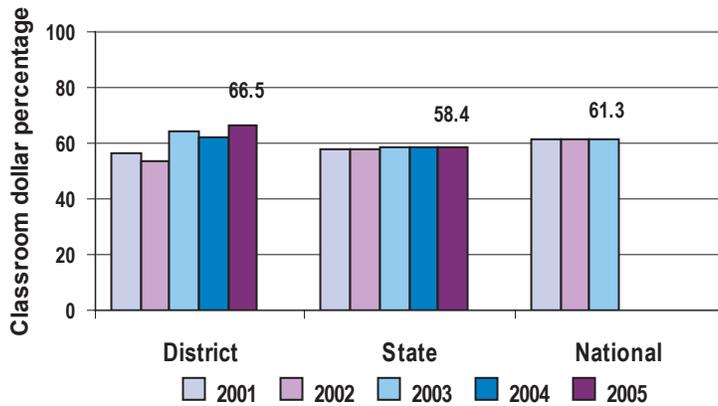


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	11.9	19.0	13.5	18.3
Average teacher salary	\$44,100	\$42,214	\$50,118	\$39,095
Average years' experience	8.5	9.9	10.1	8.5

Classroom dollar ranking: 7 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	56.3	53.7	64.5	62.4	66.5	58.4	61.5
Nonclassroom dollars:							
Administration	24.3	23.5	27.3	27.4	26.3	9.5	11.1
Plant operations	8.1	3.9	2.7	2.5	1.4	11.4	9.5
Food service						4.8	4.0
Transportation	1.1	1.0				4.1	4.0
Student support	5.3	3.7	2.1	4.0	3.4	7.0	5.0
Instruction support	4.9	14.2	3.4	3.7	2.3	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,628 in additional 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.
- Students who remained in the detention facility increased their reading scores by 5 percent on pre- and post-tests.
- Portfolios were maintained for students who stayed more than 4 days in the detention facility.
- Teachers each participated in 30 hours or more of professional development activities and received acceptable performance evaluations.
- 5 teachers earned a master's degree and 3 teachers completed more than 18 college credits.

##### Menu

- Monies were used to provide additional compensation for teachers who accomplished district performance goals.

# Classroom Dollars and Proposition 301 Results

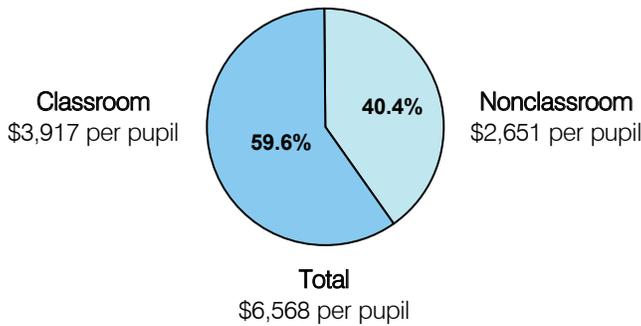
## Pima Unified School District

Graham County

District size: Medium  
 Students attending: 631  
 Number of schools: 3  
 Number of certified teachers: 38

### Classroom Dollars

Fiscal year 2005

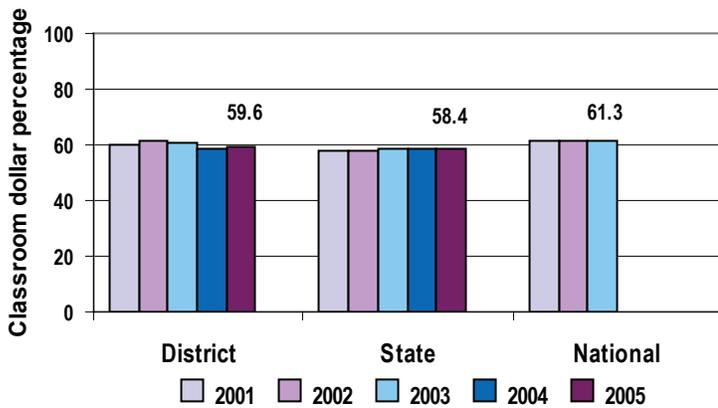


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.4	16.0	16.7	18.3
Average teacher salary	\$33,511	\$33,641	\$34,349	\$39,095
Average years' experience	7.8	8.4	9.2	8.5

Classroom dollar ranking: 48 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	59.9	61.5	61.0	58.7	59.6	58.4	61.5
Nonclassroom dollars:							
Administration	11.4	12.4	12.6	13.8	14.1	9.5	11.1
Plant operations	14.1	12.0	11.8	12.6	12.4	11.4	9.5
Food service	6.5	6.1	6.2	6.1	6.1	4.8	4.0
Transportation	3.2	3.0	2.9	3.4	3.3	4.1	4.0
Student support	2.6	2.7	3.1	3.2	2.5	7.0	5.0
Instruction support	1.2	1.7	2.4	2.2	1.9	4.6	4.7
Other	1.1	0.6			0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$4,363 in salary.

##### Performance

- The District accomplished its goals, which were based on district and individual performance.
- Students achieved the state academic standards on standardized tests and district assessments.
- Student profile records were kept and reported to parents in a timely manner.
- Teachers each spent 20 hours on professional development activities and received acceptable performance evaluations.

##### Menu

- 42 teachers were compensated for completing evaluations and professional-growth plans.
- Each teacher completed 20 hours of professional development activities focused on using technology in instruction.

# Classroom Dollars and Proposition 301 Results

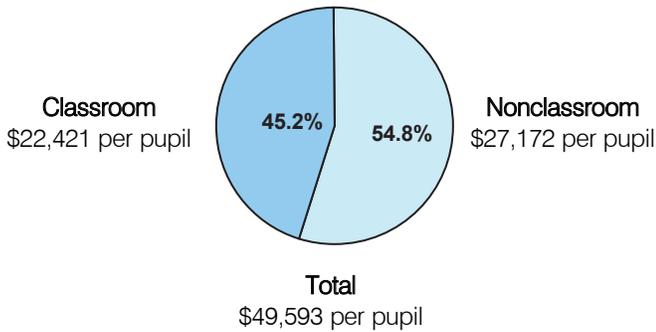
## Pinal County Special Education Program

Pinal County

District size: Very Small  
 Students attending: 38  
 Number of schools: n/a  
 Number of certified teachers: n/a

### Classroom Dollars

Fiscal year 2005

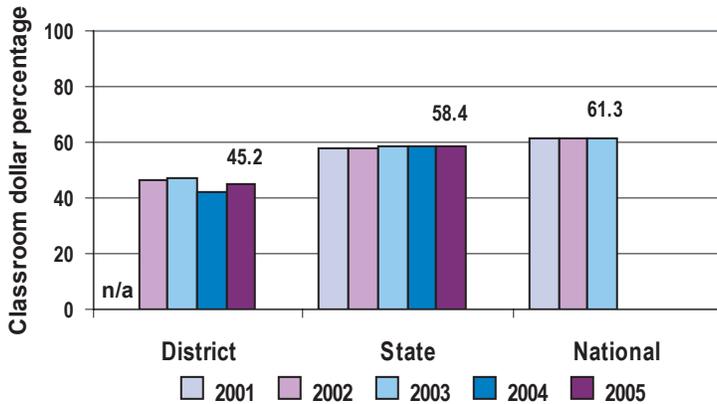


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	n/a	n/a	n/a	18.3
Average teacher salary	\$41,494	\$41,059	\$42,978	\$39,095
Average years' experience	n/a	n/a	n/a	8.5

Classroom dollar ranking: 205 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	n/a	46.2	47.5	42.0	45.2	58.4	61.5
Nonclassroom dollars:	n/a						
Administration		8.7	8.3	9.0	9.0	9.5	11.1
Plant operations		6.2	6.9	5.9	7.5	11.4	9.5
Food service		0.9	0.8	0.2		4.8	4.0
Transportation		11.2	11.7	13.4	13.8	4.1	4.0
Student support		26.7	24.7	28.4	24.2	7.0	5.0
Instruction support		0.1	0.1	1.1	0.2	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and speech pathologist earned an additional \$2,264 in salary, which consists of the portion of fiscal year 2004 performance and menu pay distributed in fiscal year 2005.

##### Performance

- The District accomplished its goals, which were based on the prior fiscal year's 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 eligible employee performance pay.

# Classroom Dollars and Proposition 301 Results

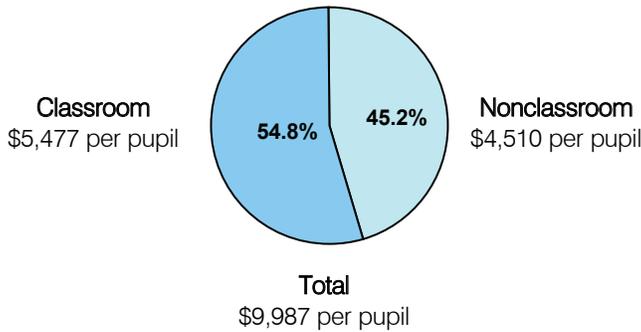
## Pine Strawberry Elementary School District

Gila County

District size: Very Small  
 Students attending: 137  
 Number of schools: 1  
 Number of certified teachers: 13

### Classroom Dollars

Fiscal year 2005

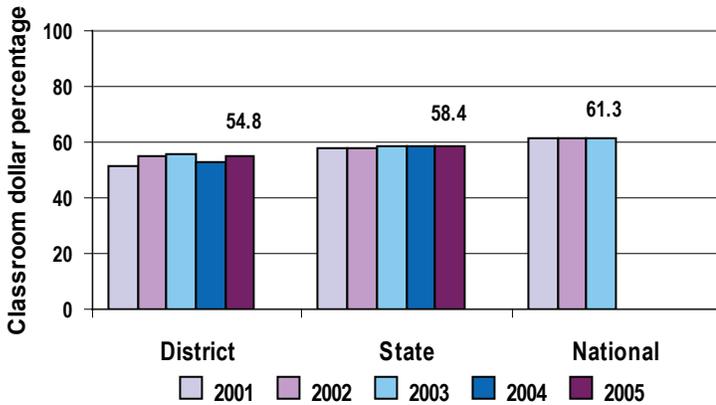


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	12.5	12.3	10.5	18.3
Average teacher salary	\$36,885	\$31,077	\$43,084	\$39,095
Average years' experience	8.3	8.5	7.5	8.5

Classroom dollar ranking: 135 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	51.5	55.2	55.7	52.6	54.8	58.4	61.5
Nonclassroom dollars:							
Administration	12.2	11.4	12.0	13.4	13.7	9.5	11.1
Plant operations	13.4	10.9	12.2	11.9	12.3	11.4	9.5
Food service	6.2	6.2	4.9	4.1	4.5	4.8	4.0
Transportation	7.8	8.8	7.1	6.8	7.1	4.1	4.0
Student support	2.5	2.8	3.0	3.6	3.1	7.0	5.0
Instruction support	6.4	4.7	5.1	7.6	4.5	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, and speech pathologist earned between \$3,579 and \$5,323 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.
- Goals were linked to at least 60 percent of the students at each grade level scoring at or above the national average on standardized tests.

##### Menu

- Monies continued to be used to compensate eligible employees for completing at least 30 hours of professional development courses in reading, writing, and technology.

# Classroom Dollars and Proposition 301 Results

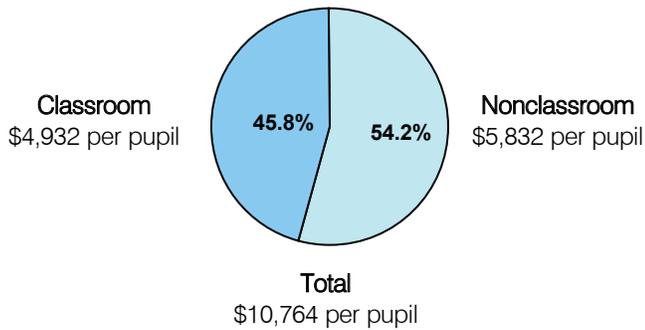
## Piñon Unified School District

Navajo County

District size: Medium  
 Students attending: 1,413  
 Number of schools: 3  
 Number of certified teachers: 101

### Classroom Dollars

Fiscal year 2005

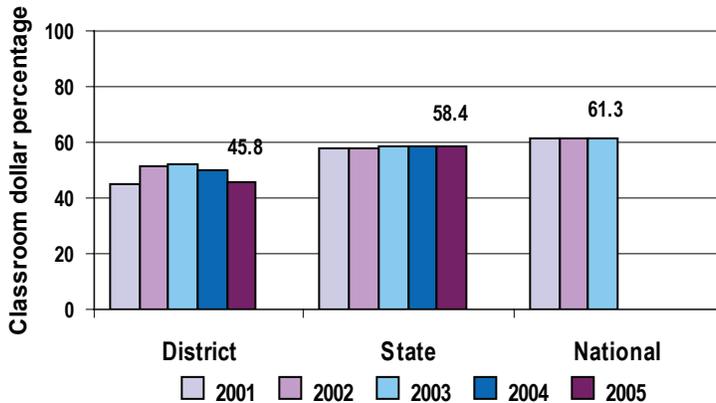


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.0	14.5	14.0	18.3
Average teacher salary	n/a	n/a	\$32,726	\$39,095
Average years' experience	6.5	7.1	7.8	8.5

Classroom dollar ranking: 203 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	44.9	51.5	52.0	49.8	45.8	58.4	61.5
Nonclassroom dollars:							
Administration	11.2	11.3	11.1	13.0	11.1	9.5	11.1
Plant operations	14.3	12.8	13.4	13.6	17.7	11.4	9.5
Food service	5.5	5.5	5.0	5.3	5.4	4.8	4.0
Transportation	9.0	8.7	7.5	7.0	8.1	4.1	4.0
Student support	7.8	5.7	6.5	7.1	6.6	7.0	5.0
Instruction support	7.3	4.5	4.5	4.2	5.3	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,146 in salary, and each instructional aide, librarian, speech pathologist, audiologist, and counselor earned an additional \$746.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- At least 80 percent of students achieved expected growth in reading and math as measured by standardized tests.
- Each staff member completed a minimum of 45 professional development hours.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

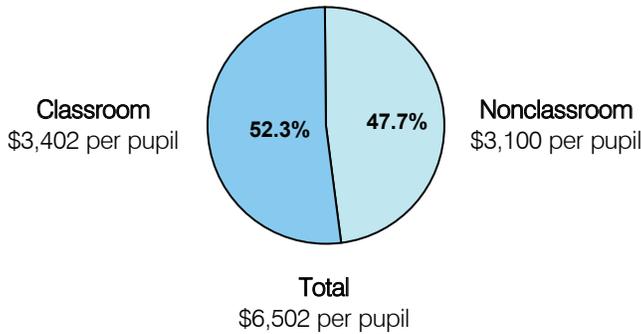
## Pomerene Elementary School District

Cochise County

District size: Very Small  
 Students attending: 106  
 Number of schools: 1  
 Number of certified teachers: 5

### Classroom Dollars

Fiscal year 2005

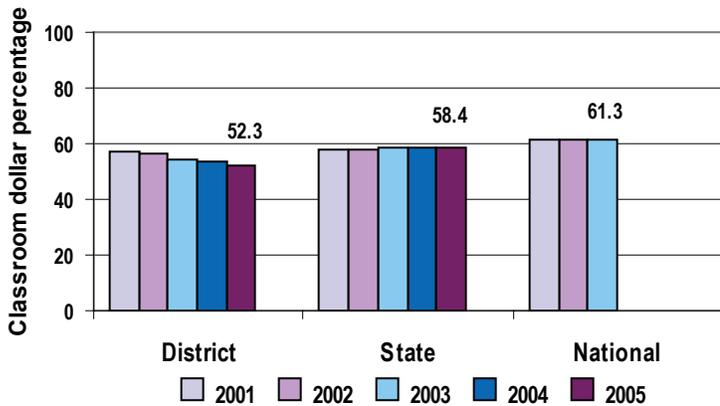


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.2	16.2	22.4	18.3
Average teacher salary	\$39,010	\$35,791	\$36,521	\$39,095
Average years' experience	10.6	10.7	10.2	8.5

Classroom dollar ranking: 164 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.9	56.7	54.6	53.3	52.3	58.4	61.5
Nonclassroom dollars:							
Administration	13.6	13.0	13.7	13.7	13.1	9.5	11.1
Plant operations	14.6	12.8	12.3	13.5	13.8	11.4	9.5
Food service		2.9	10.3	10.9	10.2	4.8	4.0
Transportation	2.1	2.3	2.7	2.1	2.6	4.1	4.0
Student support	2.5	5.6	6.0	6.1	7.7	7.0	5.0
Instruction support			0.4	0.4	0.3	4.6	4.7
Other	10.3	6.7				0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,532 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.

##### Menu

- Monies were used to compensate teachers for classroom preparation and curriculum development.

# Classroom Dollars and Proposition 301 Results

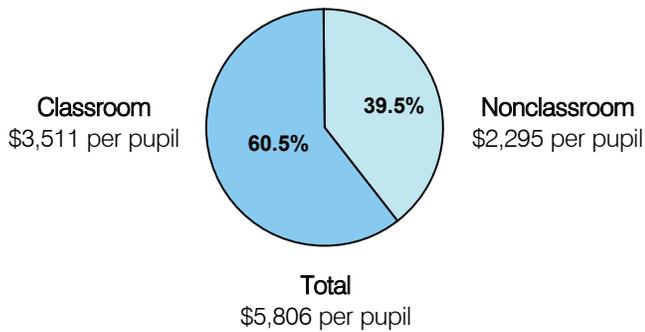
## Prescott Unified School District

Yavapai County

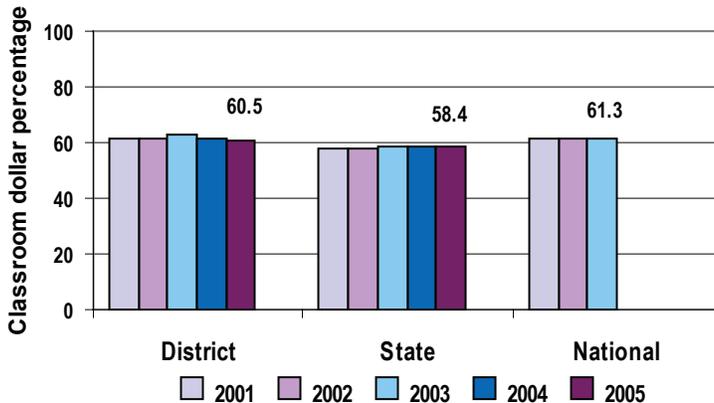
District size: Large  
 Students attending: 5,155  
 Number of schools: 8  
 Number of certified teachers: 272

### Classroom Dollars

Fiscal year 2005



### 5-year comparison



### Expenditures by function

	District					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	61.3	61.2	62.6	61.5	60.5	58.4	61.5
Nonclassroom dollars:							
Administration	10.1	9.6	9.9	9.9	10.1	9.5	11.1
Plant operations	10.6	10.3	9.5	9.8	10.0	11.4	9.5
Food service	4.7	4.5	4.3	4.4	4.4	4.8	4.0
Transportation	2.9	3.1	3.2	3.6	3.9	4.1	4.0
Student support	7.6	6.9	6.6	7.0	7.2	7.0	5.0
Instruction support	2.6	4.2	3.7	3.6	3.8	4.6	4.7
Other	0.2	0.2	0.2	0.2	0.1	0.2	0.2

### Comparative Information

	District			State 2005
	2003	2004	2005	
Student/teacher ratio	18.7	18.7	19.0	18.3
Average teacher salary	\$38,130	\$38,326	\$40,094	\$39,095
Average years' experience	11.6	11.0	10.6	8.5

Classroom dollar ranking: 39 of 228 districts.

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, and occupational and physical therapist earned between \$3,059 and \$4,125 in additional salary.

##### Performance

- The District accomplished its goals, which were based on individual performance.
- 78 percent of students made 20 percent gains based on math pre- and post-test scores.
- Teachers participated in at least 20 hours of professional development, mentoring, and tutoring activities, and served on committees and site councils.
- Action plans were developed for students with poor grades.
- Parents were contacted a minimum of 2 times each quarter.

##### Menu

- Monies continued to be primarily used to increase eligible employee compensation and to pay middle- and high-school teachers for performing extra duties.
- Physical education, remedial reading, music, band, and drama class sizes were reduced by 1 to 3 students.
- 5 schools provided professional development activities.
- 1 school contacted parents of absent students as part of dropout prevention efforts.

# Classroom Dollars and Proposition 301 Results

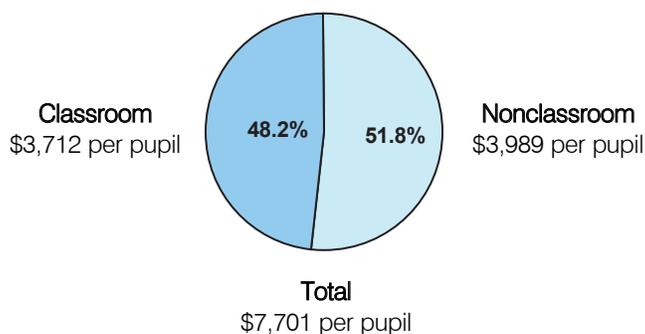
## Quartzsite Elementary School District

La Paz County

District size: Small  
 Students attending: 294  
 Number of schools: 2  
 Number of certified teachers: 13

### Classroom Dollars

Fiscal year 2005

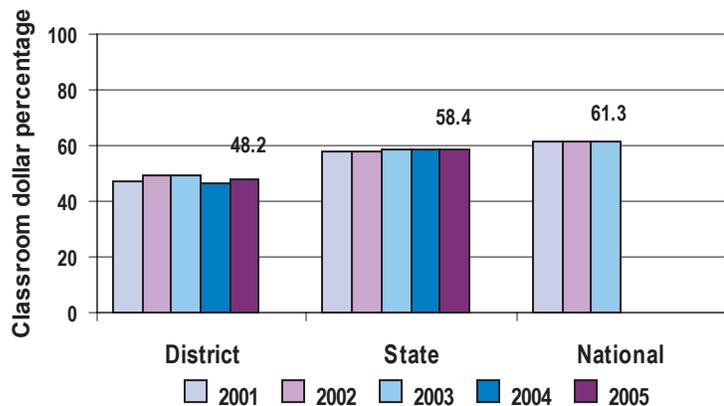


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.6	19.2	22.1	18.3
Average teacher salary	\$41,692	\$36,316	\$41,259	\$39,095
Average years' experience	8.1	8.1	8.0	8.5

Classroom dollar ranking: 194 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	47.3	49.6	49.6	46.3	48.2	58.4	61.5
Nonclassroom dollars:							
Administration	7.9	13.8	13.9	14.3	14.3	9.5	11.1
Plant operations	16.6	16.4	13.9	16.9	17.6	11.4	9.5
Food service	8.6	7.6	8.2	8.2	7.1	4.8	4.0
Transportation	5.1	4.4	7.2	7.7	7.9	4.1	4.0
Student support	13.0	4.4	2.4	2.2	1.2	7.0	5.0
Instruction support	1.5	3.8	4.8	4.4	3.7	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$5,814 in salary.

##### Performance

- The District accomplished its goals, which were based on district performance.
- Goals were linked to students' proficiency on state math standards.

##### Menu

- Monies were used primarily to increase teacher compensation and pay teachers for meeting performance goals.
- 7 teachers were paid for participation in a workshop based on state math standards.

# Classroom Dollars and Proposition 301 Results

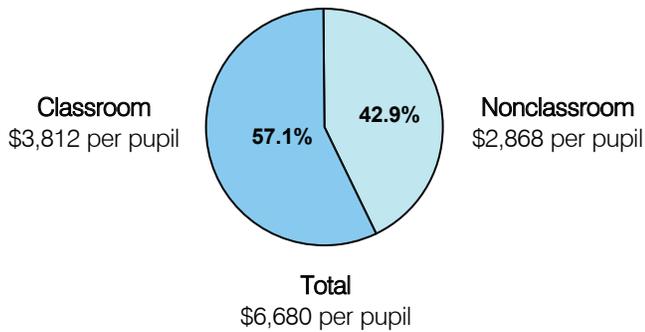
## Queen Creek Unified School District

Maricopa County

District size: Medium  
 Students attending: 2,987  
 Number of schools: 5  
 Number of certified teachers: 168

### Classroom Dollars

Fiscal year 2005

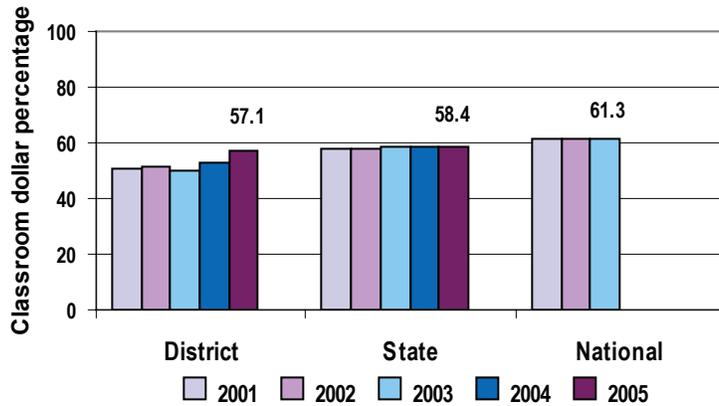


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.9	16.5	17.7	18.3
Average teacher salary	\$35,037	\$34,000	\$37,500	\$39,095
Average years' experience	6.2	6.3	6.4	8.5

Classroom dollar ranking: 93 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	50.5	51.2	49.7	52.7	57.1	58.4	61.5
Nonclassroom dollars:							
Administration	13.3	11.7	10.9	9.9	9.1	9.5	11.1
Plant operations	12.7	13.1	16.5	15.4	13.4	11.4	9.5
Food service	8.4	8.3	7.4	6.7	6.0	4.8	4.0
Transportation	6.6	6.2	5.7	5.2	5.4	4.1	4.0
Student support	5.1	5.9	6.4	6.4	6.4	7.0	5.0
Instruction support	3.4	3.6	3.4	3.7	2.5	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and counselor earned an additional \$3,610 in salary, and each librarian, speech pathologist, and physical therapist earned between \$1,080 and \$1,333.

##### 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 linked to students' math, reading, and language scores on standardized tests.
- Each teacher completed 20 hours of professional development activities.
- Based on surveys, parents indicated they were satisfied with schools.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

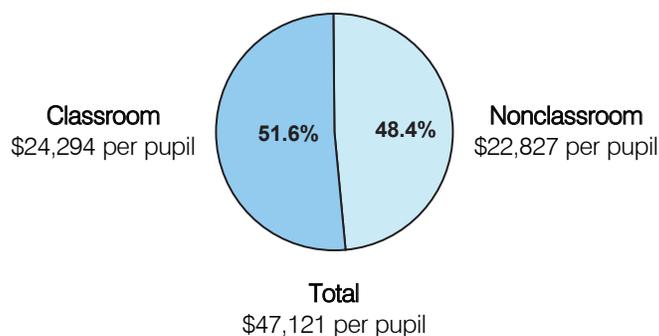
## Rainbow Accommodation School District

Navajo County

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

### Classroom Dollars

Fiscal year 2005

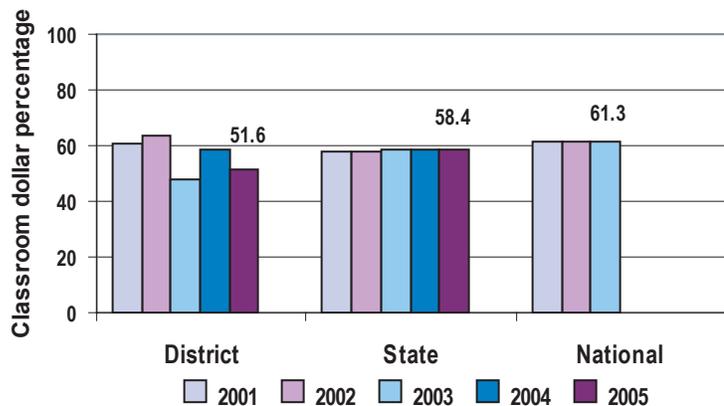


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	10.0	15.0	13.6	18.3
Average teacher salary	n/a	n/a	n/a	\$39,095
Average years' experience	15.0	15.0	15.0	8.5

Classroom dollar ranking: 169 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	60.7	63.3	47.8	58.4	51.6	58.4	61.5
Nonclassroom dollars:							
Administration	14.7	7.1	15.8	10.4	16.6	9.5	11.1
Plant operations	5.2	3.8	6.7	6.0	5.9	11.4	9.5
Food service						4.8	4.0
Transportation	18.8	13.7	14.1	12.5	15.1	4.1	4.0
Student support	0.1	9.8	13.4	12.4	10.3	7.0	5.0
Instruction support	0.5	2.3	2.2	0.3	0.5	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- The teacher earned \$1,532 in additional salary, which does not include performance pay subsequently paid in fiscal year 2006.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- Student achievement goals were based on functional measurements of severely and profoundly disabled students.
- The teacher was required to complete 15 hours of professional development activities and receive acceptable performance evaluations.

##### Menu

- The District did not report spending any menu monies.

# Classroom Dollars and Proposition 301 Results

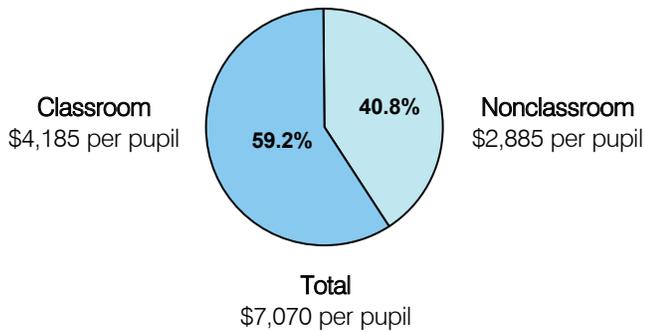
## Ray Unified School District

Pinal County

District size: Medium  
 Students attending: 600  
 Number of schools: 3  
 Number of certified teachers: 44

### Classroom Dollars

Fiscal year 2005

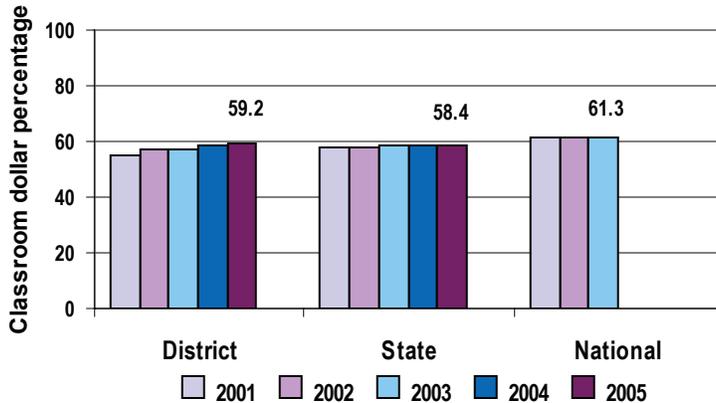


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	14.4	13.6	13.8	18.3
Average teacher salary	\$35,450	\$37,641	\$39,578	\$39,095
Average years' experience	9.6	9.1	9.4	8.5

Classroom dollar ranking: 56 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	55.0	57.3	57.3	58.3	59.2	58.4	61.5
Nonclassroom dollars:							
Administration	12.5	11.8	13.4	13.1	14.2	9.5	11.1
Plant operations	14.9	14.5	12.5	12.5	11.3	11.4	9.5
Food service	1.6	4.3	4.5	4.4	4.7	4.8	4.0
Transportation	8.0	4.7	4.8	4.3	4.9	4.1	4.0
Student support	5.8	5.5	4.7	4.7	4.1	7.0	5.0
Instruction support	2.2	1.9	2.8	2.4	1.3	4.6	4.7
Other				0.3	0.3	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,414 in salary and each counselor and librarian earned between \$2,237 and \$3,319.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- Goals called for increased student achievement.
- Students in 1st- through 4th-grade showed an increase in reading skills.
- 75 percent of elementary-school students showed growth in writing and math skills.
- 40 percent of 5th- through 8th-grade students scored at or above the 50th-percentile on the Presidential Fitness Challenge test.

##### Menu

- Monies were used to pay eligible employees for committee work, classroom Web pages, and monthly parent contact reports.
- Monies were also used to pay for AIMS intervention, mentoring, and dropout prevention activities.

# Classroom Dollars and Proposition 301 Results

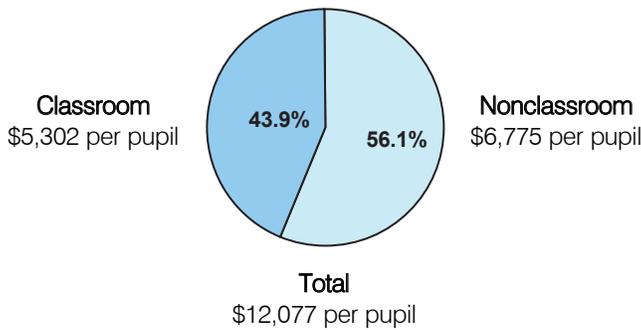
## Red Mesa Unified School District

Apache County

District size: Medium  
 Students attending: 900  
 Number of schools: 4  
 Number of certified teachers: 66

### Classroom Dollars

Fiscal year 2005

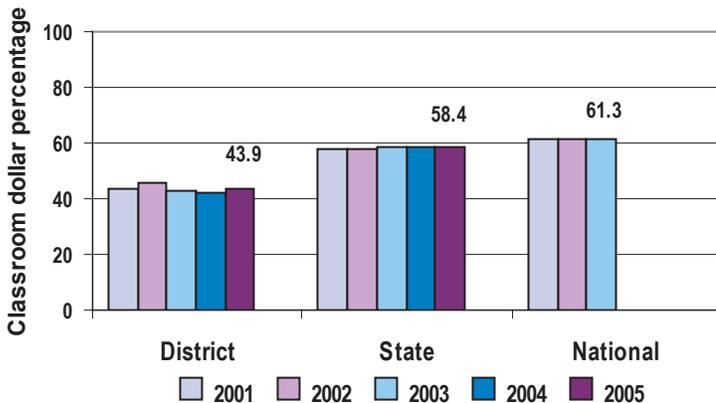


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.5	17.0	13.7	18.3
Average teacher salary	n/a	\$37,174	\$38,996	\$39,095
Average years' experience	7.4	7.5	7.5	8.5

Classroom dollar ranking: 208 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	43.6	45.4	42.9	42.0	43.9	58.4	61.5
Nonclassroom dollars:							
Administration	12.6	13.4	14.4	13.2	14.3	9.5	11.1
Plant operations	16.8	15.9	16.1	15.5	14.1	11.4	9.5
Food service	4.5	4.4	4.0	4.9	3.9	4.8	4.0
Transportation	9.4	8.7	9.0	9.4	9.9	4.1	4.0
Student support	9.7	8.9	10.2	11.6	11.0	7.0	5.0
Instruction support	3.4	3.3	3.3	3.4	2.9	4.6	4.7
Other			0.1			0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,507 in salary.

##### Performance

- The District accomplished some of its goals, which were based on school performance.
- Each school achieved a "performing" label from ADE for AZLEARNS.
- Teachers received pay for performing extra duties and for the credentials they bring to the District.
- The goal not met related to student attendance.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

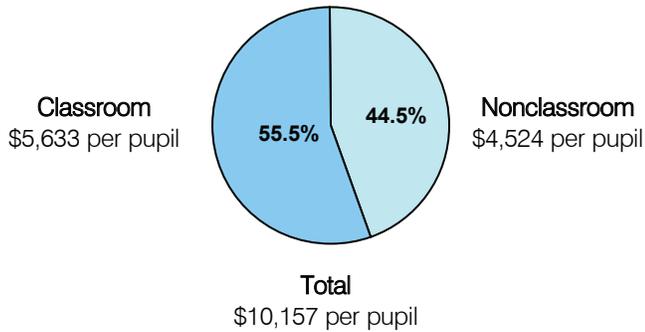
## Red Rock Elementary School District

Pinal County

District size: Very Small  
 Students attending: 87  
 Number of schools: 1  
 Number of certified teachers: 6

### Classroom Dollars

Fiscal year 2005

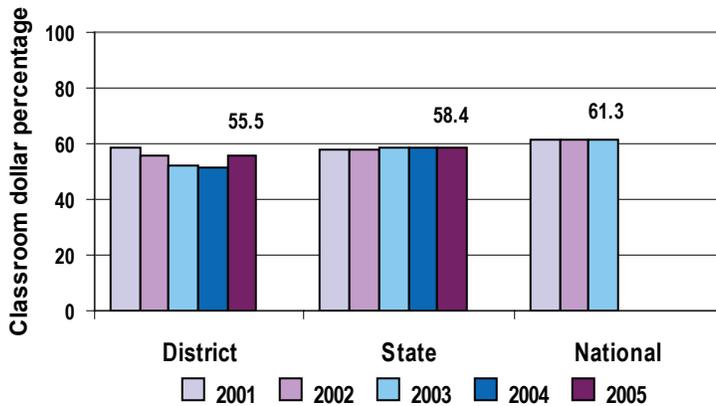


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	12.3	11.8	14.5	18.3
Average teacher salary	\$36,619	\$35,000	\$37,610	\$39,095
Average years' experience	12.7	13.1	10.3	8.5

Classroom dollar ranking: 117 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	58.5	55.8	52.2	51.6	55.5	58.4	61.5
Nonclassroom dollars:	n/a						
Administration		17.0	21.0	17.5	17.1	9.5	11.1
Plant operations		20.1	15.9	20.3	16.6	11.4	9.5
Food service		2.6	4.0	4.4	4.7	4.8	4.0
Transportation		2.1	3.6	5.3	5.1	4.1	4.0
Student support		2.3	3.3	0.8	1.0	7.0	5.0
Instruction support		0.1		0.1		4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and the speech pathologist earned an additional \$2,433 in salary, and each instructional aide earned an additional \$954.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- A committee determined the progress made by ELL students in reading, math, and writing. Non-ELL students' academic progress was measured by standardized tests.
- The results of a parent satisfaction survey exceeded expectations.
- Standards for communication between school and home were achieved.

##### Menu

- The District did not report spending any menu monies.

# Classroom Dollars and Proposition 301 Results

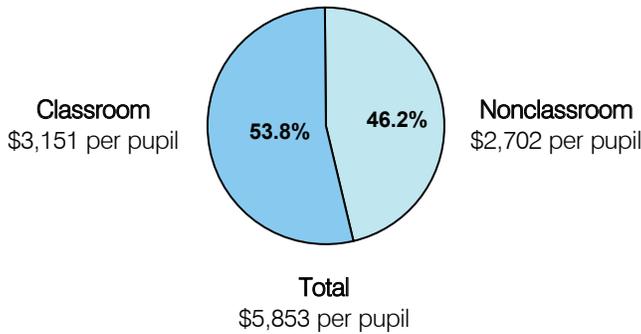
## Riverside Elementary School District

Maricopa County

District size: Medium  
 Students attending: 680  
 Number of schools: 1  
 Number of certified teachers: 30

### Classroom Dollars

Fiscal year 2005

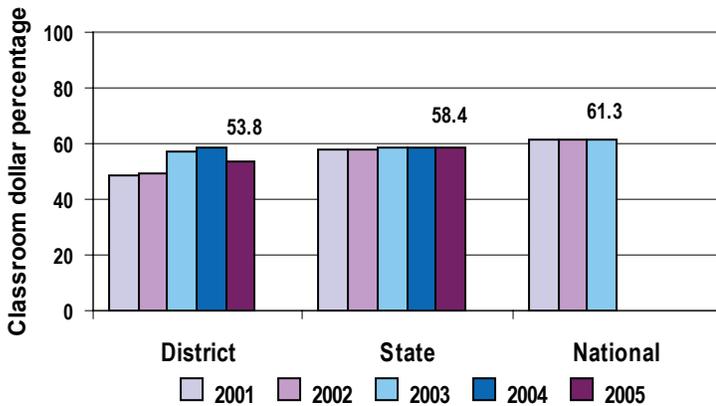


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	21.3	21.8	22.7	18.3
Average teacher salary	n/a	\$35,009	\$36,374	\$39,095
Average years' experience	6.3	5.9	6.2	8.5

Classroom dollar ranking: 147 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	48.5	49.0	57.3	58.6	53.8	58.4	61.5
Nonclassroom dollars:							
Administration	13.6	13.7	12.0	11.6	14.1	9.5	11.1
Plant operations	10.2	11.3	12.0	10.7	10.3	11.4	9.5
Food service	9.1	8.9	6.9	7.7	7.5	4.8	4.0
Transportation	7.8	5.6	2.9	2.6	3.1	4.1	4.0
Student support	7.9	8.6	5.8	5.7	9.4	7.0	5.0
Instruction support	2.9	2.9	3.1	3.1	1.8	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,455 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.
- Students' academic growth was measured by pre- and post-tests.
- Teachers participated in 30 hours of professional development activities or earned 2 college credits.
- Parents participated in parent-teacher conferences.

##### Menu

- Monies continued to be used to pay for 2 teachers to reduce class sizes.

# Classroom Dollars and Proposition 301 Results

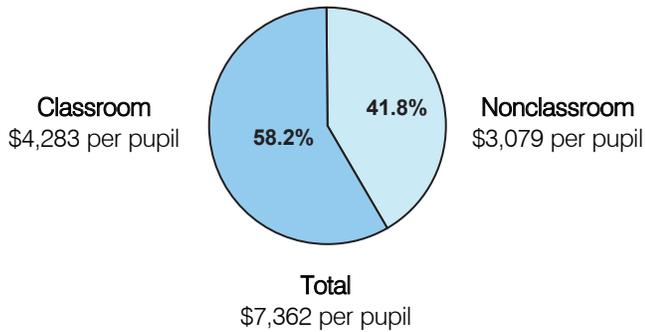
## Roosevelt Elementary School District

Maricopa County

District size: Large  
 Students attending: 11,651  
 Number of schools: 21  
 Number of certified teachers: 655

### Classroom Dollars

Fiscal year 2005

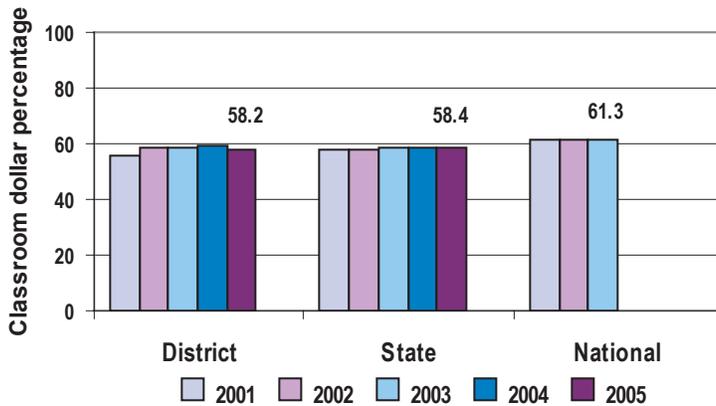


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.1	17.2	17.8	18.3
Average teacher salary	\$40,708	\$42,540	\$42,397	\$39,095
Average years' experience	8.3	8.5	8.1	8.5

Classroom dollar ranking: 73 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	55.9	58.6	58.6	59.1	58.2	58.4	61.5
Nonclassroom dollars:							
Administration	13.0	11.4	10.8	10.2	10.5	9.5	11.1
Plant operations	13.4	11.8	11.5	11.5	10.9	11.4	9.5
Food service	7.2	7.2	6.4	6.1	6.1	4.8	4.0
Transportation	2.5	2.6	2.5	2.5	2.8	4.1	4.0
Student support	2.9	3.3	5.4	4.1	3.6	7.0	5.0
Instruction support	5.1	5.1	4.8	6.5	7.8	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$3,343 in salary.

##### Performance

- The District accomplished its goals, which were based on district and school performance.
- Student achievement increased by 5 percent.
- Teachers participated in 8 hours of professional development activities and 2 after-school parent activities.

##### Menu

- Monies were primarily used to increase eligible employee compensation.
- Teachers were also compensated for participating in professional development activities.

# Classroom Dollars and Proposition 301 Results

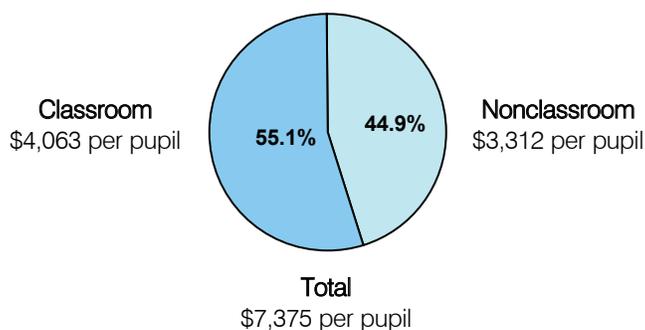
## Round Valley Unified School District

Apache County

District size: Medium  
 Students attending: 1,418  
 Number of schools: 4  
 Number of certified teachers: 79

### Classroom Dollars

Fiscal year 2005

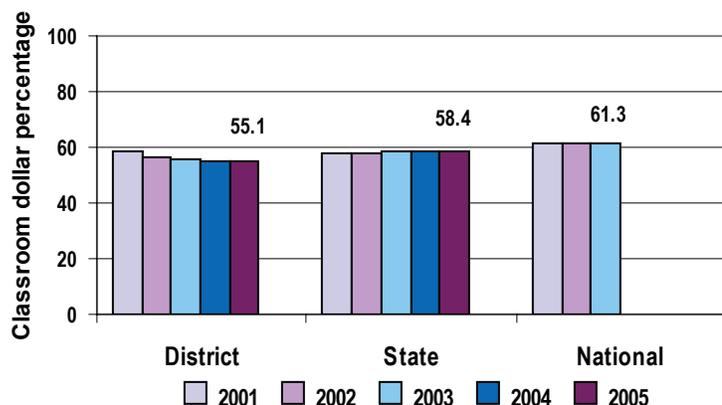


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.9	17.4	18.0	18.3
Average teacher salary	\$40,007	\$37,314	\$38,018	\$39,095
Average years' experience	10.8	11.1	10.4	8.5

Classroom dollar ranking: 129 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	58.3	56.6	55.4	55.0	55.1	58.4	61.5
Nonclassroom dollars:							
Administration	12.5	13.2	10.8	8.7	9.5	9.5	11.1
Plant operations	17.2	17.4	17.4	17.6	16.6	11.4	9.5
Food service	3.4	3.5	3.6	3.8	4.2	4.8	4.0
Transportation	3.6	3.7	4.4	4.6	4.8	4.1	4.0
Student support	3.7	4.3	6.0	8.2	8.2	7.0	5.0
Instruction support	1.3	1.3	2.4	2.1	1.6	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and counselor earned an additional \$4,450 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.
- Student achievement in reading, writing, and math was measured by standardized tests, and each school met adequate yearly progress.
- Teachers attended professional development activities dealing with topics such as technology, communications, and writing across the curriculum.
- Student attendance was at or above 94 percent.
- The District met state standards for dropout and graduation rates.
- Other goals involved teachers' participation in leadership activities and increased communication with parents.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

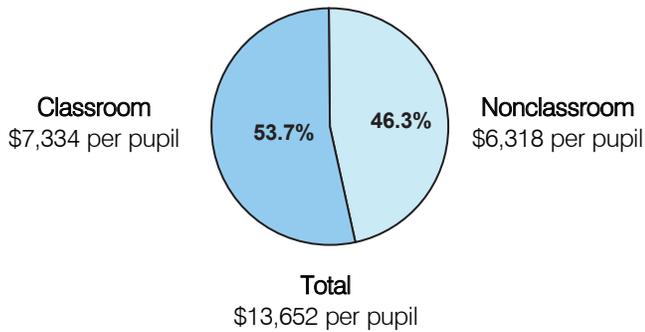
## Sacaton Elementary School District

Pinal County

District size: Small  
 Students attending: 474  
 Number of schools: 2  
 Number of certified teachers: 38

### Classroom Dollars

Fiscal year 2005

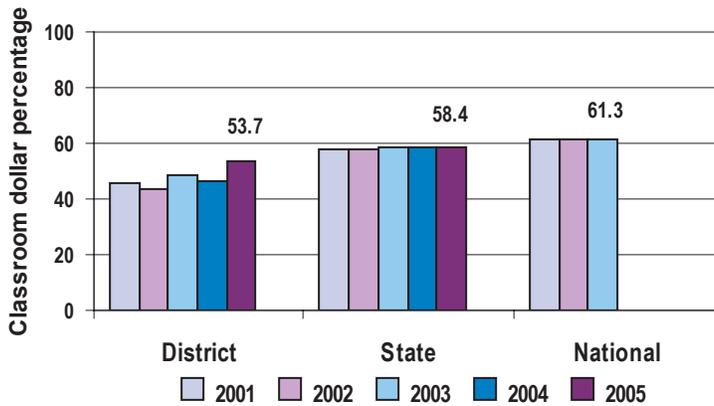


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	11.0	12.1	12.5	18.3
Average teacher salary	\$34,745	\$35,624	\$39,808	\$39,095
Average years' experience	7.5	8.7	9.0	8.5

Classroom dollar ranking: 149 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	45.5	43.9	48.5	46.7	53.7	58.4	61.5
Nonclassroom dollars:							
Administration	21.8	21.1	13.2	13.7	12.5	9.5	11.1
Plant operations	11.9	12.5	10.6	13.0	10.6	11.4	9.5
Food service	4.6	4.1	3.4	4.1	3.9	4.8	4.0
Transportation	6.7	6.0	4.8	6.1	5.9	4.1	4.0
Student support	7.5	10.3	17.2	14.4	9.9	7.0	5.0
Instruction support	2.0	2.1	2.3	2.0	3.4	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,539 in salary, and each librarian, counselor, and ELL coordinator earned between \$1,822 and \$2,697.

##### Performance

- The District accomplished its goals, which were based on district performance.
- Standardized test scores increased from the prior school year.
- Student attendance improved by more than 1 percent.
- Eligible staff received quarterly perfect attendance incentives.
- Most eligible employees received acceptable performance evaluations.
- Other goals were linked to teachers acting as grade level representatives and setting personal performance goals.

##### Menu

- Monies were used to increase eligible employee compensation.
- Monies were also used for certified substitute teacher salaries and benefits and for perfect attendance incentives.

# Classroom Dollars and Proposition 301 Results

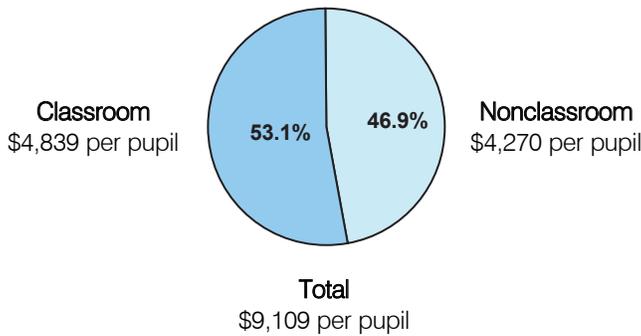
## Saddle Mountain Unified School District

Maricopa County

District size: Medium  
 Students attending: 679  
 Number of schools: 2  
 Number of certified teachers: 44

### Classroom Dollars

Fiscal year 2005

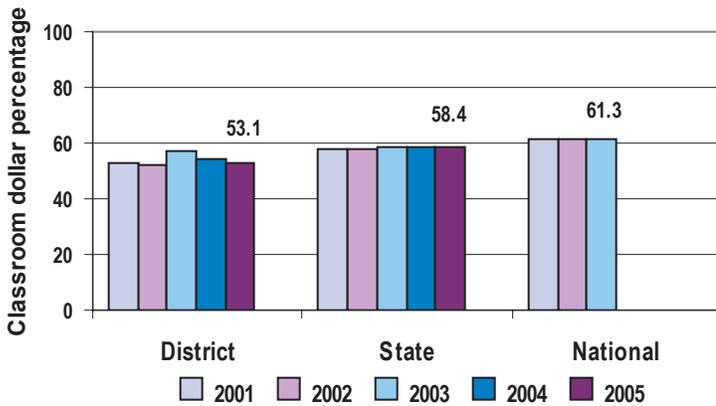


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	21.8	15.4	15.3	18.3
Average teacher salary	\$34,317	\$35,484	\$37,631	\$39,095
Average years' experience	6.4	7.8	8.2	8.5

Classroom dollar ranking: 159 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	52.6	52.3	57.1	54.4	53.1	58.4	61.5
Nonclassroom dollars:							
Administration	13.1	11.6	9.8	12.0	10.8	9.5	11.1
Plant operations	19.4	18.6	15.4	14.6	12.1	11.4	9.5
Food service	6.5	5.0	5.5	5.5	3.5	4.8	4.0
Transportation	7.3	12.3	8.3	8.7	8.4	4.1	4.0
Student support			0.3	0.3	10.3	7.0	5.0
Instruction support	0.9	0.2	3.5	4.5	1.7	4.6	4.7
Other	0.2		0.1		0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,760 in salary; each librarian, speech pathologist, counselor, and Individual Education Plan specialist earned an additional \$1,356; and each instructional aide earned an additional \$729.

##### Performance

- Most teachers accomplished the District's goal, which again required them to receive acceptable performance evaluations.

##### Menu

- Monies were used primarily to increase eligible employee compensation.
- 13 teachers were compensated for providing AIMS intervention tutoring to approximately 58 students.
- Monies were also used to pay for a professional development workshop.

# Classroom Dollars and Proposition 301 Results

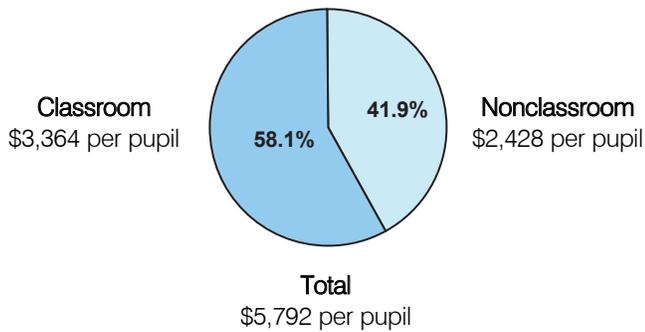
## Safford Unified School District

Graham County

District size: Medium  
 Students attending: 2,827  
 Number of schools: 6  
 Number of certified teachers: 152

### Classroom Dollars

Fiscal year 2005

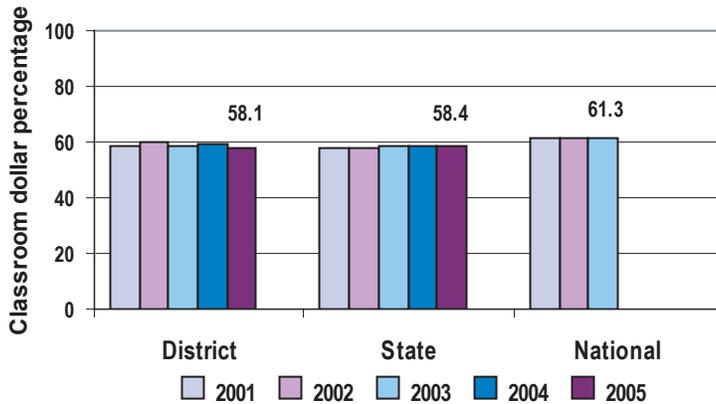


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.2	18.3	18.6	18.3
Average teacher salary	\$38,661	\$38,429	\$38,663	\$39,095
Average years' experience	9.9	9.6	9.6	8.5

Classroom dollar ranking: 75 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	58.3	59.8	58.7	59.1	58.1	58.4	61.5
Nonclassroom dollars:							
Administration	10.2	10.4	10.7	10.0	11.3	9.5	11.1
Plant operations	11.9	11.1	9.5	9.4	9.6	11.4	9.5
Food service	4.7	4.4	4.6	4.7	4.5	4.8	4.0
Transportation	3.1	3.0	3.0	3.4	3.3	4.1	4.0
Student support	5.3	5.1	6.9	6.4	6.9	7.0	5.0
Instruction support	6.5	6.2	6.6	7.0	6.3	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned between \$4,292 and \$4,517 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.
- Teachers designed student achievement goals that were approved by the principals and were directly related to state standards.

##### Menu

- Monies were used to compensate teachers for participating in a pilot teacher evaluation program.

# Classroom Dollars and Proposition 301 Results

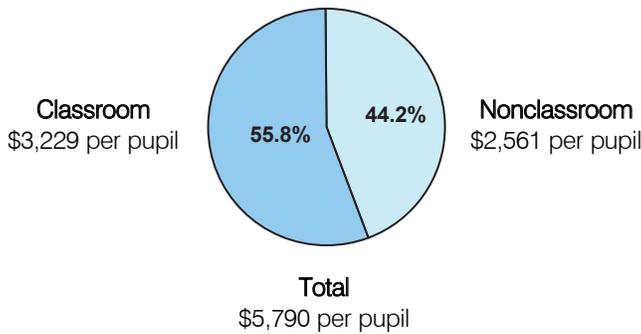
## Sahuarita Unified School District

Pima County

District size: Medium  
 Students attending: 3,029  
 Number of schools: 5  
 Number of certified teachers: 163

### Classroom Dollars

Fiscal year 2005

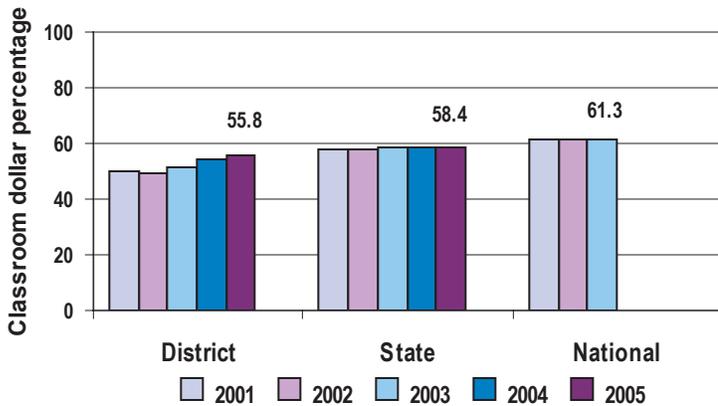


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.5	16.9	18.5	18.3
Average teacher salary	\$35,100	\$36,528	\$38,420	\$39,095
Average years' experience	8.2	8.0	8.0	8.5

Classroom dollar ranking: 109 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	50.3	49.2	51.4	54.0	55.8	58.4	61.5
Nonclassroom dollars:							
Administration	10.1	10.9	8.9	9.6	9.5	9.5	11.1
Plant operations	18.5	17.4	17.6	14.7	12.1	11.4	9.5
Food service	5.1	5.5	4.6	4.9	6.1	4.8	4.0
Transportation	6.4	6.6	8.7	8.6	7.5	4.1	4.0
Student support	6.7	7.3	6.2	5.6	6.6	7.0	5.0
Instruction support	2.9	3.1	2.6	2.6	2.4	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,985 in salary; each speech pathologist, audiologist, and counselor earned between \$3,477 and \$3,563; and the librarian earned an additional \$6,876.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district and individual performance.
- Goals were linked to the District's assessment plan to improve student achievement, and also called for teachers to set professional development goals and receive acceptable performance evaluations.
- The District also met its goal to reduce energy usage.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

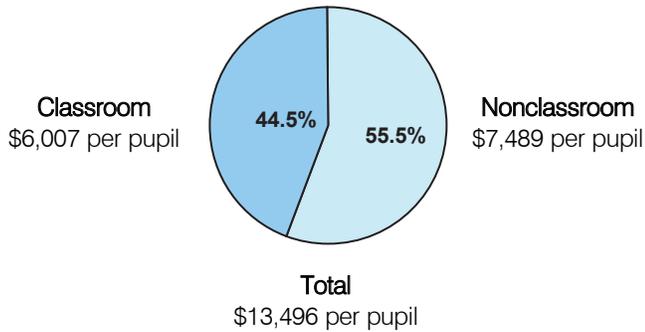
# Salome Consolidated Elementary School District

La Paz County

District size: Very Small  
 Students attending: 98  
 Number of schools: 1  
 Number of certified teachers: 11

## Classroom Dollars

Fiscal year 2005

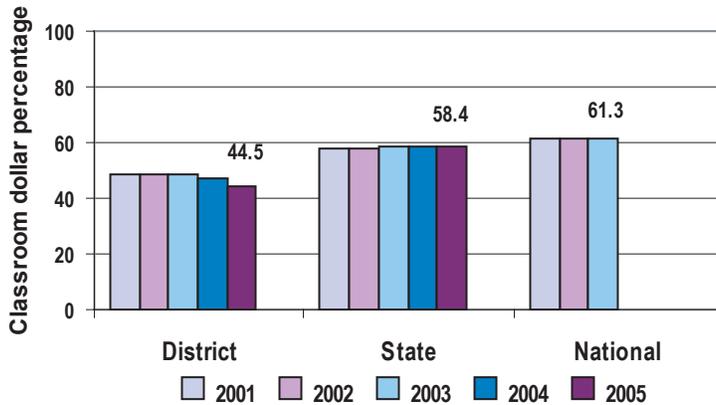


## Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	13.3	10.9	9.0	18.3
Average teacher salary	\$36,703	\$33,478	\$33,097	\$39,095
Average years' experience	5.7	4.1	4.1	8.5

Classroom dollar ranking: 207 of 228 districts.

## 5-year comparison



## Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	48.9	48.3	48.4	46.9	44.5	58.4	61.5
Nonclassroom dollars:							
Administration	14.4	16.4	17.5	14.3	13.8	9.5	11.1
Plant operations	16.5	15.3	14.1	18.9	17.5	11.4	9.5
Food service	13.1	12.4	13.3	8.8	9.1	4.8	4.0
Transportation	3.4	3.0	4.6	3.6	4.2	4.1	4.0
Student support	3.7	4.2	2.1	7.3	8.8	7.0	5.0
Instruction support		0.4		0.1		4.6	4.7
Other				0.1	2.1	0.2	0.2

## Proposition 301

### District-reported 2005 results

#### Teacher pay

- On average, each teacher earned an additional \$2,824 in salary.

#### Performance

- The District accomplished its goals, which were based on district and individual performance.
- 4 teachers tutored 15 students to help improve student achievement. The District reported notable improvement in the students' basic understanding of concepts on which they were tutored.
- Students and teachers participated in events, such as art fairs, science fairs, and a fund-raising event for the American Heart Association.
- 4 experienced teachers acted as mentors to new teachers.
- 2 teachers participated in professional development activities to improve their classroom skills.
- Other goals were linked to parent-student satisfaction.

#### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

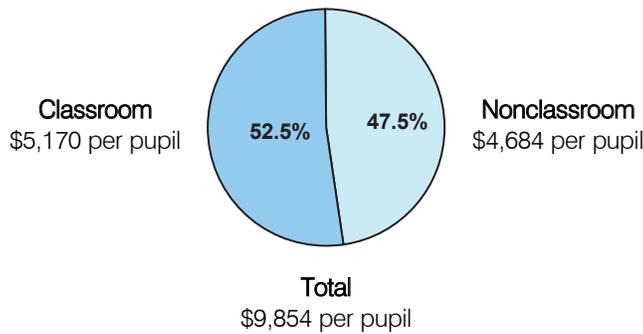
## San Carlos Unified School District

Gila County

District size: Medium  
 Students attending: 1,294  
 Number of schools: 4  
 Number of certified teachers: 104

### Classroom Dollars

Fiscal year 2005

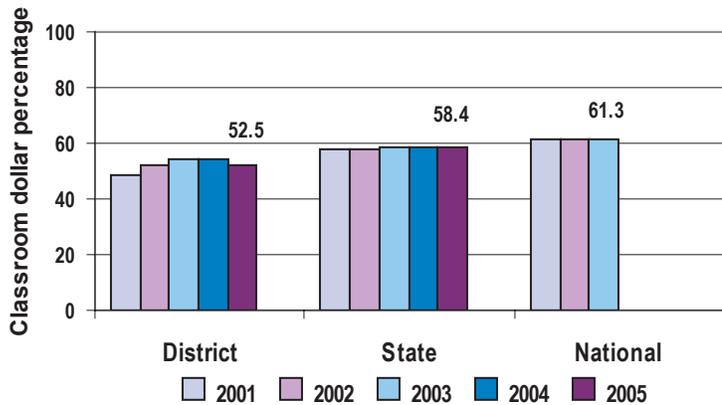


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	12.1	11.3	12.4	18.3
Average teacher salary	\$32,877	\$35,102	\$38,373	\$39,095
Average years' experience	7.9	7.7	8.5	8.5

Classroom dollar ranking: 162 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	48.7	52.2	54.1	52.9	52.5	58.4	61.5
Nonclassroom dollars:							
Administration	16.9	14.4	11.0	11.5	10.9	9.5	11.1
Plant operations	14.5	13.5	13.8	13.2	12.7	11.4	9.5
Food service	5.8	5.2	4.4	4.5	5.5	4.8	4.0
Transportation	5.0	4.8	5.2	5.4	5.4	4.1	4.0
Student support	6.6	6.5	8.6	9.4	10.5	7.0	5.0
Instruction support	2.5	3.4	2.9	3.1	2.5	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,020 in salary, and each librarian, speech pathologist, and counselor earned an additional \$2,033.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- Goals were linked to attendance at meetings, such as governing board meetings and site council meetings, mentoring, teacher-parent contact, participation in school- or district-level committees, and extracurricular activities such as open houses, parent days, and athletic events.
- Teachers were also required to take one college course and receive acceptable performance evaluations.

##### Menu

- Monies continued to be used for dropout prevention activities. 24 at-risk students were served by the Alternative Education School, with 3 students graduating in the spring of 2005.

# Classroom Dollars and Proposition 301 Results

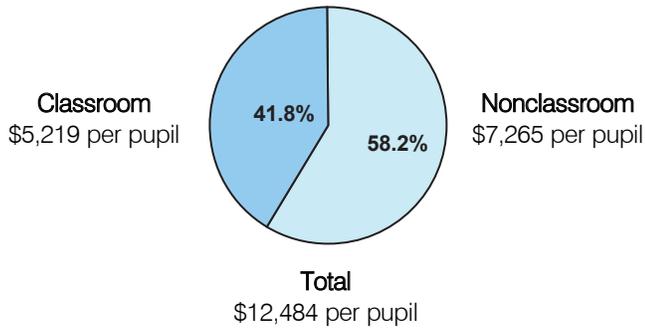
## San Fernando Elementary School District

Pima County

District size: Very Small  
 Students attending: 18  
 Number of schools: 1  
 Number of certified teachers: 2

### Classroom Dollars

Fiscal year 2005

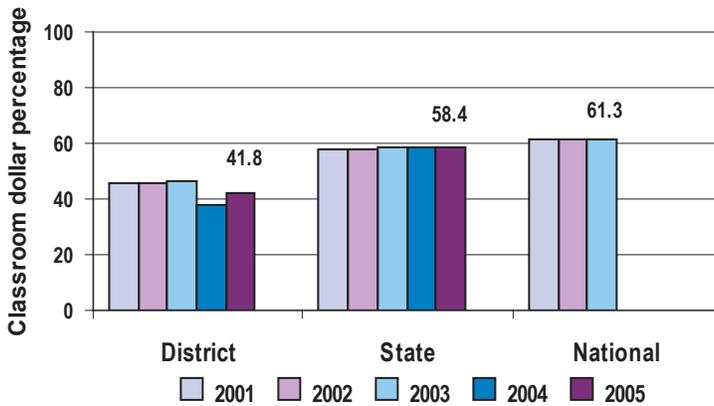


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	8.5	13.0	9.2	18.3
Average teacher salary	\$33,237	\$35,118	\$34,656	\$39,095
Average years' experience	3.0	6.0	4.0	8.5

Classroom dollar ranking: 213 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	45.5	45.7	46.4	38.2	41.8	58.4	61.5
Nonclassroom dollars:							
Administration	24.4	19.8	12.1	13.1	13.9	9.5	11.1
Plant operations	8.9	8.5	10.9	15.1	14.2	11.4	9.5
Food service						4.8	4.0
Transportation	15.9	17.1	20.5	23.3	22.9	4.1	4.0
Student support	3.2	4.9	5.6	5.2	4.1	7.0	5.0
Instruction support	2.1	4.0	4.5	5.1	3.1	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,313 in salary.

##### Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Goals were linked to student achievement, student attendance, teacher evaluations, and tutoring.
- Students received rewards for good attendance and teachers provided after-school tutoring sessions.

##### Menu

- Monies were used to increase teacher compensation and to pay for professional development activities.

# Classroom Dollars and Proposition 301 Results

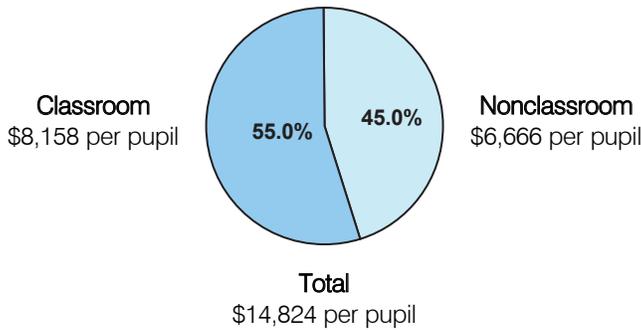
## San Simon Unified School District

Cochise County

District size: Very Small  
 Students attending: 105  
 Number of schools: 1  
 Number of certified teachers: 15

### Classroom Dollars

Fiscal year 2005

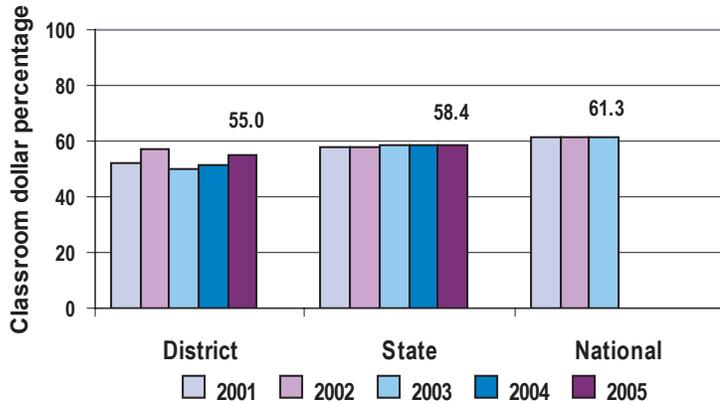


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	6.9	7.5	7.0	18.3
Average teacher salary	\$34,475	\$32,734	\$36,460	\$39,095
Average years' experience	9.0	9.9	10.7	8.5

Classroom dollar ranking: 130 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	52.2	56.8	50.3	51.4	55.0	58.4	61.5
Nonclassroom dollars:							
Administration	9.1	6.2	12.8	19.8	7.9	9.5	11.1
Plant operations	12.0	11.5	11.9	12.7	12.8	11.4	9.5
Food service	6.0	5.1	4.8	5.8	5.3	4.8	4.0
Transportation	6.0	5.1	4.2	5.4	6.3	4.1	4.0
Student support	5.9	6.0	6.4	3.9	2.1	7.0	5.0
Instruction support	8.8	9.3	9.6	1.0	10.6	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,865 in salary.

##### Performance

- The District accomplished its goal, which was based on individual performance.
- Teachers were paid \$25 an hour to attend a variety of approved professional development activities.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

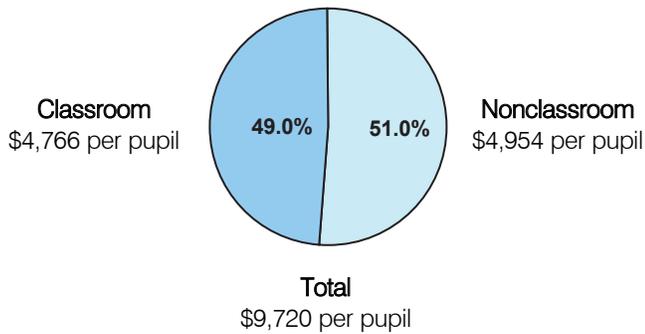
## Sanders Unified School District

Apache County

District size: Medium  
 Students attending: 1,059  
 Number of schools: 3  
 Number of certified teachers: 74

### Classroom Dollars

Fiscal year 2005

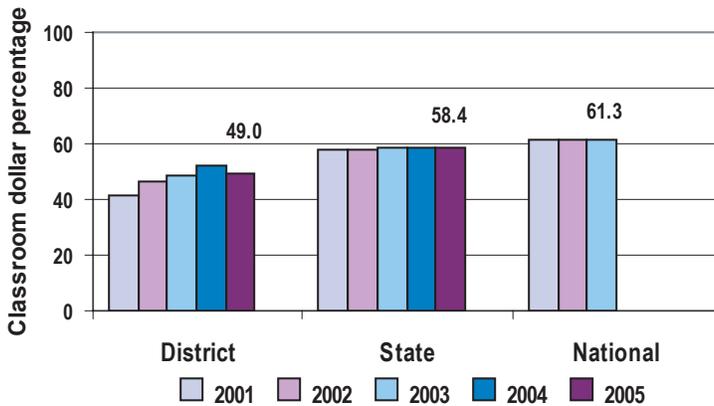


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.3	12.7	14.3	18.3
Average teacher salary	\$30,000	\$31,600	\$32,600	\$39,095
Average years' experience	7.4	7.2	7.3	8.5

Classroom dollar ranking: 190 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	41.3	46.3	48.8	52.0	49.0	58.4	61.5
Nonclassroom dollars:							
Administration	23.3	20.3	12.7	10.4	10.3	9.5	11.1
Plant operations	14.6	13.3	14.0	14.1	14.1	11.4	9.5
Food service		5.0	5.2	5.0	5.5	4.8	4.0
Transportation	7.6	6.8	7.2	6.8	7.4	4.1	4.0
Student support	4.1	4.5	5.6	7.1	7.4	7.0	5.0
Instruction support	8.2	2.5	6.0	4.6	4.9	4.6	4.7
Other	0.9	1.3	0.5		1.4	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and librarian earned an additional \$3,350 in salary and each speech pathologist, audiologist, and counselor earned an additional \$1,600.

##### 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.
- All schools received a "performing" rating by ADE for AZ LEARNS.
- 2 schools made adequate yearly progress.
- Most teachers were involved in leadership activities, such as mentoring and curriculum adjustment.
- Most teachers completed 30 hours of professional development activities.

##### 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.

# Classroom Dollars and Proposition 301 Results

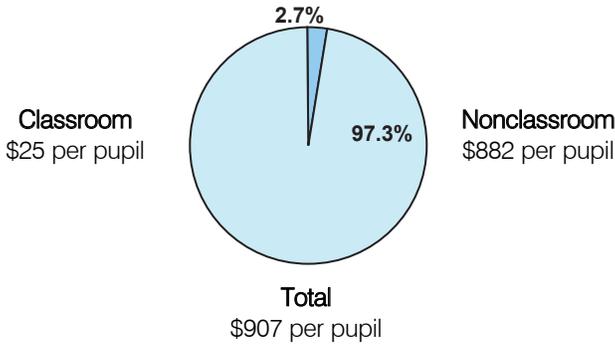
## Santa Cruz County Regional School District

Santa Cruz County

District size: Very Small  
 Students attending: 29  
 Number of schools: 1  
 Number of certified teachers: 5

### Classroom Dollars

Fiscal year 2005

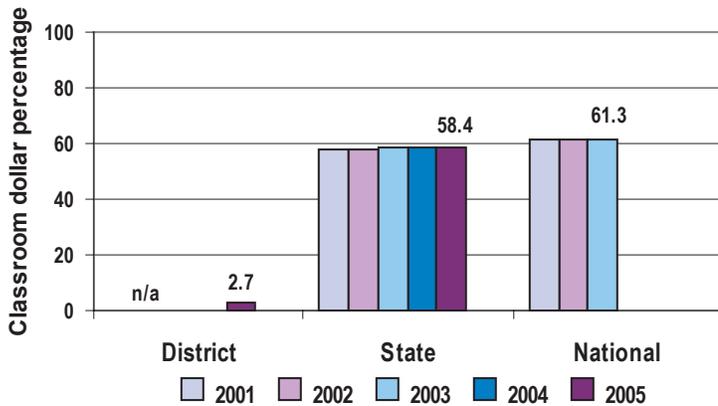


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	n/a	n/a	6.0	18.3
Average teacher salary	n/a	n/a	\$36,000	\$39,095
Average years' experience	n/a	n/a	n/a	8.5

Classroom dollar ranking: 225 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	n/a	n/a	n/a	n/a	2.7	58.4	61.5
Nonclassroom dollars:	n/a	n/a	n/a	n/a			
Administration					28.5	9.5	11.1
Plant operations					54.0	11.4	9.5
Food service						4.8	4.0
Transportation						4.1	4.0
Student support						7.0	5.0
Instruction support					14.8	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

The District reports that it did not distribute any Proposition 301 monies during fiscal year 2005, which was its first year of operation.

# Classroom Dollars and Proposition 301 Results

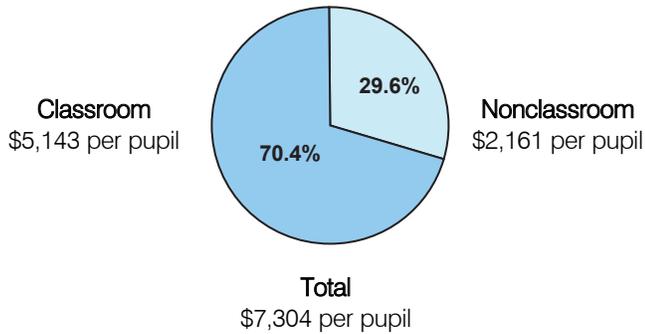
## Santa Cruz Elementary School District

Santa Cruz County

District size: Very Small  
 Students attending: 130  
 Number of schools: 1  
 Number of certified teachers: 12

### Classroom Dollars

Fiscal year 2005

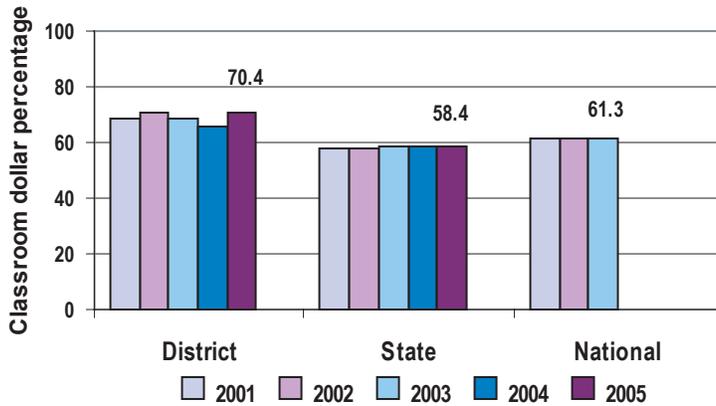


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	12.1	11.0	10.9	18.3
Average teacher salary	\$41,704	\$37,940	\$37,289	\$39,095
Average years' experience	10.3	9.9	9.9	8.5

Classroom dollar ranking: 3 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	68.6	70.4	68.6	65.7	70.4	58.4	61.5
Nonclassroom dollars:							
Administration	12.7	14.3	14.6	16.1	15.5	9.5	11.1
Plant operations	11.2	9.7	10.2	10.6	10.3	11.4	9.5
Food service	0.1		0.2		0.1	4.8	4.0
Transportation	6.8	5.6	6.2	6.4	2.7	4.1	4.0
Student support	0.5		0.1	0.1		7.0	5.0
Instruction support	0.1			1.0	1.0	4.6	4.7
Other			0.1	0.1		0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher Pay

- On average, each teacher earned an additional \$2,305 in salary.

##### Performance

- The District accomplished its goal, which was linked to student achievement, and required all students to improve their scores on standardized tests.

##### 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.

# Classroom Dollars and Proposition 301 Results

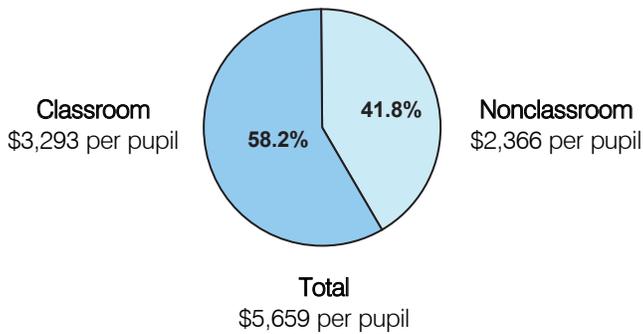
## Santa Cruz Valley Unified School District

Santa Cruz County

District size: Medium  
 Students attending: 3,348  
 Number of schools: 5  
 Number of certified teachers: 179

### Classroom Dollars

Fiscal year 2005

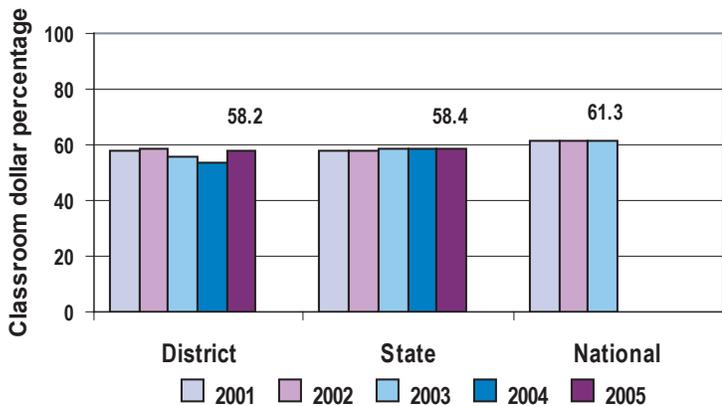


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.2	17.5	18.7	18.3
Average teacher salary	\$36,257	\$36,560	\$39,026	\$39,095
Average years' experience	8.5	8.0	7.9	8.5

Classroom dollar ranking: 72 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	58.2	58.7	55.6	53.8	58.2	58.4	61.5
Nonclassroom dollars:							
Administration	11.0	10.8	10.9	10.8	9.8	9.5	11.1
Plant operations	10.5	10.0	11.7	10.6	8.2	11.4	9.5
Food service	7.9	7.0	6.9	6.9	6.8	4.8	4.0
Transportation	6.1	7.0	6.8	6.8	6.4	4.1	4.0
Student support	3.9	3.9	4.6	6.1	5.6	7.0	5.0
Instruction support	2.3	2.5	3.5	4.9	4.9	4.6	4.7
Other	0.1	0.1		0.1	0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$4,088 in salary.

##### Performance

- The District accomplished its goals, which were based on individual performance and were linked to teacher development.
- Teachers participated in professional development activities with the overall goal of using the skills and knowledge gained to increase student achievement.

##### Menu

- Monies were primarily used to increase eligible employee compensation for refining and implementing a district-wide improvement program.
- The District continued to use monies to pay for 2 teachers who were hired to reduce 5th-grade class sizes from 34 to 22 students and 7th-grade class sizes from 36 to 32 students.
- Monies were also used to continue a new teacher mentoring program. 35 new teachers met weekly with 1 of the 16 mentors.

# Classroom Dollars and Proposition 301 Results

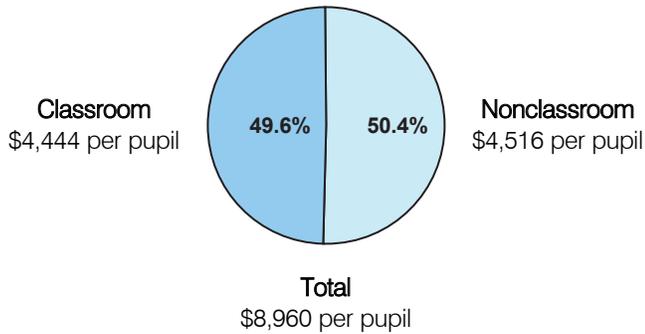
# Santa Cruz Valley Union High School District

Pinal County

District size: Small  
 Students attending: 537  
 Number of schools: 1  
 Number of certified teachers: 30

## Classroom Dollars

Fiscal year 2005

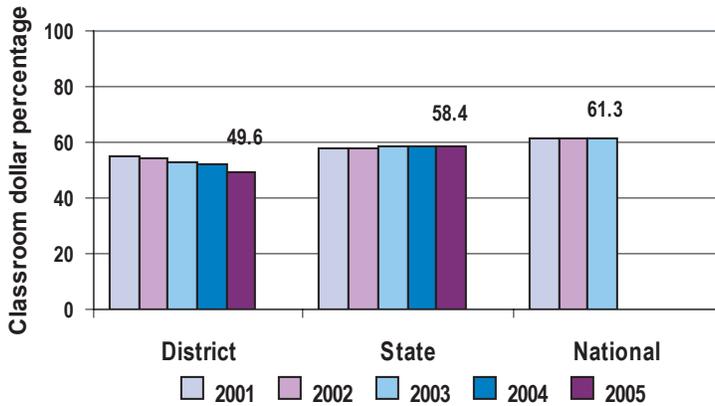


## Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	19.8	15.9	17.7	18.3
Average teacher salary	\$33,353	\$35,502	\$40,952	\$39,095
Average years' experience	7.0	7.9	7.3	8.5

Classroom dollar ranking: 183 of 228 districts.

## 5-year comparison



## Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	54.7	54.3	52.8	52.2	49.6	58.4	61.5
Nonclassroom dollars:							
Administration	12.4	12.7	11.7	12.9	14.9	9.5	11.1
Plant operations	15.3	16.0	15.3	14.5	15.6	11.4	9.5
Food service	4.5	3.1	3.5	3.3	3.6	4.8	4.0
Transportation	3.7	3.3	4.5	4.5	5.5	4.1	4.0
Student support	6.0	8.5	7.9	8.4	7.9	7.0	5.0
Instruction support	3.4	2.1	4.3	3.5	2.0	4.6	4.7
Other				0.7	0.9	0.2	0.2

## Proposition 301

### District-reported 2005 results

#### Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$5,952 in salary.

#### Performance

- The District accomplished its goals, which were based on school performance.
- 90 percent of students had to demonstrate a passing level or level of improvement on district pre- and post-tests.
- The District surveyed parent satisfaction at the end of the first 9-week grading period and required a 50 percent response rate.

#### Menu

- The District paid stipends to teachers who completed a letter of intent to return to the District the following school year.

# Classroom Dollars and Proposition 301 Results

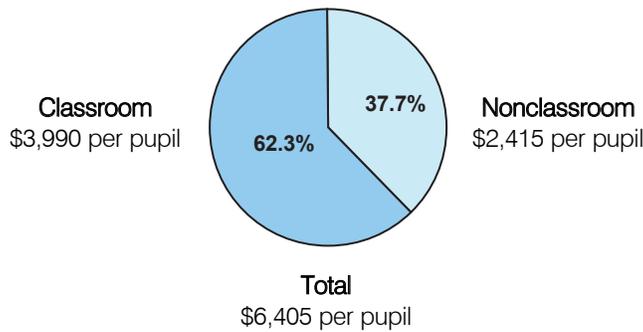
## Scottsdale Unified School District

Maricopa County

District size: Very Large  
 Students attending: 25,301  
 Number of schools: 33  
 Number of certified teachers: 1,416

### Classroom Dollars

Fiscal year 2005

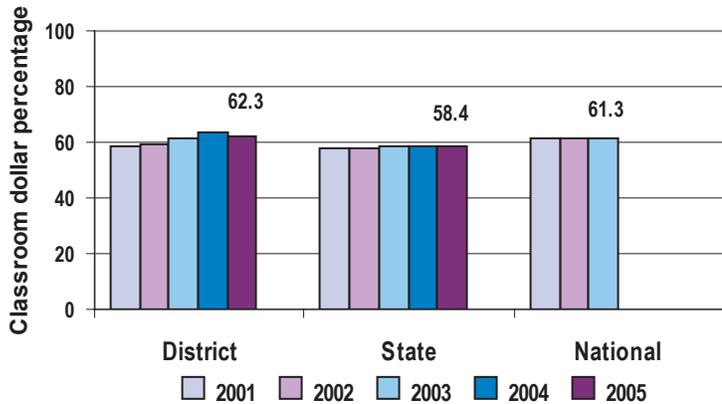


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.1	18.3	17.9	18.3
Average teacher salary	\$37,855	\$39,954	\$41,308	\$39,095
Average years' experience	8.3	8.1	9.0	8.5

Classroom dollar ranking: 25 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	58.6	59.0	61.5	63.7	62.3	58.4	61.5
Nonclassroom dollars:							
Administration	10.1	9.2	8.6	8.4	8.6	9.5	11.1
Plant operations	12.4	12.3	11.5	8.6	9.1	11.4	9.5
Food service	3.6	3.7	3.4	3.8	3.9	4.8	4.0
Transportation	3.3	3.4	3.5	3.8	3.9	4.1	4.0
Student support	6.7	7.2	7.0	7.2	7.3	7.0	5.0
Instruction support	5.3	5.1	4.4	4.4	4.7	4.6	4.7
Other		0.1	0.1	0.1	0.2	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,516 in salary, and each librarian, speech pathologist, audiologist, counselor, and teacher on assignment earned between \$2,422 and \$5,065.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- Each school established 4 goals, which were linked to student achievement.
- Other goals related to staff development and evaluations, parent-student satisfaction, and use of technology.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

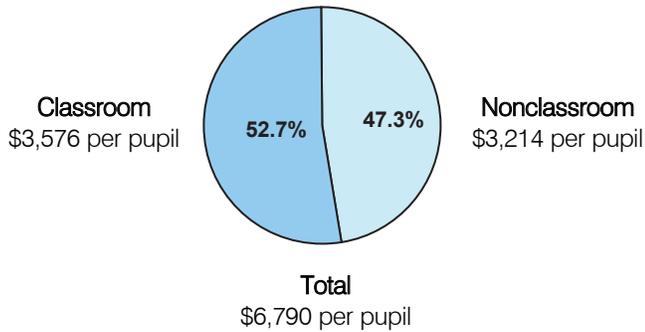
# Sedona-Oak Creek Joint Unified School District

Yavapai County

District size: Medium  
 Students attending: 1,447  
 Number of schools: 5  
 Number of certified teachers: 86

## Classroom Dollars

Fiscal year 2005

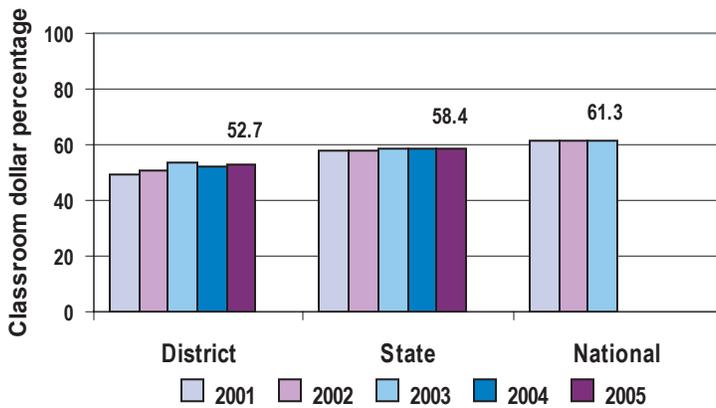


## Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.1	15.8	16.9	18.3
Average teacher salary	\$37,883	\$39,303	\$40,223	\$39,095
Average years' experience	8.5	8.6	9.0	8.5

Classroom dollar ranking: 161 of 228 districts.

## 5-year comparison



## Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	49.0	50.5	53.4	52.3	52.7	58.4	61.5
Nonclassroom dollars:							
Administration	13.9	11.0	11.2	11.0	11.0	9.5	11.1
Plant operations	14.7	14.7	14.9	15.6	15.0	11.4	9.5
Food service	5.7	6.4	4.9	4.9	5.2	4.8	4.0
Transportation	5.1	5.5	5.2	5.2	5.1	4.1	4.0
Student support	6.2	6.0	6.0	6.6	6.8	7.0	5.0
Instruction support	5.4	5.9	4.4	4.4	4.2	4.6	4.7
Other						0.2	0.2

## Proposition 301

### District-reported 2005 results

#### Teacher pay

- On average, each teacher, librarian, speech pathologist, and audiologist earned an additional \$3,315 in salary, and each counselor earned an additional \$1,768.

#### Performance

- The District accomplished its goals, which were all linked to student achievement.
- The number of students meeting or exceeding standards on the AIMS test had to increase.
- 80 percent of students had to demonstrate mastery of math standards and 1 year's growth in reading.
- 80 percent of high-school seniors had to achieve a score of "high honor" on their senior exhibitions, which are large research projects consisting of a written paper and public presentation.

#### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

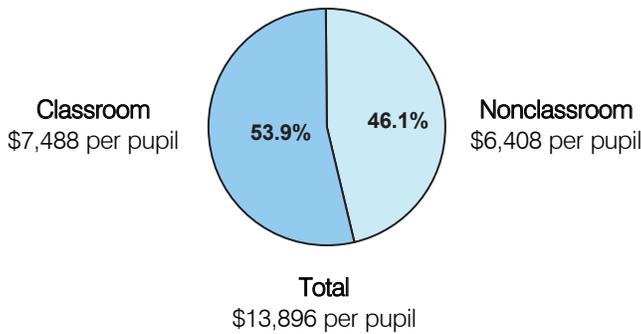
## Seligman Unified School District

Yavapai County

District size: Very Small  
 Students attending: 157  
 Number of schools: 2  
 Number of certified teachers: 18

### Classroom Dollars

Fiscal year 2005

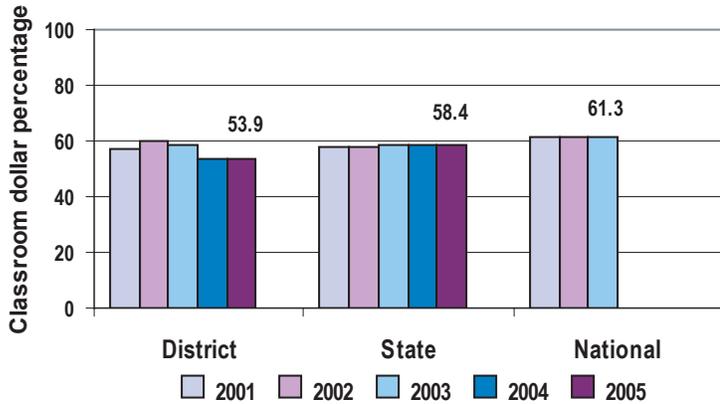


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	8.7	8.8	8.7	18.3
Average teacher salary	\$36,349	\$33,977	\$36,774	\$39,095
Average years' experience	7.4	8.2	8.9	8.5

Classroom dollar ranking: 145 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.8	60.2	58.3	53.6	53.9	58.4	61.5
Nonclassroom dollars:							
Administration	13.8	14.0	14.3	10.7	11.1	9.5	11.1
Plant operations	14.5	15.2	15.1	17.4	16.8	11.4	9.5
Food service	3.4	2.3	2.9	3.5	3.4	4.8	4.0
Transportation	6.9	4.3	6.0	7.4	8.8	4.1	4.0
Student support	3.0	2.9	2.3	6.0	4.1	7.0	5.0
Instruction support	1.6	1.1	1.1	1.4	1.9	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, teachers earned an additional \$2,380 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.
- Students were required to demonstrate 1 year's academic progress or schools had to receive AZ LEARNS labels of "performing" or higher.
- Teachers were required to receive satisfactory performance evaluations.
- Teachers also encouraged parental involvement through quarterly newsletters, by inviting parents to board meetings, and by participating in activities such as family night, science night, poetry night, and exercise classes.

##### Menu

- Monies were used to compensate teachers for working additional hours outside of the regular school day. Teachers earned monies for activities such as sponsoring classes and serving on committees.

# Classroom Dollars and Proposition 301 Results

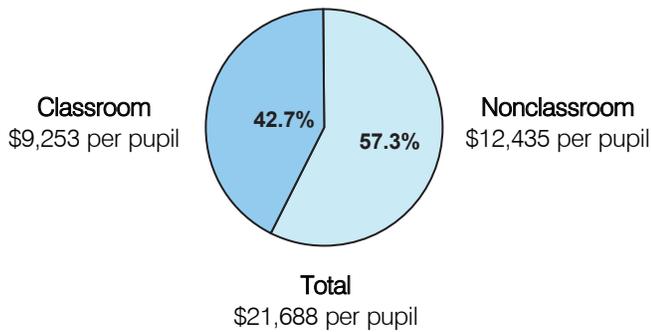
## Sentinel Elementary School District

Maricopa County

District size: Very Small  
 Students attending: 33  
 Number of schools: 1  
 Number of certified teachers: 4

### Classroom Dollars

Fiscal year 2005

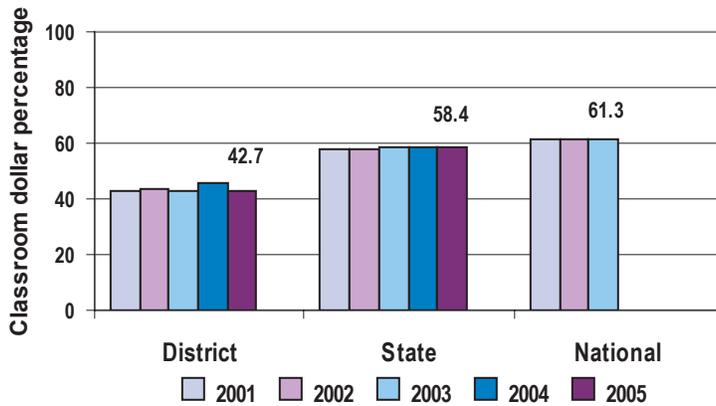


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	8.3	7.5	8.4	18.3
Average teacher salary	\$38,167	\$38,128	\$38,903	\$39,095
Average years' experience	9.3	10.1	10.8	8.5

Classroom dollar ranking: 211 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	42.6	43.5	42.6	45.7	42.7	58.4	61.5
Nonclassroom dollars:							
Administration	13.4	13.4	12.5	12.5	13.3	9.5	11.1
Plant operations	20.2	20.4	21.9	22.5	18.9	11.4	9.5
Food service	9.0	8.5	8.9	8.5	9.9	4.8	4.0
Transportation	14.5	13.8	13.1	10.1	12.1	4.1	4.0
Student support		0.2	0.6	0.1	0.9	7.0	5.0
Instruction support	0.3	0.2	0.4	0.6	2.2	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$1,699 in salary, and each instructional aide earned an additional \$256.

##### 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 District used the Measure of Academic Progress to determine whether students were making adequate progress.
- Teachers were required to assess students' progress toward meeting state reading, math, and writing standards and to provide or supervise intervention activities for students who do not meet the standards.
- Each teacher was required to make at least 8 parent contacts per student per year through activities, such as parent-teacher conferences, progress reports, telephone calls, or other communication.
- Teachers also earned monies based on student attendance.

##### Menu

- Monies continued to be used to compensate teachers for participating in professional development, extracurricular, and leadership activities.

# Classroom Dollars and Proposition 301 Results

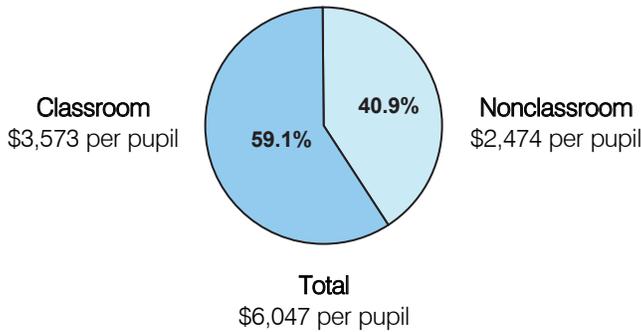
## Show Low Unified School District

Navajo County

District size: Medium  
 Students attending: 2,393  
 Number of schools: 7  
 Number of certified teachers: 134

### Classroom Dollars

Fiscal year 2005

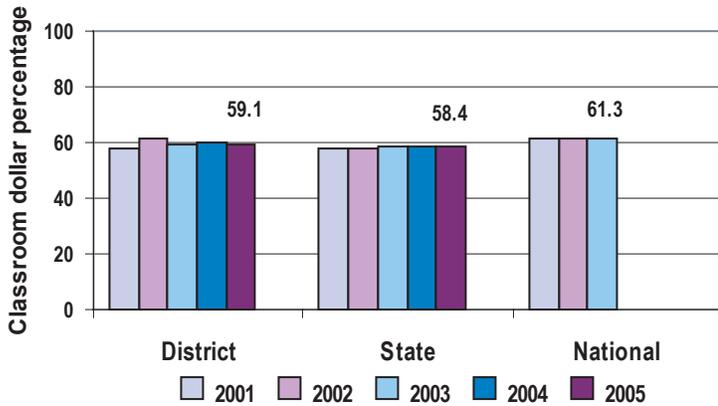


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.5	18.3	17.9	18.3
Average teacher salary	\$35,708	\$36,436	\$37,342	\$39,095
Average years' experience	10.8	10.8	10.5	8.5

Classroom dollar ranking: 57 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	57.9	61.4	59.4	60.3	59.1	58.4	61.5
Nonclassroom dollars:							
Administration	12.2	11.8	9.5	9.5	10.3	9.5	11.1
Plant operations	14.0	11.2	13.2	12.0	11.6	11.4	9.5
Food service	4.6	4.1	3.9	4.3	4.8	4.8	4.0
Transportation	4.4	4.2	4.1	4.7	4.8	4.1	4.0
Student support	4.4	4.7	6.1	4.8	5.0	7.0	5.0
Instruction support	2.5	2.5	3.8	4.4	4.4	4.6	4.7
Other		0.1				0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$4,975 in salary.

##### Performance

- The District accomplished its goals, which were based on district and individual performance.
- The number of 3rd- and 5th-grade students meeting or exceeding reading standards on AIMS increased by at least 31.
- The number of students meeting or exceeding standards in letter recognition, sequencing, phonetic skills, decoding, comprehension, main idea, facts, and directions increased by 3 percent.
- All teachers completed a personal development plan.

##### Menu

- Monies were primarily used to increase eligible employee compensation.
- Monies were also paid for each eligible employee to attend 1 day of professional development activities.

# Classroom Dollars and Proposition 301 Results

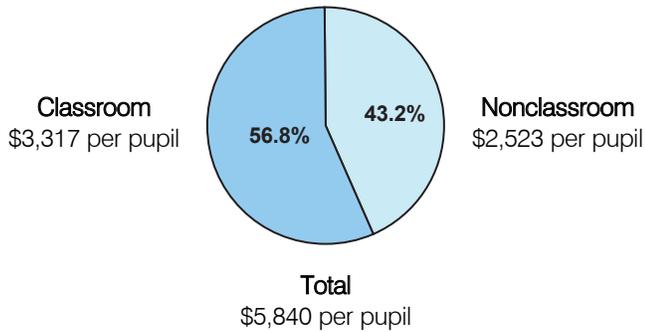
## Sierra Vista Unified School District

Cochise County

District size: Large  
 Students attending: 6,629  
 Number of schools: 9  
 Number of certified teachers: 374

### Classroom Dollars

Fiscal year 2005

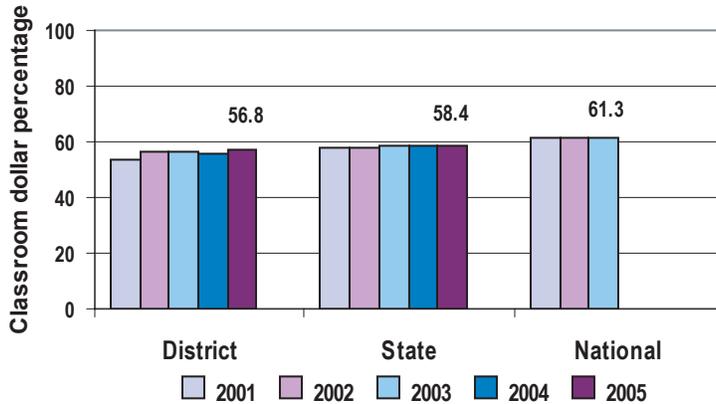


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.9	19.4	17.7	18.3
Average teacher salary	\$35,389	\$38,232	\$38,136	\$39,095
Average years' experience	10.5	10.3	8.5	8.5

Classroom dollar ranking: 98 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	53.4	56.1	56.4	55.4	56.8	58.4	61.5
Nonclassroom dollars:							
Administration	12.2	12.2	11.1	11.1	10.5	9.5	11.1
Plant operations	14.3	13.6	14.1	14.4	12.8	11.4	9.5
Food service	5.9	4.9	5.0	5.1	4.8	4.8	4.0
Transportation	4.1	3.9	4.2	4.3	4.0	4.1	4.0
Student support	6.6	6.0	5.6	5.7	6.6	7.0	5.0
Instruction support	3.5	3.3	3.6	4.0	4.4	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, and counselor earned between \$2,918 and \$3,184 in additional salary; each teacher on assignment, who performed duties such as student testing, and each behavioral specialist earned an additional \$1,144.

##### 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 daily reading time, daily journal writing, math Olympics, computer lab math drills, and before- and after-school tutoring.
- Teachers attended professional development activities to help students improve math, reading, and writing skills.

##### Menu

- Teachers and instructional aides were compensated for assisting with AIMS intervention and dropout prevention activities.
- Teachers attended professional development activities, such as a Six-Traits Writing conference.

# Classroom Dollars and Proposition 301 Results

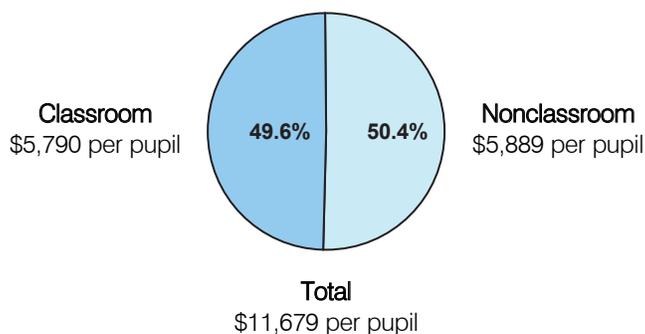
## Skull Valley Elementary School District

Yavapai County

District size: Very Small  
 Students attending: 26  
 Number of schools: 1  
 Number of certified teachers: 2

### Classroom Dollars

Fiscal year 2005

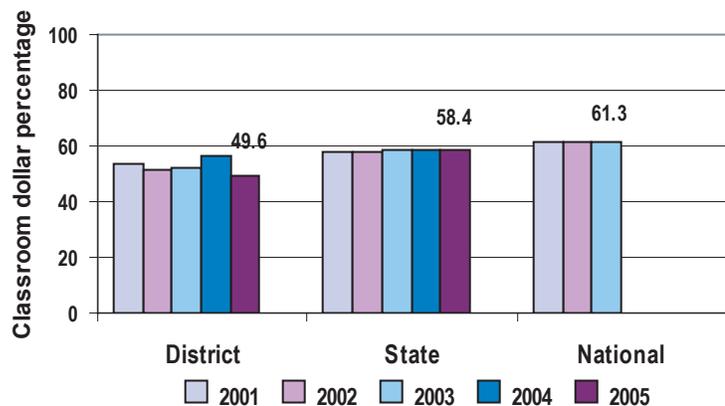


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	6.3	9.5	12.8	18.3
Average teacher salary	\$35,923	\$38,737	\$37,605	\$39,095
Average years' experience	7.0	8.0	9.0	8.5

Classroom dollar ranking: 185 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	53.3	51.7	52.0	56.4	49.6	58.4	61.5
Nonclassroom dollars:							
Administration	10.5	10.6	10.6	8.9	12.5	9.5	11.1
Plant operations	11.2	13.9	14.3	13.1	14.5	11.4	9.5
Food service	12.1	12.2	12.0	12.2	12.7	4.8	4.0
Transportation	11.2	10.2	9.8	9.4	10.2	4.1	4.0
Student support		0.1	0.8		0.5	7.0	5.0
Instruction support	1.0	1.1	0.5			4.6	4.7
Other	0.7	0.2				0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,727 in salary, and each instructional aide earned an additional \$1,641.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- All regular education students made adequate yearly progress.
- Each teacher completed at least 15 hours of professional development activities.
- 2 parent workshops were developed and implemented.
- 2 instructional aides planned and implemented an after-school garden club to benefit students.

##### Menu

- Monies were used to compensate teachers for completing at least 15 hours of professional development activities in their subject areas.

# Classroom Dollars and Proposition 301 Results

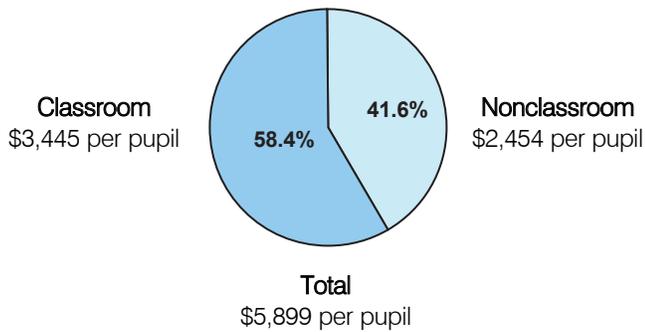
## Snowflake Unified School District

Navajo County

District size: Medium  
 Students attending: 2,406  
 Number of schools: 6  
 Number of certified teachers: 126

### Classroom Dollars

Fiscal year 2005

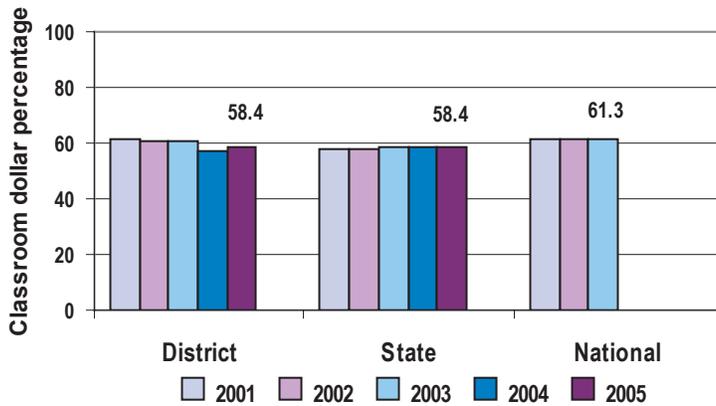


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	18.6	19.0	19.1	18.3
Average teacher salary	\$37,486	\$38,033	\$36,244	\$39,095
Average years' experience	9.8	9.8	9.7	8.5

Classroom dollar ranking: 68 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	61.1	60.9	60.7	57.3	58.4	58.4	61.5
Nonclassroom dollars:							
Administration	14.3	12.8	8.0	8.5	8.1	9.5	11.1
Plant operations	18.5	10.4	12.2	13.2	12.9	11.4	9.5
Food service	1.6	3.9	4.0	4.1	4.0	4.8	4.0
Transportation	2.0	5.0	6.3	6.5	6.1	4.1	4.0
Student support	1.6	4.7	6.5	8.4	8.7	7.0	5.0
Instruction support	0.9	2.3	2.3	1.9	1.8	4.6	4.7
Other				0.1		0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned between \$5,100 and \$5,140 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.
- Teachers established a total of 130 individual classroom-based projects focused on meeting state standards and established a total of 355 student achievement goals.
- 340 of these goals were accomplished.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

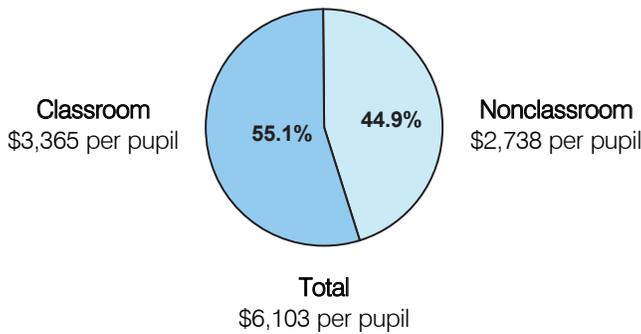
## Solomon Elementary School District

Graham County

District size: Very Small  
 Students attending: 184  
 Number of schools: 1  
 Number of certified teachers: 11

### Classroom Dollars

Fiscal year 2005

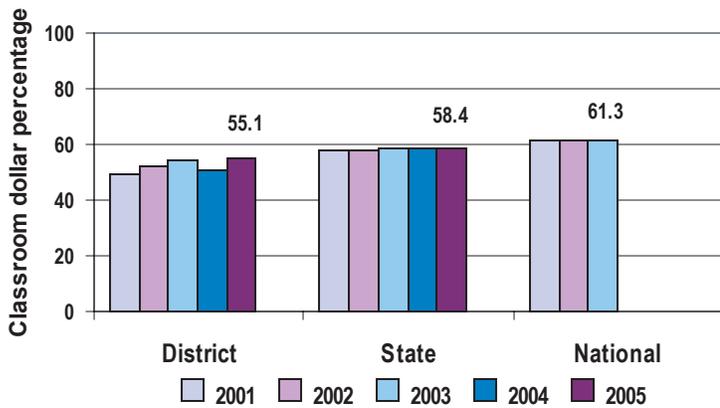


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.9	18.1	16.7	18.3
Average teacher salary	\$31,207	\$30,028	\$31,543	\$39,095
Average years' experience	8.9	7.6	8.3	8.5

Classroom dollar ranking: 125 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	49.0	52.1	54.5	50.9	55.1	58.4	61.5
Nonclassroom dollars:							
Administration	15.8	18.0	16.5	16.9	13.5	9.5	11.1
Plant operations	16.9	14.8	12.4	13.6	14.1	11.4	9.5
Food service		6.2	7.0	7.3	8.0	4.8	4.0
Transportation	15.5	6.0	5.8	5.5	5.5	4.1	4.0
Student support	2.7	2.8	3.6	4.5	2.9	7.0	5.0
Instruction support	0.1	0.1	0.2	1.3	0.9	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,061 in salary, and a nurse earned an additional \$200.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- Monies were awarded based on standardized achievement test scores and parent satisfaction.

##### Menu

- 11 teachers and 1 nurse were compensated for completing professional development workshops and activities.

# Classroom Dollars and Proposition 301 Results

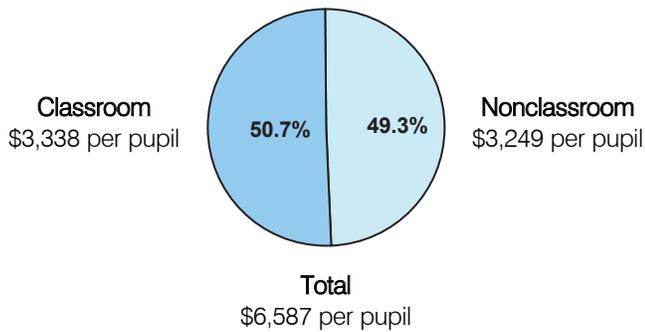
## Somerton Elementary School District

Yuma County

District size: Medium  
 Students attending: 2,508  
 Number of schools: 4  
 Number of certified teachers: 125

### Classroom Dollars

Fiscal year 2005

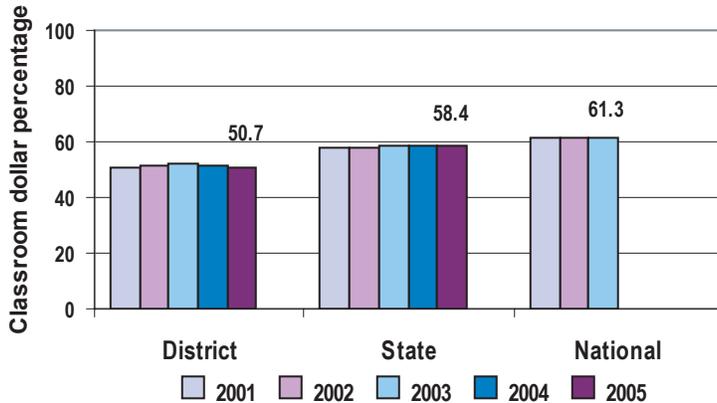


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	21.1	19.9	20.1	18.3
Average teacher salary	\$36,079	\$37,965	\$39,300	\$39,095
Average years' experience	7.4	6.9	6.3	8.5

Classroom dollar ranking: 179 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	50.4	51.4	52.1	51.7	50.7	58.4	61.5
Nonclassroom dollars:							
Administration	12.4	11.0	11.5	10.8	10.5	9.5	11.1
Plant operations	12.8	14.0	12.0	11.6	10.7	11.4	9.5
Food service	8.5	8.2	8.3	8.7	8.9	4.8	4.0
Transportation	3.4	3.3	3.4	3.3	3.2	4.1	4.0
Student support	8.0	7.3	6.9	6.3	8.2	7.0	5.0
Instruction support	4.5	4.8	5.8	7.6	7.8	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned between \$2,671 and \$3,466 in additional 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.
- Goals were linked to standardized test scores, developing assessments, implementing changes to instruction based on test scores, monitoring progress, and tutoring students.
- Another goal called for a 94.1 percent student attendance rate.

##### Menu

- Monies were primarily used to increase eligible employee compensation.
- 1 additional teacher and an instructional aide were hired to reduce class sizes.

# Classroom Dollars and Proposition 301 Results

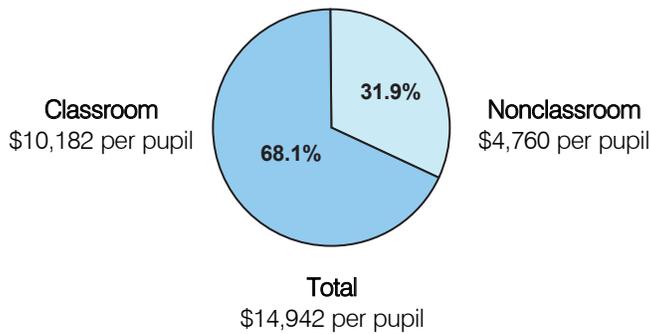
## Sonoita Elementary School District

Santa Cruz County

District size: Very Small  
 Students attending: 135  
 Number of schools: 1  
 Number of certified teachers: 15

### Classroom Dollars

Fiscal year 2005

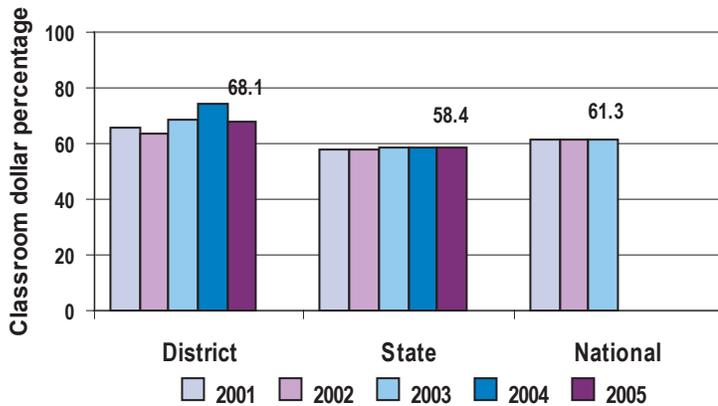


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	10.0	8.9	9.0	18.3
Average teacher salary	\$40,834	\$42,641	\$44,787	\$39,095
Average years' experience	10.0	9.0	9.7	8.5

Classroom dollar ranking: 4 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	65.5	63.7	68.3	74.2	68.1	58.4	61.5
Nonclassroom dollars:							
Administration	11.0	13.6	11.9	9.5	9.6	9.5	11.1
Plant operations	11.1	11.3	10.6	8.8	11.6	11.4	9.5
Food service	0.3	0.3				4.8	4.0
Transportation	8.5	7.2	6.5	5.8	7.5	4.1	4.0
Student support	2.9	3.7	1.9	1.5	2.9	7.0	5.0
Instruction support	0.3	0.2	0.8	0.2	0.3	4.6	4.7
Other	0.4					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$1,775 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.
- Each teacher wrote specific course content goals to demonstrate mastery in the classroom and was evaluated based on presentations to school faculty of the goals and achievements.

##### Menu

- Monies were used to pay for professional development activities, including an 8-hour retreat for all educational staff.
- 4 teachers attended a national conference focused on reading and math.

# Classroom Dollars and Proposition 301 Results

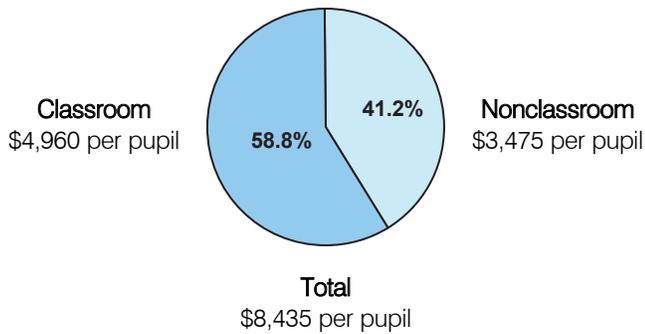
## St. David Unified School District

Cochise County

District size: Small  
 Students attending: 435  
 Number of schools: 2  
 Number of certified teachers: 32

### Classroom Dollars

Fiscal year 2005

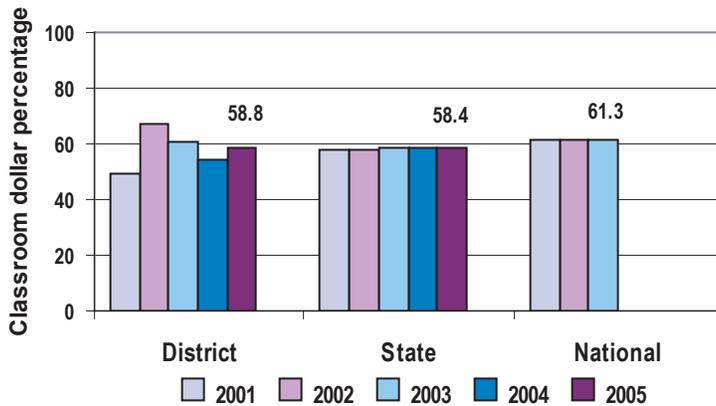


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	14.0	13.9	13.5	18.3
Average teacher salary	\$35,156	\$36,634	\$36,900	\$39,095
Average years' experience	11.3	11.1	10.4	8.5

Classroom dollar ranking: 64 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	49.1	67.1	60.5	54.5	58.8	58.4	61.5
Nonclassroom dollars:	n/a	n/a					
Administration			9.8	11.1	10.0	9.5	11.1
Plant operations			8.0	10.3	11.9	11.4	9.5
Food service			3.3	3.2	2.8	4.8	4.0
Transportation			2.8	3.0	2.7	4.1	4.0
Student support			14.0	16.3	12.1	7.0	5.0
Instruction support			1.6	1.6	1.7	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$5,175 in salary.

##### Performance

- The District accomplished its goals, which were similar to last fiscal year's goals and were based on district and individual performance.
- District-wide, students showed growth in standardized test scores.
- Teachers completed 45 hours, or 3 credits, of professional development classes, and spent at least 8 hours per semester participating in before- and after-school tutoring and enrichment activities.
- Teachers received acceptable evaluations and had at least 25 positive parent contacts.

##### Menu

- Monies were used to compensate teachers for providing before- and after-school activities and for completing 45 hours, or 3 credits, of professional development classes in math, reading, or technology.

# Classroom Dollars and Proposition 301 Results

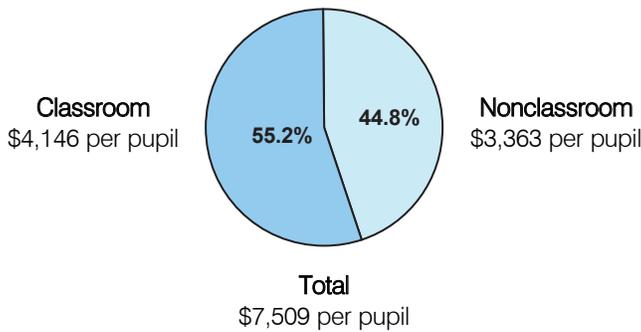
## St. Johns Unified School District

Apache County

District size: Medium  
 Students attending: 1,010  
 Number of schools: 3  
 Number of certified teachers: 65

### Classroom Dollars

Fiscal year 2005

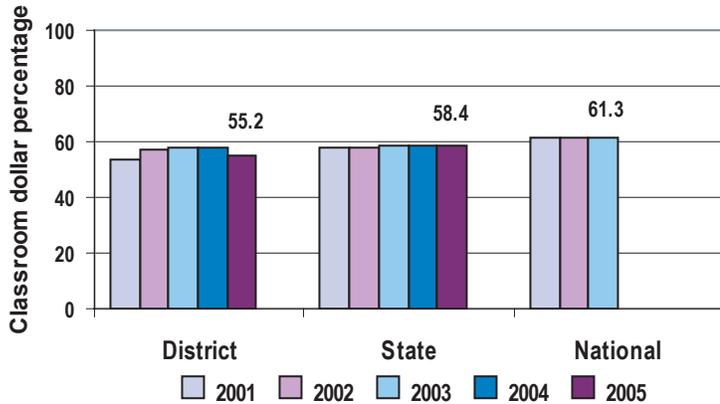


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.1	16.0	15.5	18.3
Average teacher salary	\$30,965	\$32,807	\$35,416	\$39,095
Average years' experience	10.9	10.6	10.6	8.5

Classroom dollar ranking: 123 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	53.3	57.5	57.9	57.9	55.2	58.4	61.5
Nonclassroom dollars:							
Administration	10.2	10.5	10.2	9.7	11.5	9.5	11.1
Plant operations	17.3	15.4	13.2	14.5	14.2	11.4	9.5
Food service	5.3	4.5	4.7	5.2	5.8	4.8	4.0
Transportation	4.1	3.7	5.1	5.0	5.6	4.1	4.0
Student support	7.1	5.9	6.4	4.8	4.7	7.0	5.0
Instruction support	2.7	2.5	2.5	2.8	3.0	4.6	4.7
Other				0.1		0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, and technology position earned an additional \$3,676 in salary.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district performance.
- Students' standardized test scores improved.
- 75 percent of parents completing satisfaction surveys rated schools as satisfactory.

##### Menu

- Monies were used to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

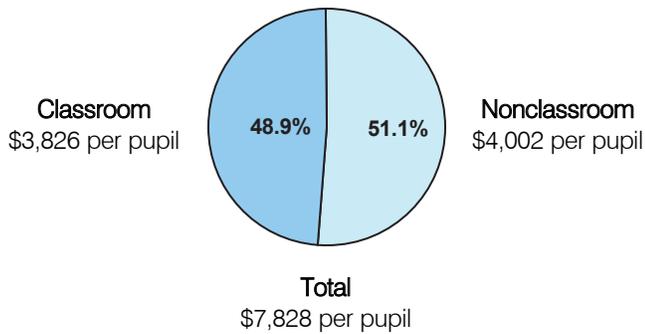
## Stanfield Elementary School District

Pinal County

District size: Medium  
 Students attending: 777  
 Number of schools: 1  
 Number of certified teachers: 46

### Classroom Dollars

Fiscal year 2005

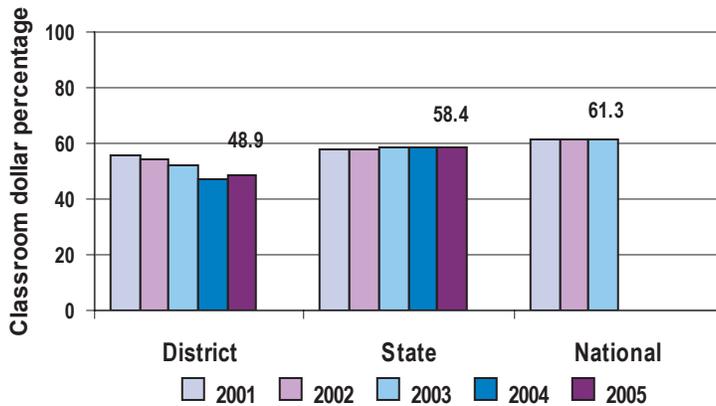


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	19.5	16.3	16.9	18.3
Average teacher salary	\$35,703	\$36,518	\$37,600	\$39,095
Average years' experience	8.7	7.4	6.4	8.5

Classroom dollar ranking: 191 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.0	54.3	52.0	46.9	48.9	58.4	61.5
Nonclassroom dollars:							
Administration	10.4	14.0	14.4	15.2	15.9	9.5	11.1
Plant operations	12.5	9.6	8.7	9.4	9.1	11.4	9.5
Food service	9.1	9.2	8.0	7.0	6.4	4.8	4.0
Transportation	9.4	7.5	8.1	8.5	7.5	4.1	4.0
Student support	1.7	3.2	1.1	1.6	5.7	7.0	5.0
Instruction support	0.9	2.1	7.7	11.4	6.5	4.6	4.7
Other		0.1				0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and librarian earned between \$4,220 and \$5,847 in additional salary.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- Student attendance was at least 95 percent.
- Teachers received acceptable performance evaluations and performed classroom professional tasks.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

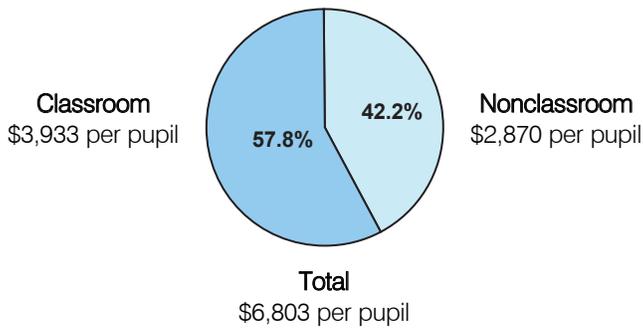
## Sunnyside Unified School District

Pima County

District size: Large  
 Students attending: 15,934  
 Number of schools: 20  
 Number of certified teachers: 897

### Classroom Dollars

Fiscal year 2005

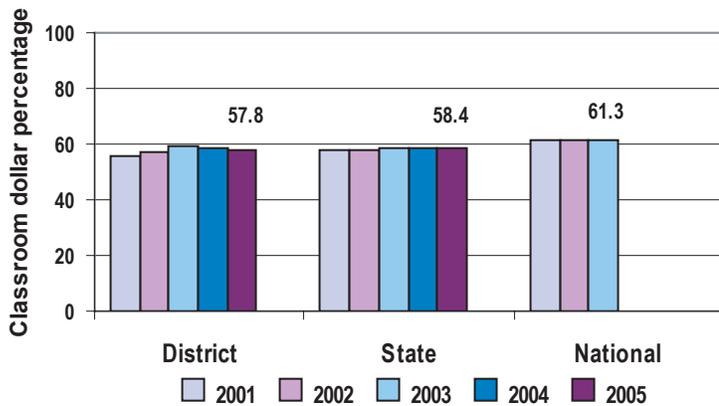


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.8	17.5	17.8	18.3
Average teacher salary	\$42,885	\$44,926	\$40,046	\$39,095
Average years' experience	9.4	9.1	8.8	8.5

Classroom dollar ranking: 81 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.0	57.4	59.0	58.7	57.8	58.4	61.5
Nonclassroom dollars:							
Administration	9.4	8.9	8.6	8.5	8.2	9.5	11.1
Plant operations	13.1	12.6	11.8	10.5	10.5	11.4	9.5
Food service	5.4	6.0	5.9	6.2	6.4	4.8	4.0
Transportation	2.6	2.6	2.5	2.5	2.5	4.1	4.0
Student support	7.9	8.8	8.6	9.0	9.5	7.0	5.0
Instruction support	5.5	3.6	3.5	4.5	5.0	4.6	4.7
Other	0.1	0.1	0.1	0.1	0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, prevention specialist, and nurse earned an additional \$3,701 in salary.

##### Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- 18 of 20 schools achieved adequate yearly progress.
- Each teacher developed a plan of action following Career Ladder guidelines.
- The District's high schools achieved a reduction in dropout rates.

##### Menu

- Monies were used to increase eligible employee compensation.
- Monies also continued to pay for 2 additional days of professional development, and to pay for an increased share of eligible employees' health insurance costs.

# Classroom Dollars and Proposition 301 Results

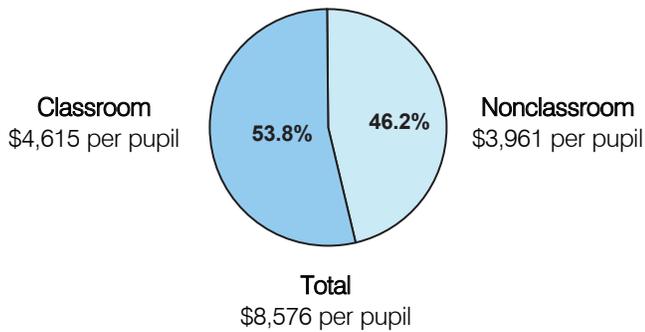
## Superior Unified School District

Pinal County

District size: Small  
 Students attending: 513  
 Number of schools: 3  
 Number of certified teachers: 39

### Classroom Dollars

Fiscal year 2005

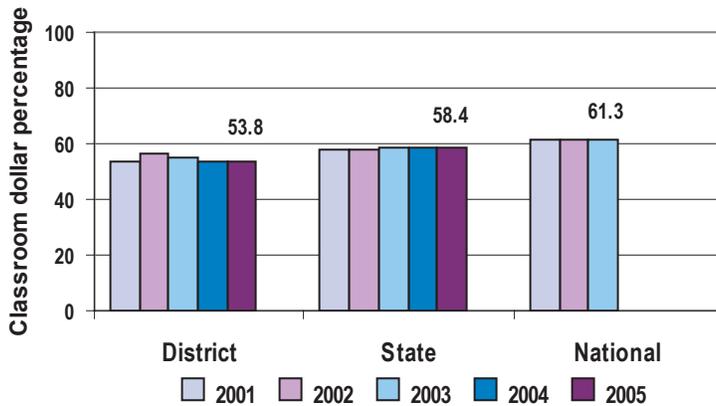


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	13.1	13.8	13.3	18.3
Average teacher salary	\$33,326	\$32,480	\$37,456	\$39,095
Average years' experience	7.6	7.5	8.7	8.5

Classroom dollar ranking: 148 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	53.7	56.6	55.3	53.5	53.8	58.4	61.5
Nonclassroom dollars:							
Administration	13.6	13.6	14.8	15.1	13.6	9.5	11.1
Plant operations	16.4	15.5	14.7	13.8	15.0	11.4	9.5
Food service	5.1	4.6	5.0	5.0	5.1	4.8	4.0
Transportation	3.4	3.7	4.0	3.8	3.1	4.1	4.0
Student support	4.1	2.6	2.8	4.4	3.6	7.0	5.0
Instruction support	3.7	3.4	3.4	4.4	5.7	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,195 in salary and each librarian and counselor earned between \$1,558 and \$4,100.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- All students showed at least a 1.5 percent growth in writing skills.
- Summer school classes were offered, and the District reported that 10 at-risk students finished the classes and did not drop out of school.
- The number of teachers involved in committees and the school improvement process increased by 5 percent.
- 4 teachers completed state-required Arizona and U.S. Constitution classes.

##### Menu

- 16 eligible employees were compensated for extra duties, including curriculum mapping, textbook review, and after-school programs.
- 16 teachers participated in AIMS intervention activities.
- 1 teacher participated in a summer academic program that helped students earn graduation credits.

# Classroom Dollars and Proposition 301 Results

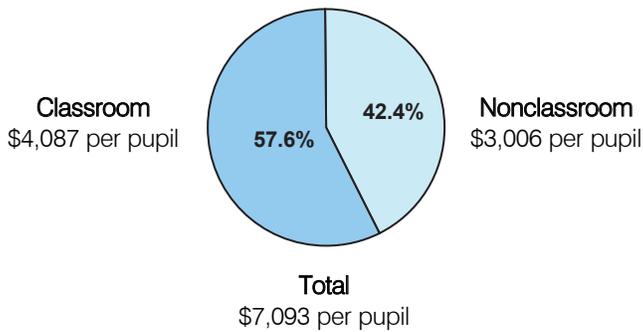
## Tanque Verde Unified School District

Pima County

District size: Medium  
 Students attending: 1,267  
 Number of schools: 3  
 Number of certified teachers: 84

### Classroom Dollars

Fiscal year 2005

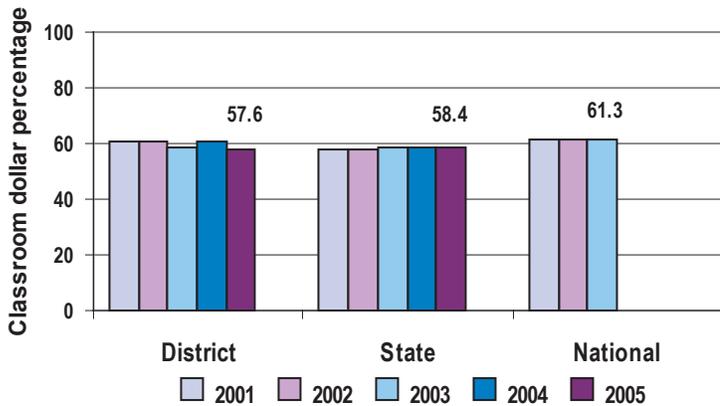


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.3	14.5	15.1	18.3
Average teacher salary	\$37,061	\$38,887	\$38,297	\$39,095
Average years' experience	9.9	10.8	10.8	8.5

Classroom dollar ranking: 83 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	60.5	60.7	58.9	60.9	57.6	58.4	61.5
Nonclassroom dollars:							
Administration	13.7	12.2	13.9	12.2	13.5	9.5	11.1
Plant operations	9.6	9.4	10.3	9.6	10.2	11.4	9.5
Food service	3.9	4.6	3.9	3.4	4.0	4.8	4.0
Transportation	4.6	4.8	5.0	5.2	5.5	4.1	4.0
Student support	5.5	5.8	5.5	6.1	5.9	7.0	5.0
Instruction support	2.2	2.5	2.5	2.6	3.3	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and librarian earned \$3,930 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.
- Goals were linked to the District's existing Career Ladder program or mini-plans, such as a sun awareness plan to help students avoid skin cancer.

##### Menu

- Monies were used solely to increase eligible employee compensation, which the District indicated resulted in improved teacher morale.

# Classroom Dollars and Proposition 301 Results

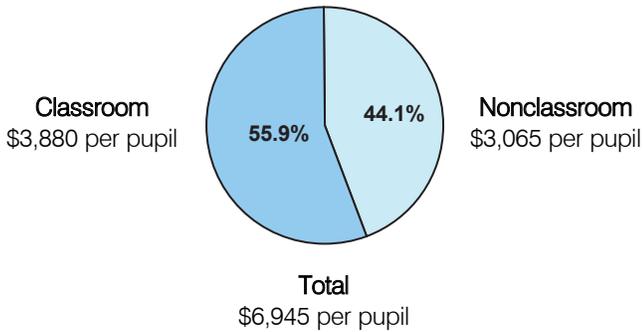
## Tempe Elementary School District

Maricopa County

District size: Large  
 Students attending: 13,635  
 Number of schools: 24  
 Number of certified teachers: 872

### Classroom Dollars

Fiscal year 2005

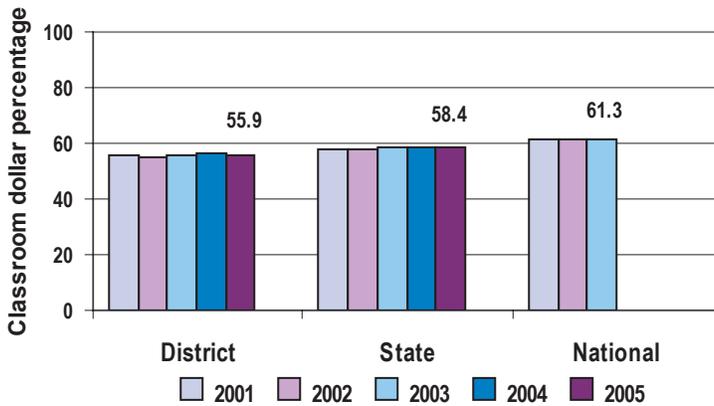


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.1	14.9	15.6	18.3
Average teacher salary	\$38,294	\$38,969	\$39,367	\$39,095
Average years' experience	8.1	8.0	7.9	8.5

Classroom dollar ranking: 107 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	55.7	54.9	55.6	56.3	55.9	58.4	61.5
Nonclassroom dollars:							
Administration	10.6	11.0	10.1	9.6	9.0	9.5	11.1
Plant operations	12.0	11.6	11.7	11.7	11.8	11.4	9.5
Food service	4.7	5.0	4.8	4.5	4.8	4.8	4.0
Transportation	3.6	3.9	3.7	3.5	3.7	4.1	4.0
Student support	6.0	6.4	8.3	7.7	7.9	7.0	5.0
Instruction support	7.2	7.2	5.8	6.7	6.9	4.6	4.7
Other	0.2					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, and counselor earned \$4,110 in additional salary, which does not include performance pay subsequently distributed in fiscal year 2006.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district performance.
- Students' reading and math skills increased.
- Student attendance was above 94 percent.
- Parents rated schools as satisfactory.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

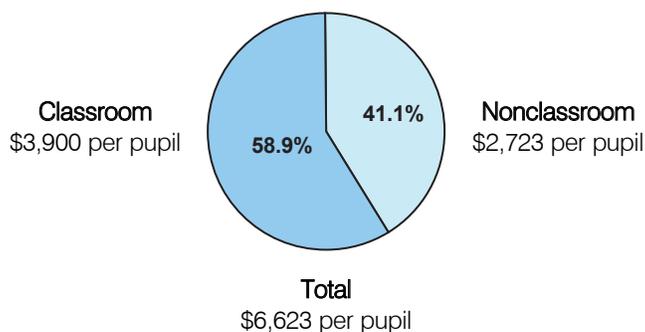
## Tempe Union High School District

Maricopa County

District size: Large  
 Students attending: 13,060  
 Number of schools: 7  
 Number of certified teachers: 663

### Classroom Dollars

Fiscal year 2005

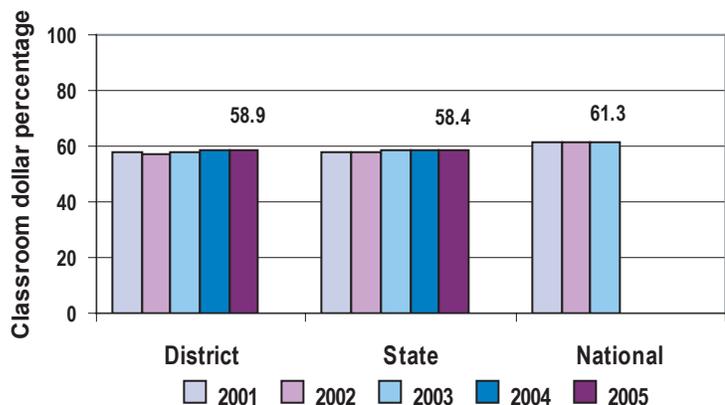


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	20.2	19.9	19.7	18.3
Average teacher salary	\$46,111	\$46,736	\$47,699	\$39,095
Average years' experience	9.4	9.5	9.1	8.5

Classroom dollar ranking: 61 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	58.0	57.1	58.0	58.6	58.9	58.4	61.5
Nonclassroom dollars:							
Administration	10.5	9.4	9.2	8.9	9.0	9.5	11.1
Plant operations	13.6	14.2	14.3	13.5	13.4	11.4	9.5
Food service	4.1	3.7	3.6	3.6	3.6	4.8	4.0
Transportation	2.0	2.1	2.2	2.1	2.2	4.1	4.0
Student support	7.3	7.5	7.5	7.8	7.3	7.0	5.0
Instruction support	4.4	5.6	4.6	5.1	5.1	4.6	4.7
Other	0.1	0.4	0.6	0.4	0.5	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, and coordinator earned an additional \$5,287 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.
- Goals were linked to student mastery of standards on district assessments, classroom research projects, and implementation of best instruction practices.
- In addition, teachers accomplished goals relating to leadership activities including mentoring, collaborative coaching, and committee work; and participated in professional development activities, including university courses.

##### Menu

- Monies were used primarily to increase eligible employee compensation.
- The District continued to pay 7 staff to provide alternative instruction to 274 students at risk of dropping out.

# Classroom Dollars and Proposition 301 Results

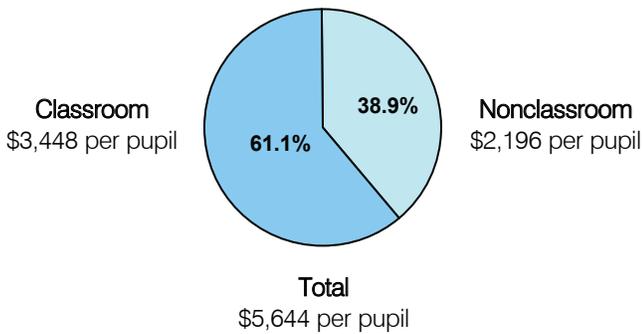
## Thatcher Unified School District

Graham County

District size: Medium  
 Students attending: 1,136  
 Number of schools: 4  
 Number of certified teachers: 65

### Classroom Dollars

Fiscal year 2005

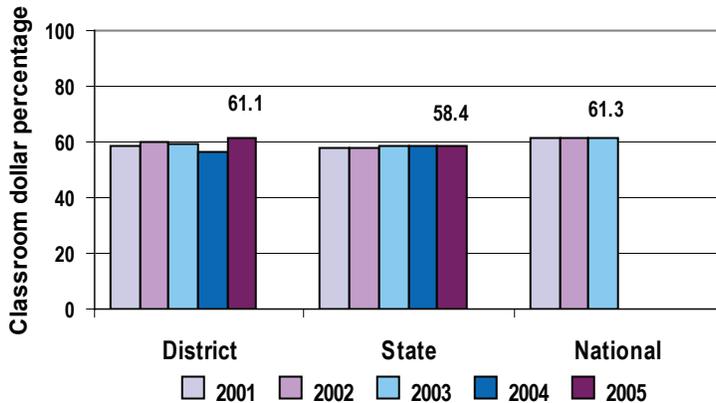


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.1	17.3	17.6	18.3
Average teacher salary	\$33,738	\$35,212	\$34,647	\$39,095
Average years' experience	11.3	11.1	10.1	8.5

Classroom dollar ranking: 32 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	58.8	60.1	59.1	56.6	61.1	58.4	61.5
Nonclassroom dollars:							
Administration	14.9	15.1	15.1	14.9	13.1	9.5	11.1
Plant operations	13.0	12.0	12.7	12.5	12.6	11.4	9.5
Food service	5.0	4.3	4.5	4.3	4.7	4.8	4.0
Transportation	3.9	4.1	4.2	4.2	4.0	4.1	4.0
Student support	2.2	1.8	1.6	1.7	1.6	7.0	5.0
Instruction support	1.8	2.2	2.3	5.3	2.5	4.6	4.7
Other	0.4	0.4	0.5	0.5	0.4	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and librarian earned between \$5,062 and \$6,292 in additional salary, and the counselor earned an additional \$2,066.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- At least 77 percent of kindergarten through 8th-grade students achieved average or above-average scores in at least 75 percent of standardized test areas.
- 47 percent of high-school students achieved 3.0 grade point averages and course grades above 73 percent.

##### Menu

- Monies were used primarily to increase eligible employee compensation.
- Monies were also used to pay for professional development and curriculum improvement activities.

# Classroom Dollars and Proposition 301 Results

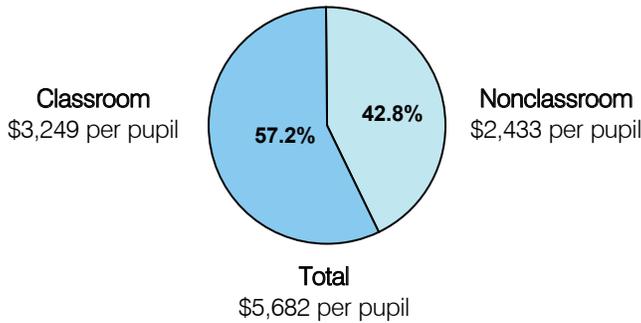
## Tolleson Elementary School District

Maricopa County

District size: Medium  
 Students attending: 2,422  
 Number of schools: 3  
 Number of certified teachers: 118

### Classroom Dollars

Fiscal year 2005

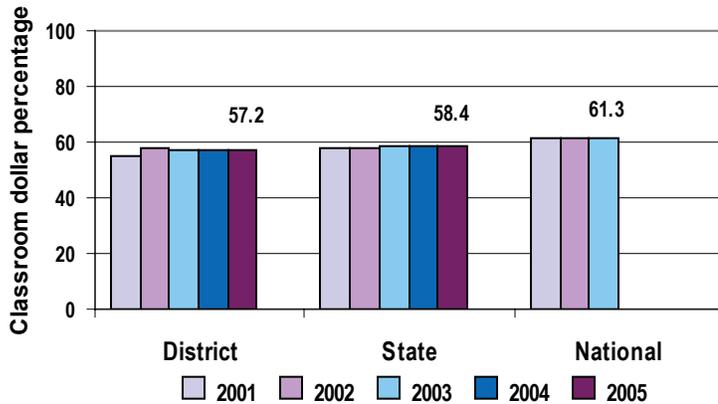


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.8	16.9	20.6	18.3
Average teacher salary	\$41,295	\$43,905	\$41,940	\$39,095
Average years' experience	6.0	5.9	6.0	8.5

Classroom dollar ranking: 90 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	54.9	57.7	56.9	57.1	57.2	58.4	61.5
Nonclassroom dollars:							
Administration	16.0	15.6	14.1	13.0	11.4	9.5	11.1
Plant operations	11.0	10.8	11.9	10.6	11.1	11.4	9.5
Food service	6.9	5.9	6.4	6.9	8.1	4.8	4.0
Transportation	3.6	3.6	3.6	2.7	2.7	4.1	4.0
Student support	3.5	3.3	4.2	5.9	6.8	7.0	5.0
Instruction support	4.1	3.1	2.9	3.8	2.7	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,865 in salary, and each librarian earned an additional \$1,123.

##### Performance

- The District accomplished its goals, which were based on district and individual performance.
- Student achievement goals were linked to standardized test scores.
- Teachers received performance pay for having perfect attendance and for attending staff meetings.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

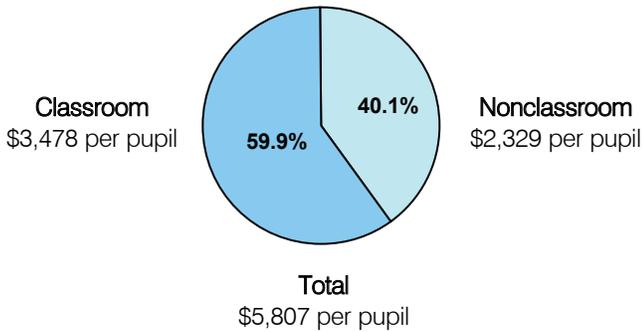
## Tolleson Union High School District

Maricopa County

District size: Large  
 Students attending: 6,311  
 Number of schools: 4  
 Number of certified teachers: 291

### Classroom Dollars

Fiscal year 2005

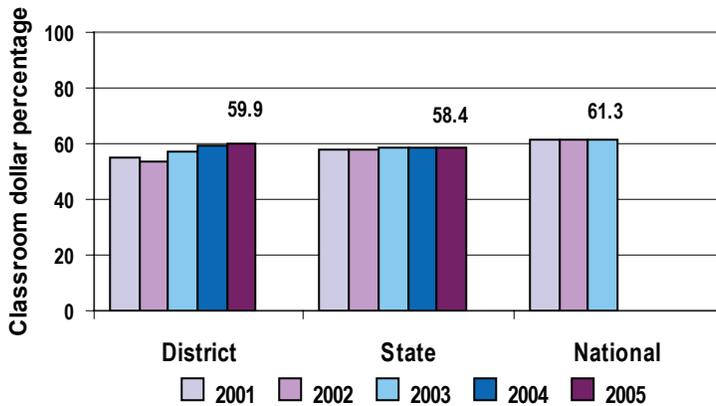


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	20.3	20.3	21.7	18.3
Average teacher salary	\$41,500	\$42,500	\$46,000	\$39,095
Average years' experience	8.0	7.8	7.4	8.5

Classroom dollar ranking: 46 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	54.7	53.9	57.0	59.0	59.9	58.4	61.5
Nonclassroom dollars:							
Administration	10.2	8.8	8.4	7.8	6.5	9.5	11.1
Plant operations	13.4	14.2	15.0	13.7	14.4	11.4	9.5
Food service	4.0	4.3	4.0	3.9	4.4	4.8	4.0
Transportation	3.8	4.1	4.3	4.6	3.6	4.1	4.0
Student support	7.2	10.1	8.9	8.8	9.1	7.0	5.0
Instruction support	6.5	4.3	2.1	1.9	1.7	4.6	4.7
Other	0.2	0.3	0.3	0.3	0.4	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$4,731 in salary.

##### Performance

- The District accomplished its goals, which were based on school performance.
- Each school had to meet 3 of 4 student achievement goals that were linked to students' AIMS test scores, number of credits earned, pre- and post-test scores, and overall grade point averages.
- The student absence rate had to be 8 percent or less.
- The graduation rate had to be 90 percent or better and the dropout rate had to be 6 percent or less.
- Other goals were linked to parent-student satisfaction survey results and the number of student suspensions.

##### Menu

- Teachers received additional compensation for preparing site action plans to help increase student achievement.

# Classroom Dollars and Proposition 301 Results

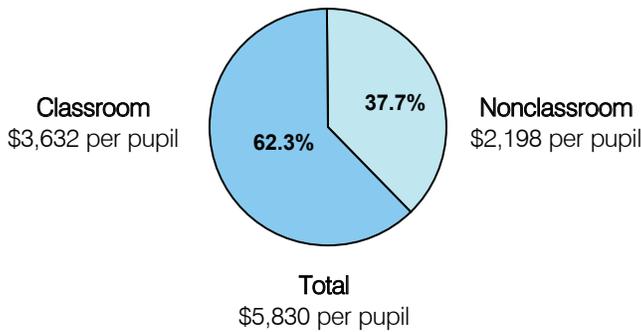
## Toltec Elementary School District

Pinal County

District size: Medium  
 Students attending: 1,038  
 Number of schools: 2  
 Number of certified teachers: 60

### Classroom Dollars

Fiscal year 2005

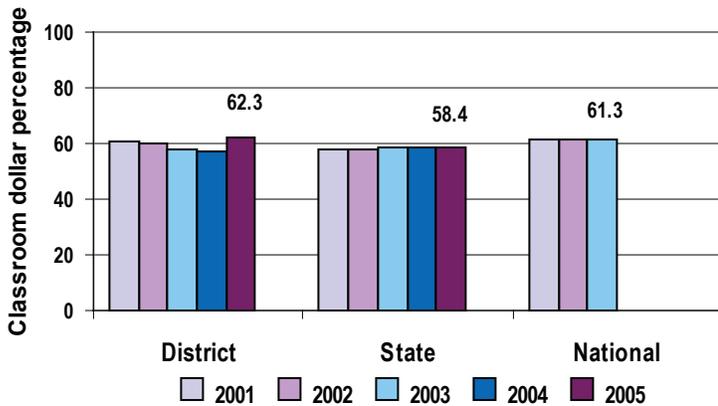


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	20.2	18.7	17.3	18.3
Average teacher salary	\$33,637	\$32,367	\$34,994	\$39,095
Average years' experience	6.5	5.9	5.4	8.5

Classroom dollar ranking: 24 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	61.0	60.0	58.1	57.5	62.3	58.4	61.5
Nonclassroom dollars:							
Administration	10.2	11.2	11.2	10.2	9.9	9.5	11.1
Plant operations	9.9	10.0	13.0	13.9	12.0	11.4	9.5
Food service	7.5	7.0	7.1	7.6	6.2	4.8	4.0
Transportation	7.3	7.6	7.2	7.3	6.6	4.1	4.0
Student support	1.7	2.0	1.9	2.0	1.5	7.0	5.0
Instruction support	2.4	2.2	1.5	1.5	1.4	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$5,094 in additional salary.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district performance.
- Students in grades 3 through 8 demonstrated 1 year's academic progress.
- Teachers received acceptable performance evaluations.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

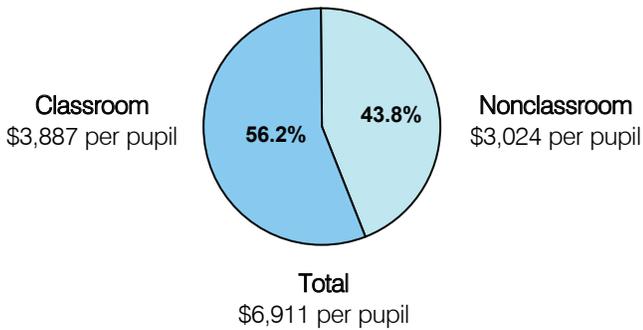
## Tombstone Unified School District

Cochise County

District size: Medium  
 Students attending: 918  
 Number of schools: 3  
 Number of certified teachers: 61

### Classroom Dollars

Fiscal year 2005

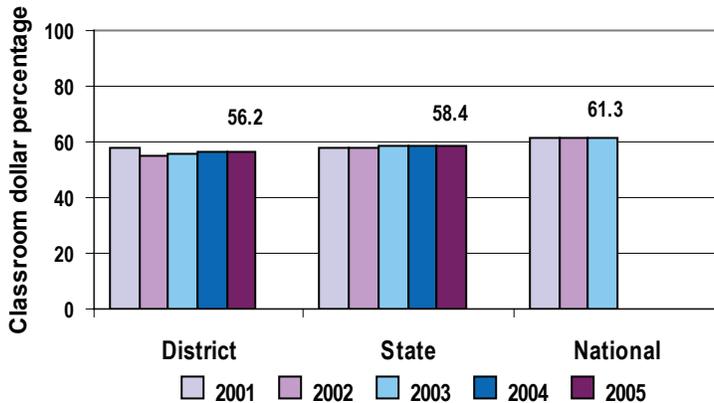


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	14.2	14.2	15.0	18.3
Average teacher salary	\$35,712	\$34,573	\$30,431	\$39,095
Average years' experience	8.8	8.5	8.4	8.5

Classroom dollar ranking: 102 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	57.6	55.0	55.5	56.4	56.2	58.4	61.5
Nonclassroom dollars:							
Administration	13.1	14.8	12.3	13.1	14.3	9.5	11.1
Plant operations	9.5	9.1	7.9	8.0	8.5	11.4	9.5
Food service	4.7	4.3	4.0	4.3	3.4	4.8	4.0
Transportation	5.3	5.2	5.5	5.4	5.7	4.1	4.0
Student support	7.5	8.7	12.4	11.1	9.9	7.0	5.0
Instruction support	2.3	2.9	2.4	1.7	2.0	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$3,122 in salary.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on individual performance.
- Teachers were encouraged to have 5 or fewer absences, attend 12 hours of professional development activities and take college courses, participate in committee work, participate in at least 15 hours of tutoring or extracurricular activities, and hold parent-teacher conferences at least twice with elementary-school students' parents and once with high-school students' parents.

##### Menu

- Monies were primarily used to increase eligible employee compensation.
- The District continued to pay for 1 English and 1 math teacher to help reduce high-school class sizes.

# Classroom Dollars and Proposition 301 Results

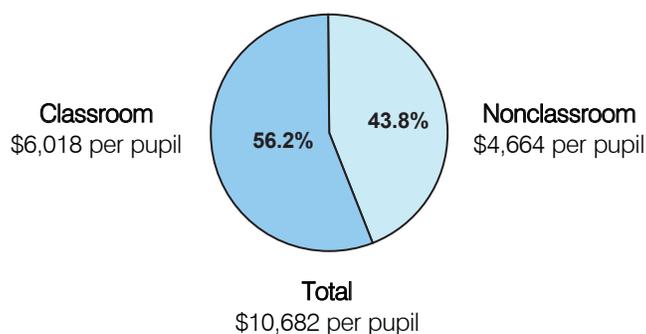
## Tonto Basin Elementary School District

Gila County

District size: Very Small  
 Students attending: 66  
 Number of schools: 1  
 Number of certified teachers: 6

### Classroom Dollars

Fiscal year 2005

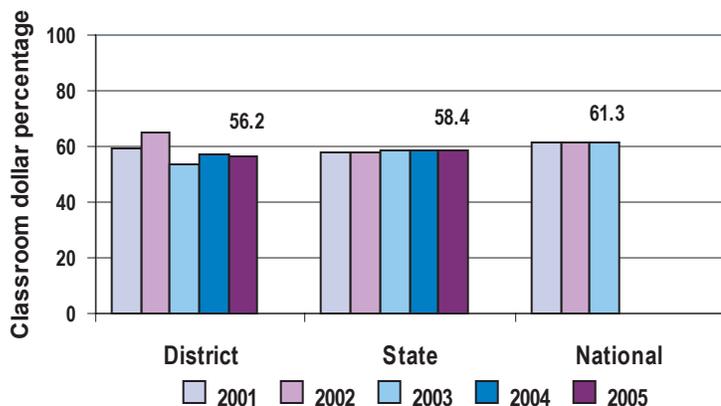


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	11.6	12.0	10.7	18.3
Average teacher salary	\$36,180	\$36,712	\$39,212	\$39,095
Average years' experience	9.6	8.7	8.2	8.5

Classroom dollar ranking: 104 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	59.3	65.3	53.8	57.3	56.2	58.4	61.5
Nonclassroom dollars:							
Administration	14.6	10.1	17.6	13.9	14.5	9.5	11.1
Plant operations	6.9	6.2	6.4	8.8	9.1	11.4	9.5
Food service			11.4	11.4	11.4	4.8	4.0
Transportation	8.7	7.6	5.9	5.3	7.3	4.1	4.0
Student support	8.4	8.6	0.8	1.3		7.0	5.0
Instruction support	2.1	2.2	4.1	2.0	1.5	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,054 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.
- Goals called for 80 percent of students to demonstrate 9 months' progress in reading and math based on pre- and post-test scores.
- Other goals were linked to teachers' receiving acceptable performance evaluations and receiving at least a "B" average on parent and student satisfaction questionnaires.

##### Menu

- Monies continued to be used to pay a part-time instructional aide to work with underperforming students.

# Classroom Dollars and Proposition 301 Results

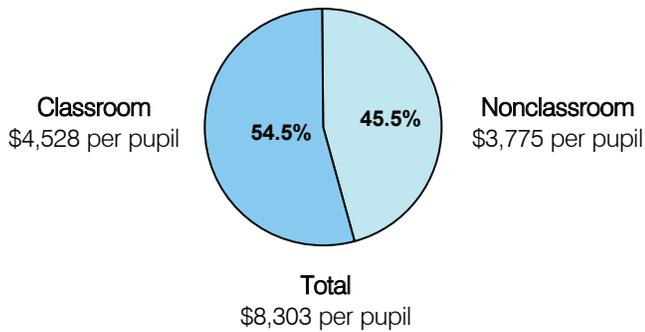
## Topock Elementary School District

Mohave County

District size: Very Small  
 Students attending: 147  
 Number of schools: 1  
 Number of certified teachers: 11

### Classroom Dollars

Fiscal year 2005

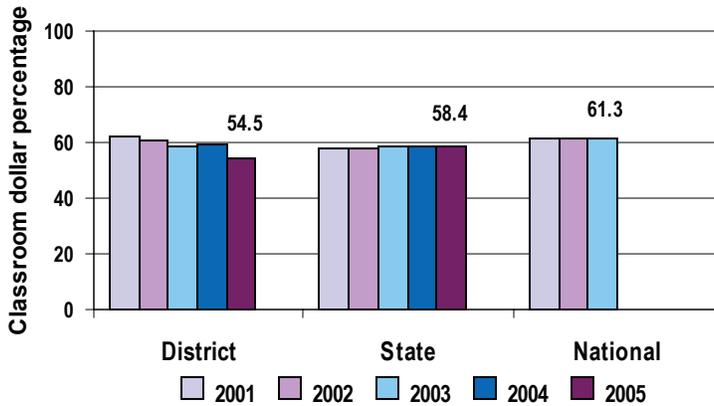


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.1	14.5	13.4	18.3
Average teacher salary	\$34,645	\$34,295	\$34,859	\$39,095
Average years' experience	7.6	7.5	9.4	8.5

Classroom dollar ranking: 137 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	62.3	60.7	58.8	59.1	54.5	58.4	61.5
Nonclassroom dollars:							
Administration	14.5	16.9	13.2	11.9	12.5	9.5	11.1
Plant operations	12.4	11.3	11.0	10.6	10.0	11.4	9.5
Food service	5.6	5.1	5.6	6.0	5.1	4.8	4.0
Transportation	3.6	3.5	3.4	3.7	4.4	4.1	4.0
Student support			3.2	3.7	7.3	7.0	5.0
Instruction support	1.6	2.5	4.8	5.0	6.2	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

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

##### Performance

- The District accomplished its goals, which were based on district and individual performance.
- Students achieved adequate yearly progress in reading, writing, and math.
- Student attendance was at least 94 percent.
- All teachers reached "highly qualified" status.

##### Menu

- Monies were primarily used to increase teacher compensation.
- The remaining menu monies were used to pay for professional development costs.

# Classroom Dollars and Proposition 301 Results

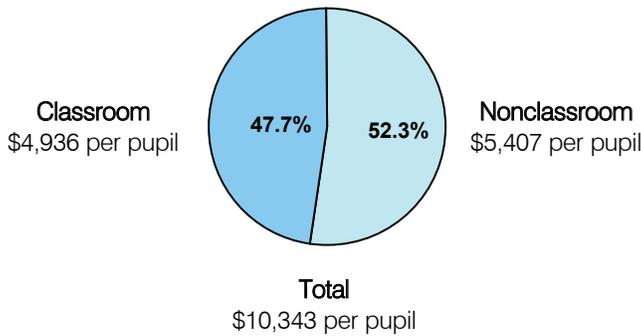
## Tuba City Unified School District

Coconino County

District size: Medium  
 Students attending: 2,326  
 Number of schools: 7  
 Number of certified teachers: 177

### Classroom Dollars

Fiscal year 2005

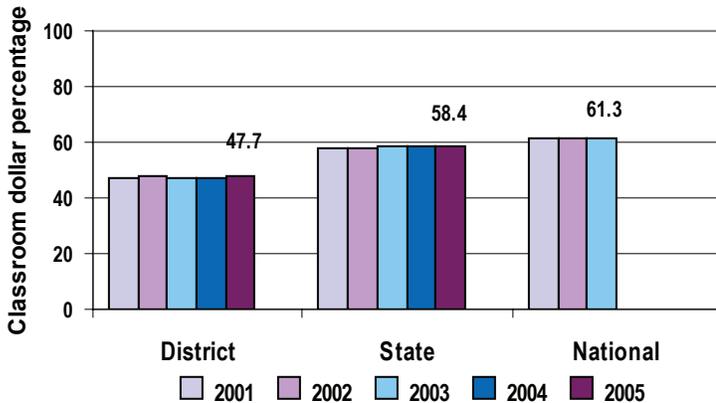


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.7	15.6	13.2	18.3
Average teacher salary	\$38,340	\$39,056	\$37,525	\$39,095
Average years' experience	8.4	8.4	8.3	8.5

Classroom dollar ranking: 197 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	47.4	47.7	47.4	47.5	47.7	58.4	61.5
Nonclassroom dollars:							
Administration	12.2	11.3	11.8	10.9	10.8	9.5	11.1
Plant operations	15.4	15.8	16.2	15.5	15.6	11.4	9.5
Food service	4.1	3.9	3.9	4.5	4.5	4.8	4.0
Transportation	5.9	5.4	6.0	6.2	6.3	4.1	4.0
Student support	10.1	10.0	8.9	9.2	8.6	7.0	5.0
Instruction support	4.9	5.9	5.8	6.2	6.4	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$3,877 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.
- Goals were linked to parent-student satisfaction, No Child Left Behind Act requirements, ADE-published report card results for the District, and school labels by ADE for AZ LEARNS.

##### Menu

- Monies were used primarily to increase teacher compensation.
- The remaining menu monies were used to pay for teacher liability insurance.

# Classroom Dollars and Proposition 301 Results

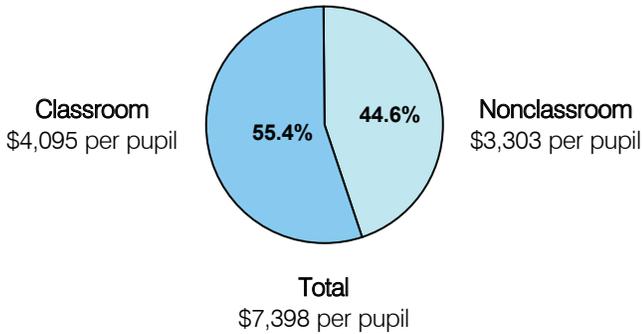
# Tucson Unified School District

Pima County

District size: Very Large  
 Students attending: 58,334  
 Number of schools: 122  
 Number of certified teachers: 3,117

## Classroom Dollars

Fiscal year 2005

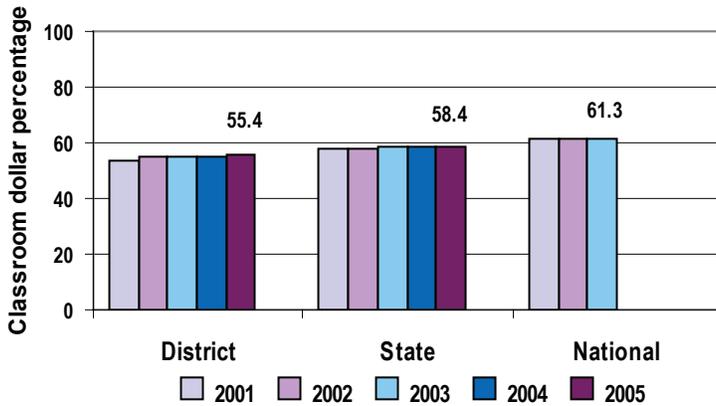


## Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.0	17.3	18.7	18.3
Average teacher salary	\$41,335	\$40,928	\$40,500	\$39,095
Average years' experience	10.3	9.8	9.8	8.5

Classroom dollar ranking: 121 of 228 districts.

## 5-year comparison



## Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	53.9	54.7	54.9	55.0	55.4	58.4	61.5
Nonclassroom dollars:							
Administration	11.1	10.9	10.5	10.3	10.1	9.5	11.1
Plant operations	11.6	11.5	11.3	12.2	11.3	11.4	9.5
Food service	5.3	4.9	4.5	4.2	4.1	4.8	4.0
Transportation	4.0	4.0	4.3	4.5	4.6	4.1	4.0
Student support	8.9	8.9	9.0	8.7	8.9	7.0	5.0
Instruction support	5.2	5.1	5.5	5.1	5.6	4.6	4.7
Other						0.2	0.2

## Proposition 301

### District-reported 2005 results

#### Teacher pay

- On average, each teacher earned an additional \$5,170, and each librarian, counselor, and other staff, such as athletic trainers, curriculum specialists, and job development instructors, earned between \$2,639 and \$4,071 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.
- 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.
- Other goals were linked to student achievement on standardized tests and district assessments and to student attendance.

#### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

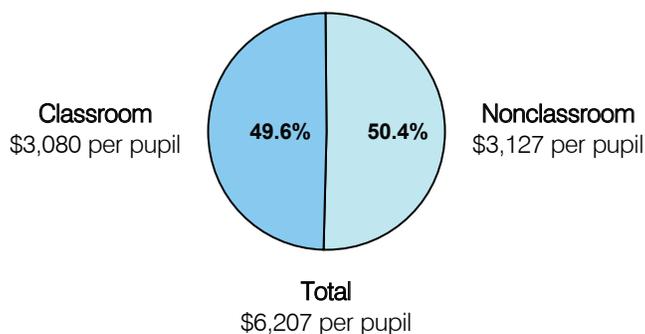
## Union Elementary School District

Maricopa County

District size: Small  
 Students attending: 448  
 Number of schools: 1  
 Number of certified teachers: 21

### Classroom Dollars

Fiscal year 2005

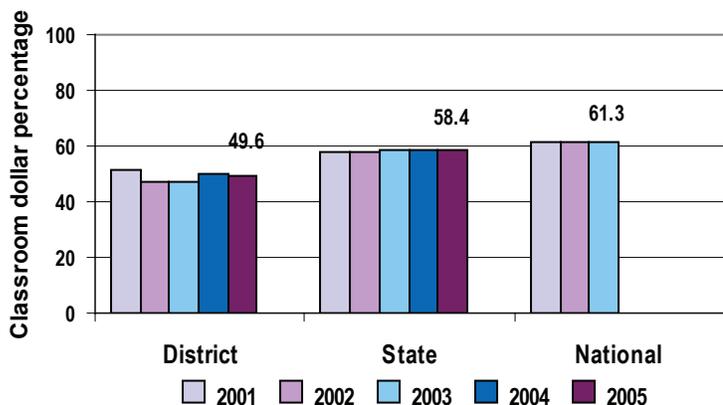


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	24.5	21.2	21.3	18.3
Average teacher salary	\$37,808	\$34,500	\$36,754	\$39,095
Average years' experience	5.0	6.1	8.4	8.5

Classroom dollar ranking: 182 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	51.5	46.9	47.4	50.2	49.6	58.4	61.5
Nonclassroom dollars:							
Administration	28.2	28.7	23.2	21.8	13.0	9.5	11.1
Plant operations	12.9	18.4	15.5	10.3	12.6	11.4	9.5
Food service	5.8	4.3	4.6	7.4	7.8	4.8	4.0
Transportation	1.6	1.7	6.0	8.3	12.7	4.1	4.0
Student support			0.3		2.6	7.0	5.0
Instruction support			3.0	2.0	1.6	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,029 in salary.

##### Performance

- The District accomplished its goals, which were based on individual performance.
- Teachers acted as mentors, completed tutoring projects, and increased contacts with parents.

##### Menu

- An additional kindergarten teacher was hired to reduce class sizes.
- The remaining monies were used to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

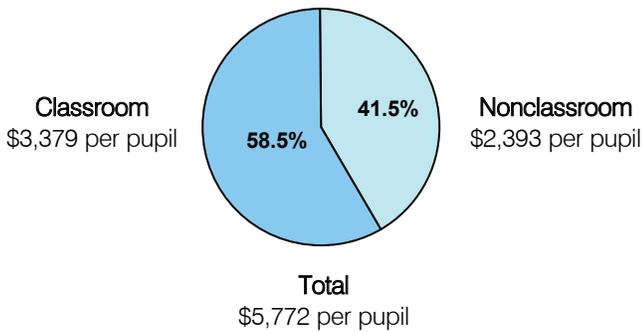
## Vail Unified School District

Pima County

District size: Large  
 Students attending: 6,270  
 Number of schools: 12  
 Number of certified teachers: 424

### Classroom Dollars

Fiscal year 2005

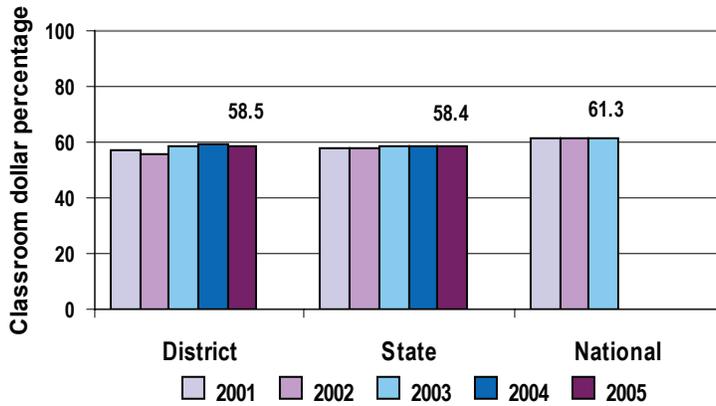


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.3	17.0	14.8	18.3
Average teacher salary	\$32,217	\$34,314	\$35,231	\$39,095
Average years' experience	5.9	6.1	6.2	8.5

Classroom dollar ranking: 66 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	57.4	55.8	58.6	59.0	58.5	58.4	61.5
Nonclassroom dollars:							
Administration	10.9	9.5	9.4	8.8	9.1	9.5	11.1
Plant operations	11.7	14.9	14.5	13.2	12.7	11.4	9.5
Food service	4.9	4.3	4.0	4.3	4.4	4.8	4.0
Transportation	7.7	7.1	5.4	5.8	5.8	4.1	4.0
Student support	3.5	4.5	4.6	4.9	5.3	7.0	5.0
Instruction support	3.9	3.8	3.4	3.9	4.1	4.6	4.7
Other		0.1	0.1	0.1	0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,475 in salary, and each librarian, speech pathologist, audiologist, and counselor earned an additional \$2,935.

##### Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Student achievement goals were based on students' standardized test scores and achievement of curriculum-based measures.
- Saturday school and standards-based tutoring targeted students with standardized test scores that fell far below the standards.
- Other goals were linked to teacher evaluations and parent-student satisfaction.

##### Menu

- Monies were used primarily to increase eligible employee compensation.
- The remaining monies were used for AIMS intervention and dropout prevention activities.

# Classroom Dollars and Proposition 301 Results

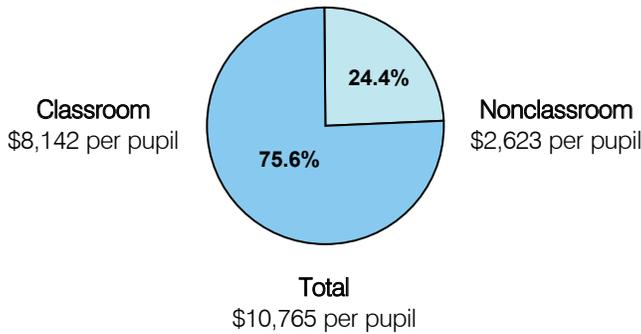
## Valentine Elementary School District

Mohave County

District size: Very Small  
 Students attending: 49  
 Number of schools: 1  
 Number of certified teachers: 4

### Classroom Dollars

Fiscal year 2005

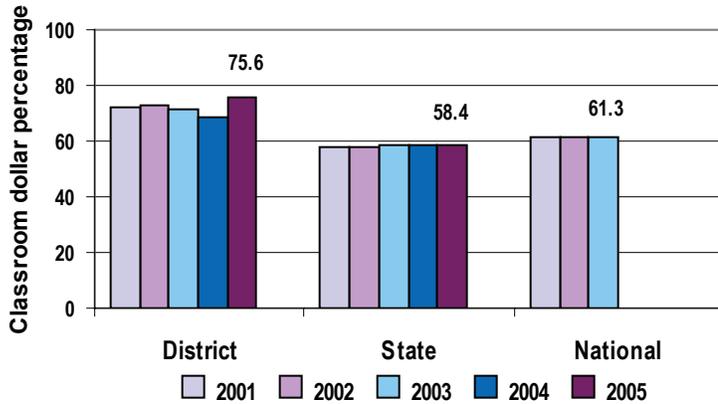


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.7	11.0	12.3	18.3
Average teacher salary	\$44,147	\$43,117	\$45,068	\$39,095
Average years' experience	12.3	13.5	13.7	8.5

Classroom dollar ranking: 2 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	72.3	72.6	71.4	68.3	75.6	58.4	61.5
Nonclassroom dollars:							
Administration	11.7	10.8	12.4	10.3	10.5	9.5	11.1
Plant operations	10.0	8.1	10.1	10.0	8.0	11.4	9.5
Food service						4.8	4.0
Transportation	5.0	3.0	5.6	6.7	5.4	4.1	4.0
Student support	0.4					7.0	5.0
Instruction support	0.6	5.5	0.5	4.7	0.5	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 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, linked to teacher performance evaluations.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

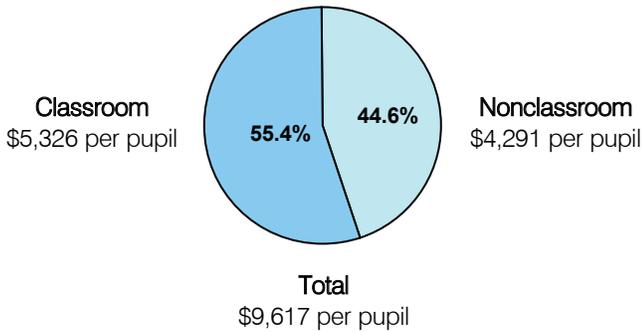
## Valley Union High School District

Cochise County

District size: Very Small  
 Students attending: 199  
 Number of schools: 1  
 Number of certified teachers: 15

### Classroom Dollars

Fiscal year 2005

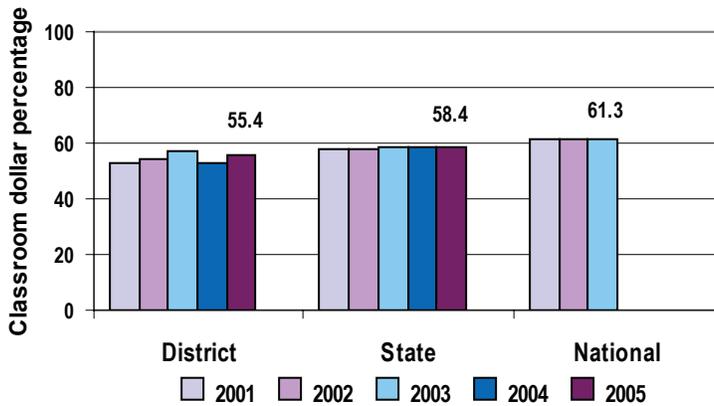


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	12.7	13.1	13.1	18.3
Average teacher salary	\$35,137	\$35,901	\$38,823	\$39,095
Average years' experience	8.6	9.4	10.3	8.5

Classroom dollar ranking: 120 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	53.2	54.5	57.2	53.1	55.4	58.4	61.5
Nonclassroom dollars:							
Administration	10.2	10.3	10.0	13.5	13.5	9.5	11.1
Plant operations	12.7	12.0	11.5	11.5	13.8	11.4	9.5
Food service	9.4	8.7	7.4	6.7	4.0	4.8	4.0
Transportation	10.3	9.5	8.3	9.2	9.2	4.1	4.0
Student support	3.9	3.5	4.4	4.6	2.4	7.0	5.0
Instruction support	0.3	1.2	1.2	1.4	1.3	4.6	4.7
Other		0.3			0.4	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, instructional aide, and librarian earned an additional \$3,934 in salary.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district performance.
- More than 75 percent of 2005 graduating seniors passed all 3 sections of the AIMS test.
- More than 65 percent of parents surveyed rated the District's overall performance as good or better.

##### Menu

- Monies were used solely to increase eligible employee compensation because performance goals were met.

# Classroom Dollars and Proposition 301 Results

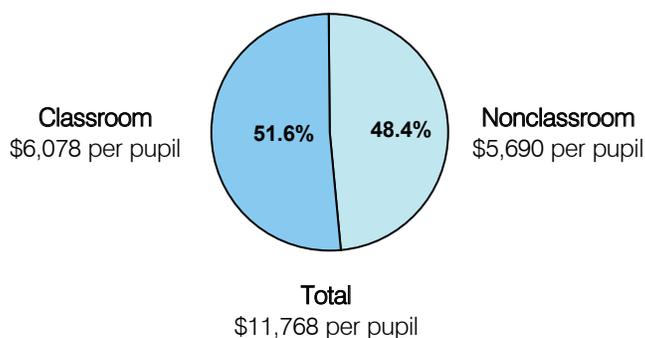
## Vernon Elementary School District

Apache County

District size: Very Small  
 Students attending: 91  
 Number of schools: 1  
 Number of certified teachers: 9

### Classroom Dollars

Fiscal year 2005

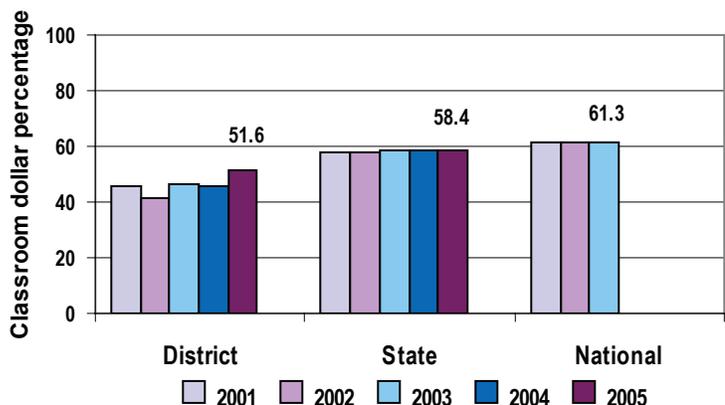


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	12.2	13.4	10.1	18.3
Average teacher salary	\$29,027	\$29,483	\$31,316	\$39,095
Average years' experience	7.8	6.0	6.9	8.5

Classroom dollar ranking: 168 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	45.6	41.5	46.5	46.0	51.6	58.4	61.5
Nonclassroom dollars:							
Administration	25.8	28.8	23.3	21.1	19.4	9.5	11.1
Plant operations	6.8	9.5	6.4	14.1	11.6	11.4	9.5
Food service	1.5	1.0	1.0	1.1	1.3	4.8	4.0
Transportation	10.6	9.9	9.9	9.6	10.8	4.1	4.0
Student support	5.0	2.6	3.2	7.3	5.0	7.0	5.0
Instruction support	4.7	6.7	9.7	0.8	0.3	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$1,788 in salary.

##### Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Student achievement goals were linked to standardized test scores and the District's assessment plan.
- Teachers were required to participate in professional development activities and, through at least 6 events, increase parent involvement in the classroom.

##### Menu

- Monies continued to pay for a portion of an additional teacher's salary to reduce class sizes.

# Classroom Dollars and Proposition 301 Results

# Washington Elementary School District

District size: Very Large

Students attending: 23,609

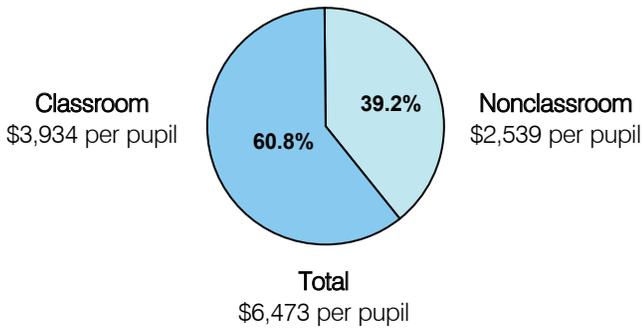
Number of schools: 32

Number of certified teachers: 1,277

Maricopa County

## Classroom Dollars

Fiscal year 2005

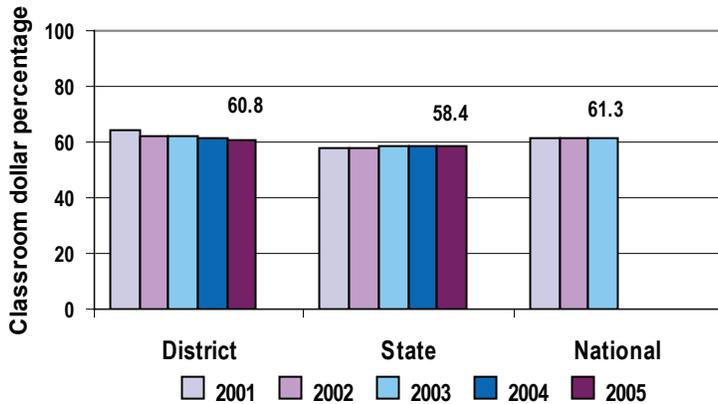


## Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.3	17.8	18.5	18.3
Average teacher salary	\$44,365	\$44,650	\$49,987	\$39,095
Average years' experience	10.2	10.3	9.5	8.5

Classroom dollar ranking: 35 of 228 districts.

## 5-year comparison



## Expenditures by function

	Percentage					State 2005	National 2002
	2001	2002	2003	2004	2005		
Classroom dollars	64.0	62.3	62.3	61.3	60.8	58.4	61.5
Nonclassroom dollars:							
Administration	8.4	9.1	8.8	8.7	8.6	9.5	11.1
Plant operations	9.5	9.1	9.3	9.6	9.9	11.4	9.5
Food service	5.8	5.8	5.3	5.7	5.6	4.8	4.0
Transportation	3.3	3.4	3.6	3.7	3.7	4.1	4.0
Student support	5.0	5.8	6.5	7.2	6.9	7.0	5.0
Instruction support	4.0	4.5	4.2	3.8	4.5	4.6	4.7
Other						0.2	0.2

## Proposition 301

### District-reported 2005 results

#### Teacher pay

- On average, each teacher earned an additional \$5,874 in salary; each librarian earned an additional \$5,959; and each speech pathologist and audiologist earned an additional \$6,658.

#### Performance

- The District accomplished its goals, which were based on 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 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.

# Classroom Dollars and Proposition 301 Results

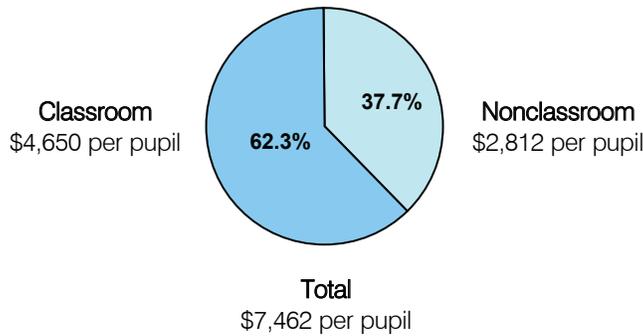
## Wellton Elementary School District

Yuma County

District size: Small  
 Students attending: 357  
 Number of schools: 1  
 Number of certified teachers: 23

### Classroom Dollars

Fiscal year 2005

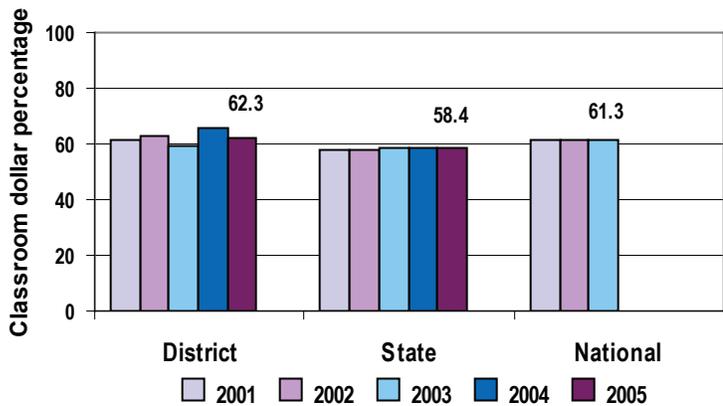


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.6	15.4	15.5	18.3
Average teacher salary	\$35,283	\$36,839	\$38,395	\$39,095
Average years' experience	8.0	8.6	9.2	8.5

Classroom dollar ranking: 23 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	61.3	62.9	59.0	65.5	62.3	58.4	61.5
Nonclassroom dollars:							
Administration	13.0	10.8	11.0	9.6	11.1	9.5	11.1
Plant operations	10.2	10.2	12.5	10.3	10.4	11.4	9.5
Food service	6.2	5.7	6.4	5.7	5.9	4.8	4.0
Transportation	2.6	2.7	2.2	2.0	2.5	4.1	4.0
Student support	5.5	5.9	1.1	0.7	0.7	7.0	5.0
Instruction support	1.2	1.8	7.8	6.2	7.1	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$4,071 in salary.

##### Performance

- The District met most of its goals, which were based on school and individual performance.
- Teachers earned performance pay for each student scoring "meets" or "exceeds" on standardized testing.
- Other goals were linked to student attendance, teacher development, and parent-student satisfaction.

##### Menu

- Monies were used to increase teacher performance pay for accomplishing goals related to student achievement.

# Classroom Dollars and Proposition 301 Results

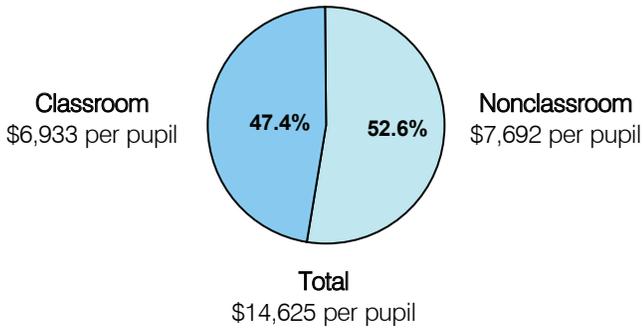
## Wenden Elementary School District

La Paz County

District size: Very Small  
 Students attending: 83  
 Number of schools: 1  
 Number of certified teachers: 8

### Classroom Dollars

Fiscal year 2005

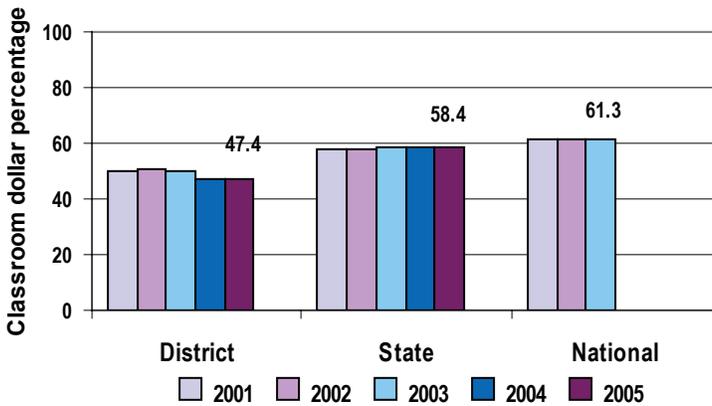


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	10.4	9.4	10.4	18.3
Average teacher salary	\$37,156	\$37,656	\$38,782	\$39,095
Average years' experience	7.1	7.6	7.8	8.5

Classroom dollar ranking: 199 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	50.0	50.8	50.0	47.2	47.4	58.4	61.5
Nonclassroom dollars:							
Administration	11.8	12.6	12.5	12.6	12.5	9.5	11.1
Plant operations	15.6	15.1	14.9	15.6	16.8	11.4	9.5
Food service	12.7	11.9	11.7	12.3	13.0	4.8	4.0
Transportation	4.3	4.5	4.0	3.5	2.9	4.1	4.0
Student support	2.5	2.0	3.9	5.2	4.0	7.0	5.0
Instruction support	3.1	3.1	3.0	3.6	3.4	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$2,550 in salary.

##### Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- Tutoring programs were offered to increase students' proficiency in language arts and math.
- 9 teachers took off-site professional development classes.
- Parent nights were held to provide parents with information and skills needed to be successful with their children.
- Another goal was linked to a new teacher mentoring program.
- Student attendance dropped from 95 percent to 94 percent.

##### Menu

- 5 teachers were compensated for participating in before- and after-school tutoring programs. The District indicated that tutoring resulted in increased reading, writing, and math achievement scores.
- 4 teachers were enrolled in graduate-level university courses.

# Classroom Dollars and Proposition 301 Results

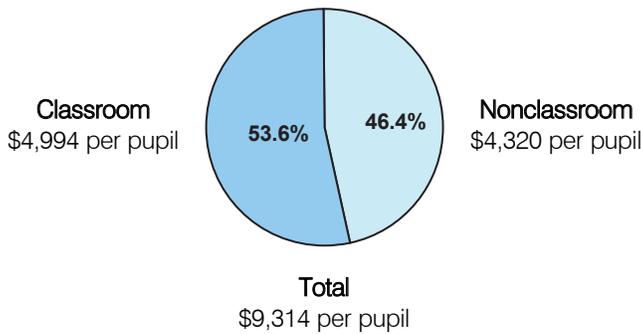
## Whiteriver Unified School District

Navajo County

District size: Medium  
 Students attending: 2,295  
 Number of schools: 5  
 Number of certified teachers: 167

### Classroom Dollars

Fiscal year 2005

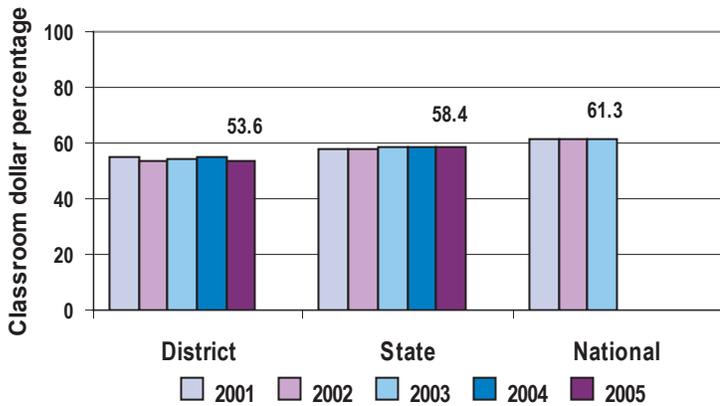


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	12.4	13.9	13.8	18.3
Average teacher salary	\$35,001	\$40,436	\$46,961	\$39,095
Average years' experience	7.9	8.0	8.7	8.5

Classroom dollar ranking: 153 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	54.9	53.6	54.5	54.7	53.6	58.4	61.5
Nonclassroom dollars:							
Administration	11.6	12.1	12.8	10.8	11.4	9.5	11.1
Plant operations	16.4	15.3	15.2	13.7	13.9	11.4	9.5
Food service	5.3	5.2	4.7	6.5	8.1	4.8	4.0
Transportation	3.6	3.2	3.4	4.3	3.4	4.1	4.0
Student support	5.7	8.2	7.3	7.9	6.1	7.0	5.0
Instruction support	2.4	2.2	2.0	2.0	3.4	4.6	4.7
Other	0.1	0.2	0.1	0.1	0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$4,519 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.
- 70 percent of students met or exceeded performance standards on the AIMS test.
- Special education students achieved 75 percent of Individual Education Plan goals.
- Teachers each completed 12 hours of professional development classes.
- All school staff members participated in developing and implementing committees related to the "Seven Correlates of Effective Schools," a program geared toward improving the overall school environment and student achievement.

##### Menu

- Monies were used primarily to increase eligible employee compensation.
- The District hired a writing tutor to assist with AIMS intervention activities.

# Classroom Dollars and Proposition 301 Results

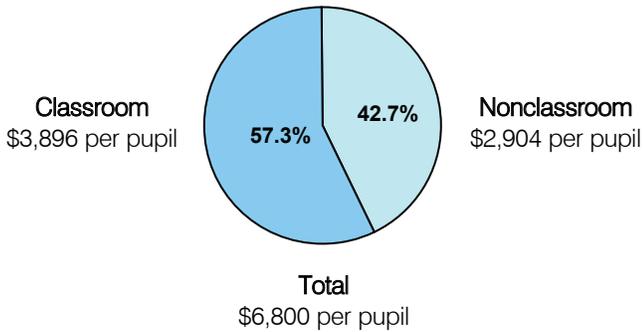
## Wickenburg Unified School District

Maricopa County

District size: Medium  
 Students attending: 1,397  
 Number of schools: 5  
 Number of certified teachers: 95

### Classroom Dollars

Fiscal year 2005

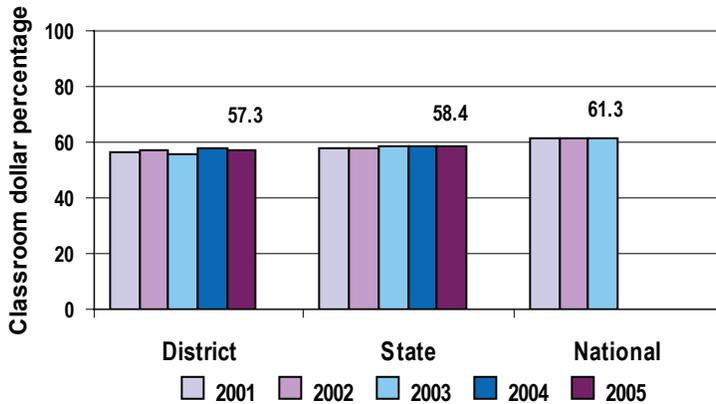


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.6	15.2	14.7	18.3
Average teacher salary	\$35,035	\$34,574	\$37,620	\$39,095
Average years' experience	9.1	8.8	8.7	8.5

Classroom dollar ranking: 89 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.1	57.1	56.0	58.1	57.3	58.4	61.5
Nonclassroom dollars:							
Administration	11.9	12.1	12.7	11.9	11.8	9.5	11.1
Plant operations	15.6	14.6	15.4	14.3	15.5	11.4	9.5
Food service	4.9	5.1	4.9	4.2	4.8	4.8	4.0
Transportation	5.8	5.8	5.2	5.1	5.1	4.1	4.0
Student support	3.9	3.4	3.5	3.4	3.1	7.0	5.0
Instruction support	1.8	1.9	2.3	3.0	2.4	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$2,921 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 2nd- through 10th-grade students had to meet or exceed the 50th-percentile on standardized tests in math, reading, and/or language.
- Student attendance had to meet or exceed 94 percent.
- The District had to obtain "A" or "B" ratings from 80 percent of parents surveyed.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

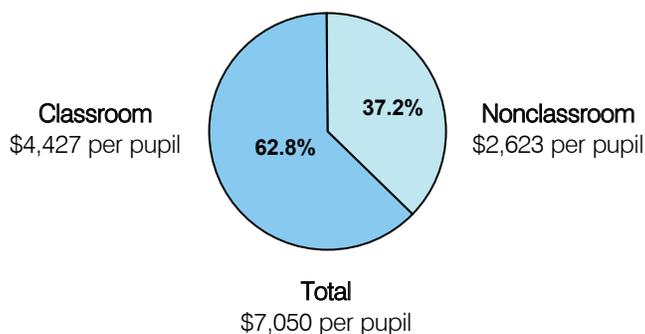
## Willcox Unified School District

Cochise County

District size: Medium  
 Students attending: 1,367  
 Number of schools: 3  
 Number of certified teachers: 91

### Classroom Dollars

Fiscal year 2005

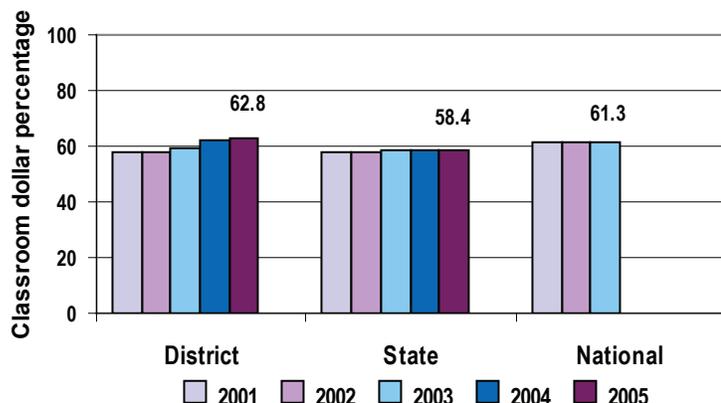


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.0	16.0	15.1	18.3
Average teacher salary	\$34,536	\$32,656	\$37,280	\$39,095
Average years' experience	8.5	8.2	7.8	8.5

Classroom dollar ranking: 19 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	58.2	57.9	59.0	62.1	62.8	58.4	61.5
Nonclassroom dollars:							
Administration	12.7	15.8	14.7	9.0	8.2	9.5	11.1
Plant operations	11.0	10.1	10.7	11.5	11.7	11.4	9.5
Food service	5.7	5.1	4.9	5.5	5.1	4.8	4.0
Transportation	4.5	4.0	4.0	4.3	4.5	4.1	4.0
Student support	4.7	4.5	4.2	4.8	5.2	7.0	5.0
Instruction support	2.8	2.6	2.4	2.8	2.4	4.6	4.7
Other	0.4		0.1		0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, and counselor earned between \$3,524 and \$3,595 in additional salary, and each mentor, coach, trainer, and grade-level/department chair earned an additional \$1,183.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- Goals were linked to student achievement on standardized tests and teacher contacts with parents.

##### Menu

- Monies were used primarily to compensate mentors, trainers, coaches, and grade-level/department chairs for working with instructional staff throughout the school year in support of improved curriculum delivery, and to compensate eligible employees for additional days added to the school calendar.
- 1 teacher was hired to work with middle-school students in an alternative classroom setting.
- Monies were also used to pay for teacher development activities, the District's portion of required increases in state retirement contributions, and teacher liability insurance.

# Classroom Dollars and Proposition 301 Results

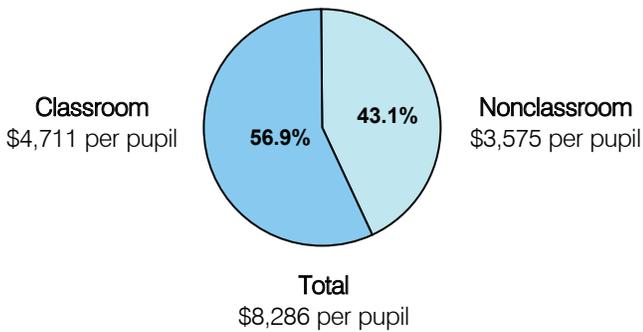
## Williams Unified School District

Coconino County

District size: Medium  
 Students attending: 703  
 Number of schools: 2  
 Number of certified teachers: 47

### Classroom Dollars

Fiscal year 2005

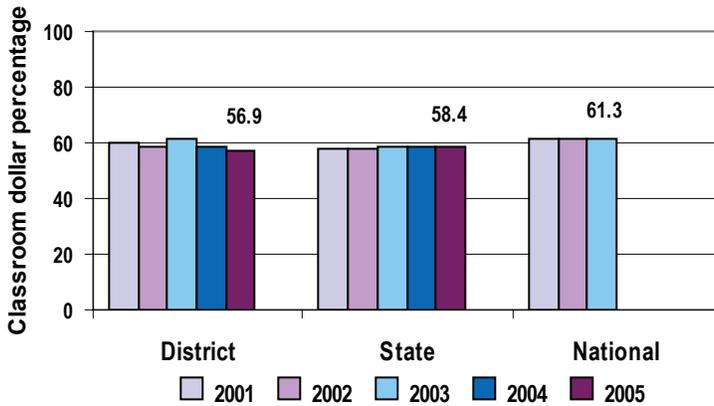


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	13.7	13.7	14.8	18.3
Average teacher salary	\$37,771	\$36,886	\$37,224	\$39,095
Average years' experience	8.9	9.0	9.4	8.5

Classroom dollar ranking: 97 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	60.2	58.6	61.7	58.5	56.9	58.4	61.5
Nonclassroom dollars:							
Administration	10.5	13.2	11.0	12.5	14.5	9.5	11.1
Plant operations	12.3	12.2	10.8	12.2	12.3	11.4	9.5
Food service	3.0	2.8	2.7	3.0	3.2	4.8	4.0
Transportation	3.9	3.7	4.2	4.1	4.6	4.1	4.0
Student support	6.5	6.4	6.2	8.1	6.9	7.0	5.0
Instruction support	2.8	3.1	3.4	1.6	1.6	4.6	4.7
Other	0.8					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$3,318 in salary.

##### Performance

- The District accomplished its goals, which were based on school and individual performance.
- Students' math and language test scores improved.
- Teachers created lessons and assessments, and participated in professional development activities focused on technology, collaborative curriculum alignment, and personal improvement.

##### Menu

- Monies were used solely to increase teacher compensation.

# Classroom Dollars and Proposition 301 Results

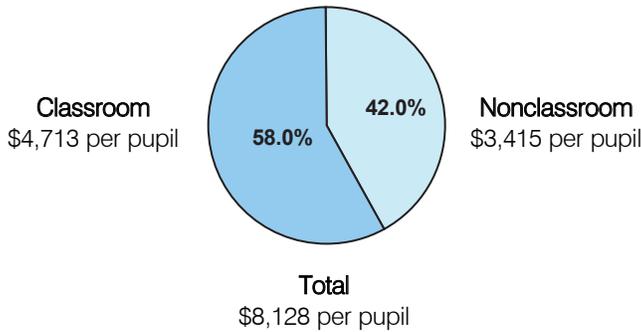
## Wilson Elementary School District

Maricopa County

District size: Medium  
 Students attending: 1,346  
 Number of schools: 2  
 Number of certified teachers: 74

### Classroom Dollars

Fiscal year 2005

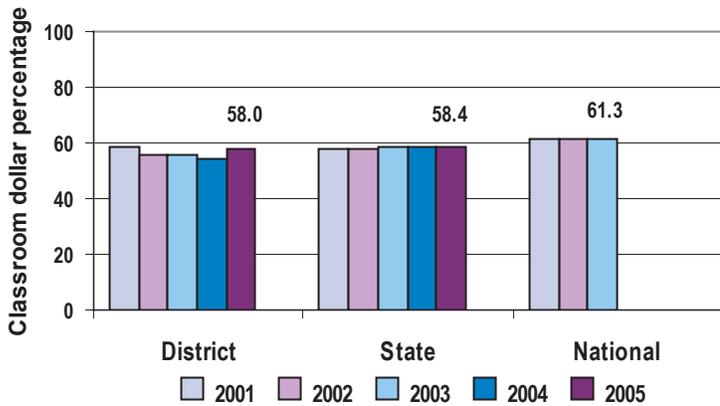


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	15.8	16.0	18.2	18.3
Average teacher salary	\$44,903	\$47,151	\$47,642	\$39,095
Average years' experience	8.3	8.9	9.4	8.5

Classroom dollar ranking: 76 of 228 districts.

### 5-year comparison



### Expenditures by function

	Percentage						
	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	58.7	55.6	55.9	54.6	58.0	58.4	61.5
Nonclassroom dollars:							
Administration	12.5	16.5	16.0	13.3	12.6	9.5	11.1
Plant operations	12.4	12.4	12.4	14.9	12.1	11.4	9.5
Food service	7.1	7.2	6.3	7.1	6.5	4.8	4.0
Transportation	1.9	2.1	2.1	2.1	1.7	4.1	4.0
Student support	3.0	3.8	4.0	5.2	5.9	7.0	5.0
Instruction support	3.9	2.4	3.3	2.8	3.2	4.6	4.7
Other	0.5					0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher and counselor earned between \$3,414 and \$3,490 in additional salary, and each librarian earned an additional \$4,240.

##### Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- Goals were linked to student achievement on standardized tests and to achieving a 95 percent student attendance rate or better at the 100th school day.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

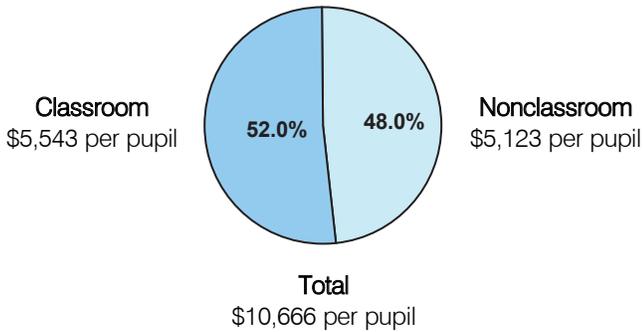
## Window Rock Unified School District

Apache County

District size: Medium  
 Students attending: 2,789  
 Number of schools: 7  
 Number of certified teachers: 190

### Classroom Dollars

Fiscal year 2005

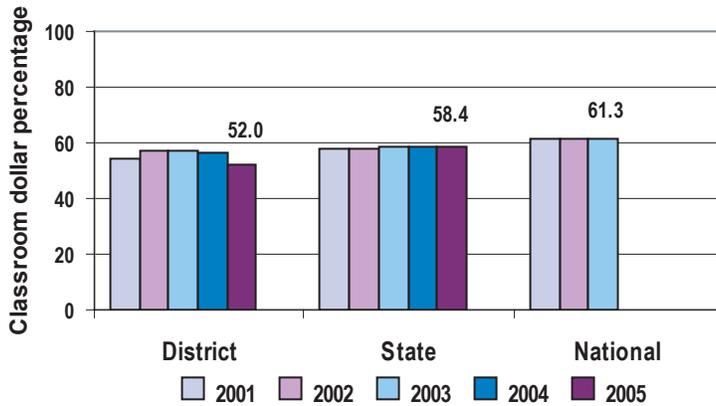


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	13.9	14.0	14.7	18.3
Average teacher salary	\$39,027	\$39,447	\$42,045	\$39,095
Average years' experience	10.5	10.5	9.8	8.5

Classroom dollar ranking: 166 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	54.1	57.3	57.5	56.1	52.0	58.4	61.5
Nonclassroom dollars:							
Administration	13.6	12.1	12.8	11.5	11.6	9.5	11.1
Plant operations	14.0	13.0	12.7	13.5	13.2	11.4	9.5
Food service	4.1	4.0	3.7	4.1	4.4	4.8	4.0
Transportation	4.8	4.8	4.2	4.2	4.4	4.1	4.0
Student support	5.5	5.0	4.6	6.1	7.6	7.0	5.0
Instruction support	3.9	3.8	4.4	4.5	6.8	4.6	4.7
Other			0.1			0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, social worker, and mental health specialist earned an additional \$4,545 in salary, and each registered nurse earned an additional \$2,275.

##### Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- Goals were linked to students' standardized test scores.
- Students in each grade level also had to demonstrate growth in language and reading skills.

##### Menu

- Monies were used solely to increase eligible employee compensation.

# Classroom Dollars and Proposition 301 Results

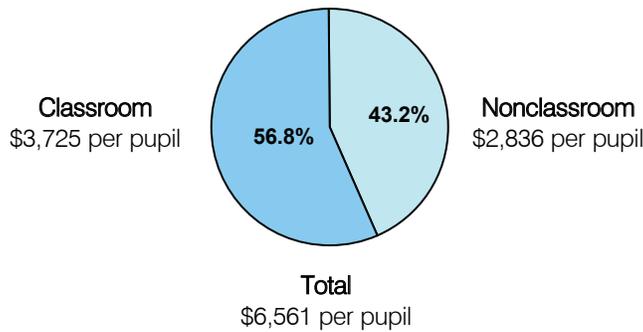
## Winslow Unified School District

Navajo County

District size: Medium  
 Students attending: 2,438  
 Number of schools: 5  
 Number of certified teachers: 133

### Classroom Dollars

Fiscal year 2005

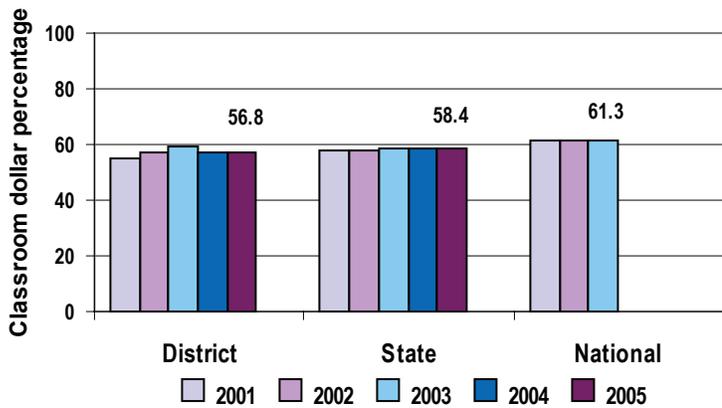


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	16.4	17.8	18.3	18.3
Average teacher salary	\$41,300	\$36,974	\$39,201	\$39,095
Average years' experience	8.1	8.5	8.6	8.5

Classroom dollar ranking: 99 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	55.1	57.2	59.0	57.3	56.8	58.4	61.5
Nonclassroom dollars:							
Administration	10.8	10.2	10.5	9.3	9.6	9.5	11.1
Plant operations	13.9	13.0	10.7	13.4	13.0	11.4	9.5
Food service	4.2	4.6	3.4	3.0	3.0	4.8	4.0
Transportation	3.4	2.5	2.8	2.8	2.9	4.1	4.0
Student support	4.0	4.6	5.2	5.0	4.3	7.0	5.0
Instruction support	8.6	7.9	8.4	9.2	10.4	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$5,597 in salary.

##### Performance

- The District accomplished its goals, which were based on district performance.
- Goals were linked to increases in student scores on standardized tests and district assessments.
- Teachers had to implement a new reading program and Galileo assessments.

##### Menu

- Monies continued to be used for professional development activities.
- All eligible certified employees were required to attend trainings on reading and the Six Traits Writing program.

# Classroom Dollars and Proposition 301 Results

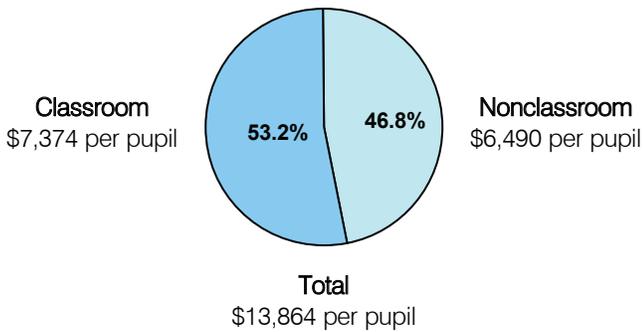
## Yarnell Elementary School District

Yavapai County

District size: Very Small  
 Students attending: 49  
 Number of schools: 1  
 Number of certified teachers: 6

### Classroom Dollars

Fiscal year 2005

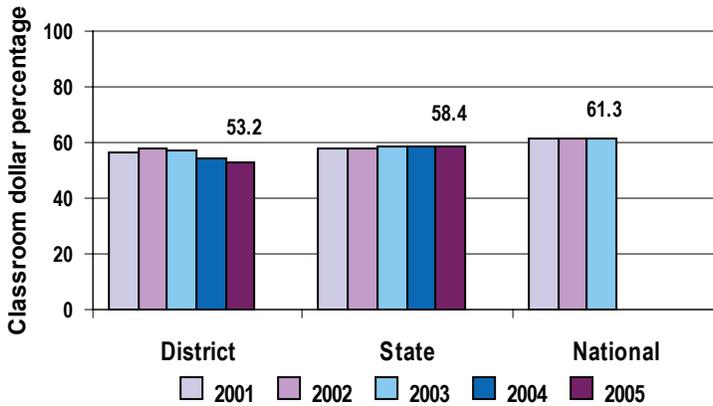


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	9.0	10.2	8.2	18.3
Average teacher salary	\$34,181	\$31,220	\$33,400	\$39,095
Average years' experience	5.6	6.4	6.3	8.5

Classroom dollar ranking: 157 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.4	57.8	57.1	54.2	53.2	58.4	61.5
Nonclassroom dollars:							
Administration	22.3	21.4	21.7	22.5	19.4	9.5	11.1
Plant operations	5.0	4.9	5.1	6.3	9.2	11.4	9.5
Food service	4.8	4.6	6.6	7.2	8.8	4.8	4.0
Transportation	8.5	7.6	5.5	5.8	5.1	4.1	4.0
Student support	1.2	2.7	3.7	3.7	3.8	7.0	5.0
Instruction support	1.8	1.0	0.3	0.3	0.5	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$1,066 in salary.

##### Performance

- The District accomplished its goals, which were based on district and school performance.
- Student achievement goals were linked to establishing a positive learning environment by encouraging punctuality, attendance, and teacher-parent communication; and increasing academic standards through the use of team teaching, daily journals, writers' workshops, literature study groups, math blocks, cooperative learning activities, and volunteers to help with one-on-one instruction.
- Other goals were linked to leadership activities and parent satisfaction.

##### Menu

- The District continued to use monies to pay an instructional aide to help reduce class sizes.

# Classroom Dollars and Proposition 301 Results

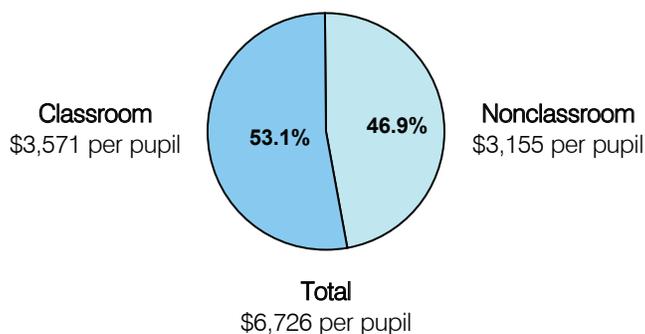
## Yavapai Accommodation School District

Yavapai County

District size: Very Small  
 Students attending: 52  
 Number of schools: 1  
 Number of certified teachers: 2

### Classroom Dollars

Fiscal year 2005

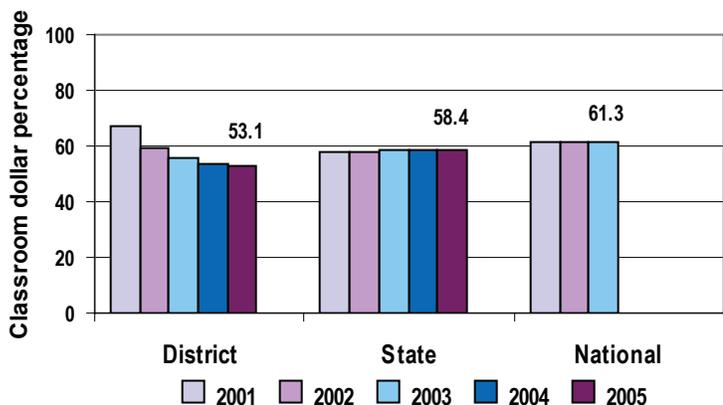


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	19.0	17.5	26.0	18.3
Average teacher salary	\$43,385	\$47,952	\$48,187	\$39,095
Average years' experience	5.0	3.0	4.0	8.5

Classroom dollar ranking: 160 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	67.0	59.6	55.9	53.3	53.1	58.4	61.5
Nonclassroom dollars:							
Administration	22.4	27.1	32.1	37.7	30.3	9.5	11.1
Plant operations	5.2	7.8	3.4	3.0	4.6	11.4	9.5
Food service	0.2					4.8	4.0
Transportation		1.2	1.8	1.8	2.4	4.1	4.0
Student support			5.4	3.1	8.7	7.0	5.0
Instruction support	5.2	4.3	1.4	0.8	0.9	4.6	4.7
Other				0.3		0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- The teacher and instructional aide each earned an additional \$5,347 in salary.

##### Performance

- The District accomplished its goals, which were based on school performance.
- AIMS reading test scores improved by 37 percent over the previous year.
- The District divides each school day into 2 half-day sessions.
- The teacher and instructional aide received acceptable performance evaluations.
- At-risk students' attendance improved.
- The teacher participated in 3 hours of professional development activities and attended workshops on teaching math, and the instructional aide developed and implemented a character education program.

##### Menu

- Monies were primarily used to increase eligible employee compensation.
- Monies were also used to pay for professional development activities.

# Classroom Dollars and Proposition 301 Results

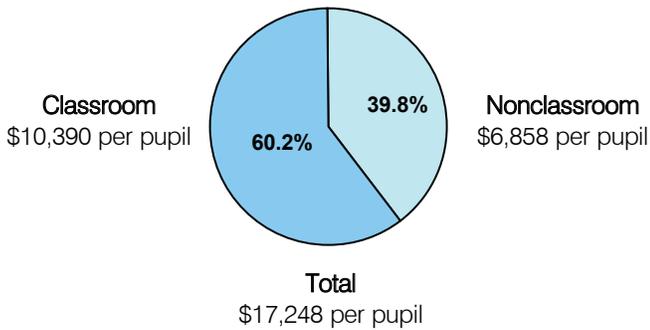
## Young Elementary School District

Gila County

District size: Very Small  
 Students attending: 64  
 Number of schools: 2  
 Number of certified teachers: 11

### Classroom Dollars

Fiscal year 2005

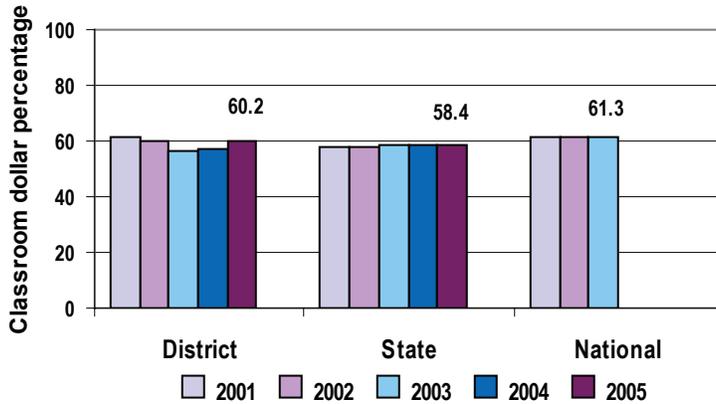


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	5.3	5.0	5.9	18.3
Average teacher salary	\$36,055	\$37,155	\$38,391	\$39,095
Average years' experience	8.8	9.2	9.5	8.5

Classroom dollar ranking: 42 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	61.7	59.8	56.1	56.9	60.2	58.4	61.5
Nonclassroom dollars:							
Administration	17.0	16.5	17.0	19.7	19.2	9.5	11.1
Plant operations	12.3	13.9	16.5	12.8	12.8	11.4	9.5
Food service	4.3	3.9	4.8	4.9	3.5	4.8	4.0
Transportation						4.1	4.0
Student support	1.5	2.0	1.4	1.5	1.1	7.0	5.0
Instruction support	3.2	3.9	4.2	4.2	3.1	4.6	4.7
Other					0.1	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$1,182 in salary, not including performance pay, to be distributed in fiscal year 2006, and each librarian earned an additional \$348.
- The District determined that all employees were involved in students' education and also paid other staff \$348 each, including office workers, bus drivers, custodians, and cafeteria workers.

##### 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 generated a state standards notebook for each student.
- Open gym nights were held for 20 students at risk of dropping out.
- Each student's parent was contacted each quarter.
- Staff members participated in voluntary service projects, such as bake sales and car washes.

##### Menu

- Teachers earned monies for providing before- and after-school tutoring for 70 students.
- AIMS preparation group sessions were held for 54 students.
- 70 students were counseled on the importance of education as part of dropout prevention efforts.

# Classroom Dollars and Proposition 301 Results

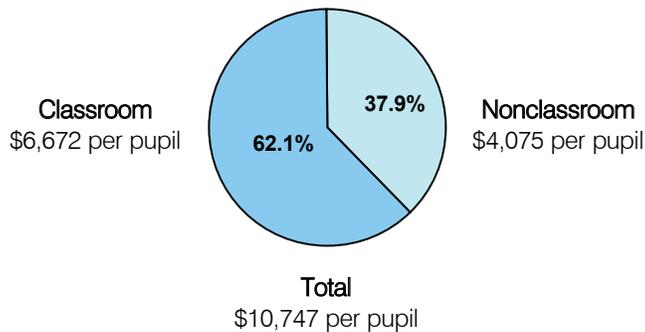
## Yucca Elementary School District

Mohave County

District size: Very Small  
 Students attending: 24  
 Number of schools: 1  
 Number of certified teachers: 2

### Classroom Dollars

Fiscal year 2005

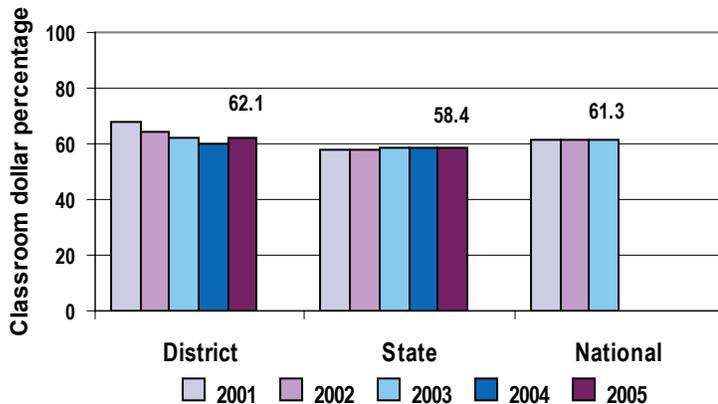


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	10.5	10.0	10.6	18.3
Average teacher salary	\$32,733	\$37,207	\$38,102	\$39,095
Average years' experience	4.2	5.2	6.0	8.5

Classroom dollar ranking: 26 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	67.8	64.6	62.4	60.0	62.1	58.4	61.5
Nonclassroom dollars:							
Administration	18.3	18.8	21.6	20.9	18.9	9.5	11.1
Plant operations	8.0	7.0	7.9	9.3	8.6	11.4	9.5
Food service	5.7	5.5	5.8	5.3	5.9	4.8	4.0
Transportation	0.2	0.1		0.1	0.6	4.1	4.0
Student support		3.0	2.3	3.9	2.2	7.0	5.0
Instruction support		1.0		0.5	1.7	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher earned an additional \$1,805 in salary, and each instructional aide earned an additional \$555.

##### Performance

- The District accomplished most of its goals, which were based on school performance.
- 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 also provided after-school tutoring and developed activities to involve parents.
- Students evaluated teachers quarterly through a survey.
- The goal not met related to 80 percent attendance at family nights.

##### Menu

- The District used its menu monies to reduce class sizes for Title I students from 16 to 6.

# Classroom Dollars and Proposition 301 Results

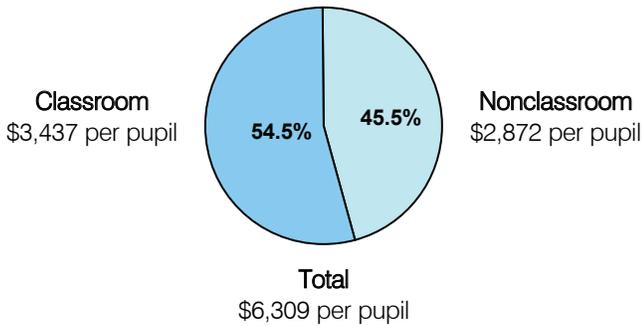
## Yuma Elementary School District

Yuma County

District size: Large  
 Students attending: 9,918  
 Number of schools: 18  
 Number of certified teachers: 580

### Classroom Dollars

Fiscal year 2005

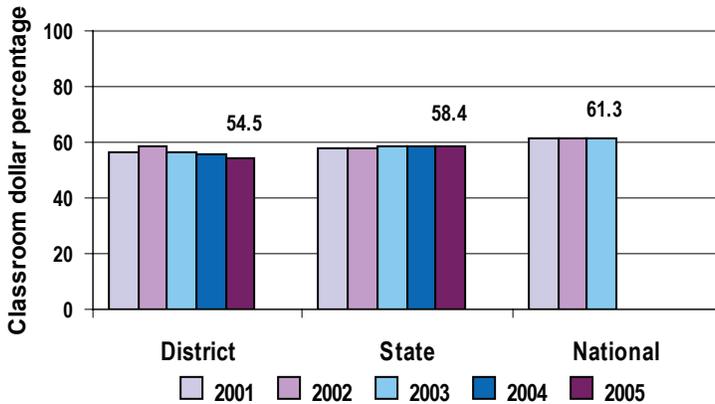


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	17.2	17.4	17.1	18.3
Average teacher salary	\$38,745	\$35,515	\$37,111	\$39,095
Average years' experience	9.2	9.0	8.3	8.5

Classroom dollar ranking: 138 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.4	58.9	56.2	56.0	54.5	58.4	61.5
Nonclassroom dollars:							
Administration	11.2	9.3	9.8	10.5	10.0	9.5	11.1
Plant operations	8.6	11.4	10.5	9.9	10.1	11.4	9.5
Food service	6.6	7.4	6.8	6.6	6.3	4.8	4.0
Transportation	10.2	4.3	4.9	5.0	4.8	4.1	4.0
Student support	4.4	6.8	8.5	8.9	8.1	7.0	5.0
Instruction support	2.6	1.9	3.3	3.1	6.2	4.6	4.7
Other						0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, speech therapist, and counselor earned an additional \$4,000 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 earned monies for meeting at least 1 of 6 goals related to student achievement.
- Goals included teachers maximizing instruction time and improvements in test scores and student attendance rates.
- Other goals called for teachers to each attend 15.5 hours of professional development activities relating to literacy assessments, instruction, and intervention, and to participate in school collaboration activities, assessment planning, and interventions.

##### Menu

- Monies were primarily used to increase eligible employee compensation.
- Monies also continued to be used to employ 8 teachers to reduce class sizes.

# Classroom Dollars and Proposition 301 Results

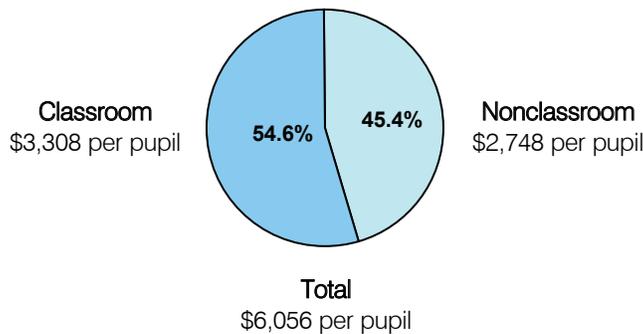
## Yuma Union High School District

Yuma County

District size: Large  
 Students attending: 9,385  
 Number of schools: 5  
 Number of certified teachers: 438

### Classroom Dollars

Fiscal year 2005

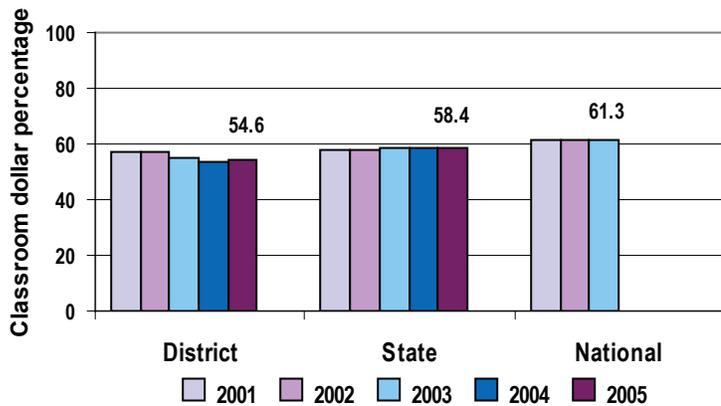


### Comparative Information

	District			State
	2003	2004	2005	2005
Student/teacher ratio	20.3	20.4	21.4	18.3
Average teacher salary	\$38,664	\$37,321	\$38,950	\$39,095
Average years' experience	8.7	8.7	8.6	8.5

Classroom dollar ranking: 136 of 228 districts.

### 5-year comparison



### Expenditures by function

	District					State	National
	2001	2002	2003	2004	2005	2005	2002
Classroom dollars	56.8	56.8	55.1	53.5	54.6	58.4	61.5
Nonclassroom dollars:							
Administration	11.0	10.4	11.5	10.9	10.5	9.5	11.1
Plant operations	11.2	11.6	12.5	12.4	11.2	11.4	9.5
Food service	5.2	5.5	5.6	5.6	6.0	4.8	4.0
Transportation	5.8	5.6	5.5	7.7	6.4	4.1	4.0
Student support	7.0	6.9	6.8	6.4	7.9	7.0	5.0
Instruction support	3.0	2.9	2.7	3.2	3.1	4.6	4.7
Other		0.3	0.3	0.3	0.3	0.2	0.2

### Proposition 301

#### District-reported 2005 results

##### Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$4,200 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 and individual performance.
- Tutoring and teacher training increased AIMS scores.
- 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.

##### Menu

- Monies were primarily used to increase eligible employee compensation.
- To reduce class sizes, 10 teachers were hired in various subjects, including math and English.
- Monies were also used for tutoring and after-school remediation to increase AIMS test scores.