



A REPORT
TO THE
ARIZONA LEGISLATURE

Division of School Audits

Special Study

Arizona Public School Districts' Dollars Spent in the Classroom Fiscal Year 2008

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Debra K. Davenport
Auditor General

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February 26, 2009

Members of the Arizona Legislature

The Honorable Jan Brewer, Governor

I am pleased to present our report, *Arizona Public School Districts' Dollars Spent in the Classroom, Fiscal Year 2008*. 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 (CSF) 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 2008, Arizona's state-wide percentage of dollars spent in the classroom was 57.3 percent, which is the lowest it has been in the 8 years my Office has been monitoring classroom dollars and almost 4 percentage points lower than the national average of 61 percent reported by the National Center for Education Statistics. The classroom dollar percentage has declined despite schools' having received about \$300 million a year in CSF monies. These monies are intended to increase classroom spending, primarily by increasing teacher salaries. However, spending patterns indicate that districts are using CSF monies to supplant—or replace, rather than add to—other district monies primarily to pay for increased student and instructional support services costs. If districts had maintained their previous level of classroom spending and added to it the CSF monies, the state-wide classroom dollar percentage would be 2.4 percentage points higher and the average teacher salary in Arizona would be about \$7,500 higher.

A district's size continues to be the primary factor associated with higher classroom spending. Larger districts can spread fixed, noninstructional costs over more students, leaving more dollars to spend in the classroom. However, many smaller districts are still able to spend a higher percentage of their dollars in the classroom than the state average. According to district officials at some of these small-sized districts with high classroom dollar percentages, they were able to lower their noninstructional costs by having employees perform several jobs and hiring part-time staff.

Finally, districts are required to direct 40 percent of their CSF monies to teacher performance pay. State law provides guidance on the types of goals that performance pay plans should include, but allows districts to modify these measures. As a result, districts varied widely in the goals they established for awarding performance pay.

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

This report will be released to the public on February 27, 2009.

Sincerely,

Debbie Davenport
Auditor General

Summary

Pursuant to Arizona Revised Statutes (A.R.S.) §41-1279.03, the Office of the Auditor General has conducted an analysis of Arizona school districts' percentage of dollars spent in the classroom. This report presents state-wide trends in classroom and nonclassroom spending, including factors associated with districts that spend a greater percentage of their dollars in the classroom. In addition, this report examines the adequacy of the districts' performance pay plans and summarizes how districts reported using their Classroom Site Fund monies resulting from Proposition 301, the education sales tax approved by voters in 2000.

School district spending shifts away from the classroom (see pages 3 through 9)

In fiscal year 2008, Arizona's state-wide percentage of dollars spent in the classroom was 57.3 percent, the lowest it has been in the 8 years that the Auditor General has been monitoring classroom dollars. Beginning in fiscal year 2002, Proposition 301 provided new monies for Arizona school districts called Classroom Site Fund (CSF) monies, which are largely restricted for classroom purposes, primarily for increasing teacher pay. Despite an average annual increase of about \$300 million of CSF monies, Arizona's classroom dollar percentage is lower than it was prior to receipt of the first CSF monies and continues to lag more than 3 percentage points behind the national average of 61 percent.

In fiscal year 2008, districts spent almost \$421 million in CSF monies, and, as in prior years, districts spent over 90 percent for instructional purposes, such as teacher pay. Almost all of these expenditures, 99.9 percent, appear appropriate and allowable under statute.

With the infusion of these CSF monies largely directed to the classroom, the State's classroom dollar percentage and teachers' salaries could have been higher, but districts appear to be using these monies to supplant—or replace, rather than add to—other monies, a violation of A.R.S. §15-977(A). Many districts are not spending their other monies for instructional activities at the same level of effort they did prior to receiving CSF monies. If districts had continued spending their non-CSF monies

in the classroom at the same rate they did prior to receiving CSF monies, the fiscal year 2008 state-wide classroom dollar percentage would have been 59.7 percent and teacher salaries would have been about \$7,500 higher, on average.

As the percentage of classroom spending from non-CSF monies has declined since 2001, the percentage of noninstructional spending has increased primarily for instructional support services, such as teacher training, and for student support services, such as physical and speech therapies. These increases may be explained, in part, by changes in how districts provide those services and in the number of students served. Districts appear to have switched from in-house employees to contracted positions for instructional and student support services. According to district officials, these contracted specialists are more costly. Further, the percentage of students requiring special education has increased since fiscal year 2001, and these students are more likely to receive student support services such as physical, behavioral, and speech therapy. Auditors also examined whether the increased level of noninstructional spending was explained by disproportionate inflationary pressures, but found that between fiscal years 2001 and 2008, industry wages in noninstructional cost areas rose consistently with inflation. Additionally, during this same time period, increases in revenues per pupil for Arizona's districts outpaced inflation, on average. Regardless of the districts' changing circumstances related to contracting for certain support services and responding to a growing special needs population, using CSF monies to supplant other monies for these purposes is in direct violation of A.R.S. §15-977(A).

Higher classroom dollar percentage associated with— but not dependent upon—larger district size (see pages 11 through 12)

District size continues to be the primary factor associated with higher classroom spending percentages for Arizona school districts. Larger districts are able to achieve economies of scale by spreading noninstructional costs over more students, leaving additional dollars to spend in the classroom. Perhaps related to their large numbers of students, the districts with the highest percentages also provide less building space per student and have higher student-employee ratios. There are two additional factors not related to size that may affect classroom spending. The districts with the lowest classroom dollar percentages have twice as many students living below the poverty level and transport their students almost twice as many miles per rider as the highest percentage districts, on average. These factors may increase the per-pupil student support services and transportation costs, respectively.

Although classroom dollar percentages are primarily associated with district size, they also vary within each size group and every size group includes districts that have

percentages above the state average. Although smaller districts must spread their fixed, noninstructional costs among fewer students, many are still able to spend a higher percentage of their dollars in the classroom than the state average. According to district officials at some of these small-sized districts with high classroom dollar percentages, they were able to lower their noninstructional costs by having employees perform several jobs and hiring part-time staff.

Proposition 301 performance pay plans meet statutory requirements, but some are weak (see pages 13 through 15)

Establishing meaningful teacher performance pay plans is important because it can potentially lead to improved student achievement. Auditors' review of limited research conducted on other states' performance pay plans points to specific instances in which student academic achievement gains appear to be linked to performance pay incentive opportunities. Arizona Revised Statutes specify student academic achievement as one type of goal that districts can include in performance pay plans. However, statute also allows districts to choose which types of goals they incorporate into their plans.

For fiscal year 2008, all school districts' plans met statutory requirements, in that all identified at least one goal. However, some plans were stronger than others. Of the 223 districts receiving CSF monies, auditors identified 18 districts that had plan goals addressing a variety of performance measurement elements listed in statute, and that appeared to do a good job of linking performance pay to student achievement. For example, some plans required teachers to determine specific strategies to help their students meet student achievement goals. Auditors also identified 32 performance pay plans that appeared weak because they had goals that allowed teachers to earn performance pay for responsibilities that are a regular part of their jobs, or simply did not require performance above and beyond already expected levels. For example, some districts awarded performance pay to teachers for receiving satisfactory performance evaluations or for attending in-service training sessions that were already required in teacher contracts and that were held during normal working hours.

Appendices (see pages a-1 through a-235)

Appendix A summarizes each district's classroom dollar percentage for fiscal year 2008. Appendix B presents more specific one-page summaries of each district's expenditure information, including classroom and nonclassroom spending, comparisons to state and national averages, and reported uses of CSF monies. Appendix C contains a detailed discussion of the definition of the classroom dollar percentage and the scope and methodology employed during this study.

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Introduction & Objectives

The Office of the Auditor General has conducted an analysis of Arizona school districts' percentage of dollars spent in the classroom. 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 Arizona's school districts.

This report has two main objectives:

- It presents state-wide trends in classroom and nonclassroom spending, including factors associated with districts that spend a greater percentage of their dollars in the classroom.
- It analyzes districts' use of Proposition 301 funding and the adequacy of the districts' performance pay plans. In November 2000, voters approved Proposition 301. This proposition raised the state sales tax by six-tenths of 1 percent for 20 years to fund educational programs. A portion of the monies raised through this additional tax are distributed to districts through a centralized state fund called the Classroom Site Fund (CSF). School districts may use this funding only for specified purposes, primarily increasing teacher pay.

While the body of the report focuses on state-wide information, Appendix A summarizes each district's classroom dollar percentage for fiscal year 2008, and Appendix B presents more specific one-page summaries of each district's expenditure information, including classroom and nonclassroom spending and reported uses of CSF monies.

The information used to prepare this report was not subjected to all the tests and confirmations that would be performed during an audit. However, to ensure the reasonableness of the information used in this report, auditors performed certain quality control procedures. Appendix C contains a detailed discussion of the definition of the classroom dollar percentage and the scope and methodology employed during this study.

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

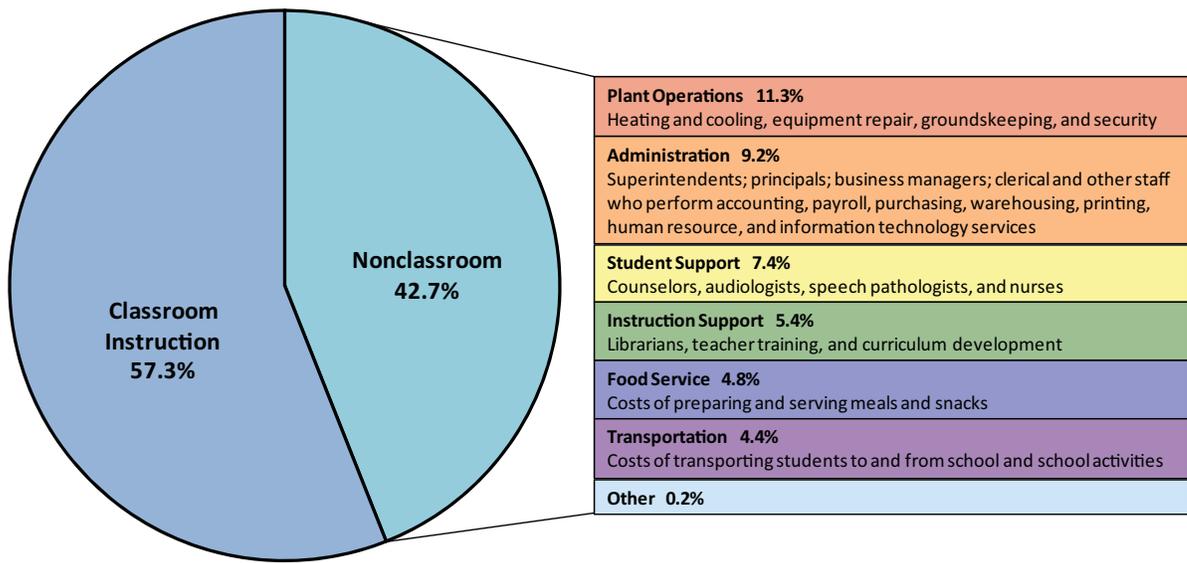
School District Spending Shifts Away from the Classroom

Despite an average annual increase of about \$300 million of Classroom Site Fund (CSF) monies, Arizona's state-wide percentage of dollars spent in the classroom decreased from 57.7 percent in fiscal year 2001, the year prior to receipt of the first CSF monies, to 57.3 percent in fiscal year 2008. With the infusion of these CSF monies and other significant state-provided resources largely directed to the classroom, teachers' salaries could have been about \$7,500 higher, on average, but districts appear to be using these monies to supplant—or replace, rather than add to—other monies, a violation of A.R.S. §15-977(A). As the percentage of classroom spending from non-CSF monies has declined since 2001, the percentage of noninstructional spending has increased, particularly for instructional support services, including teacher training and student support services, such as physical and speech therapies. These increases may be explained, in part, by changes in how districts provide for those services and in the number of students served. However, supplanting instructional spending for these purposes is not allowable. Further, the increased level of noninstructional spending does not appear to be explained by inflationary pressures, since increases in revenues per pupil between fiscal years 2001 and 2008 for Arizona's districts have outpaced inflation during those years on average.

Arizona's 57.3 classroom dollar percentage lower than 2001 level

In 2001, before CSF monies were available, Arizona's districts spent 57.7 cents of each dollar in their classrooms. As seen in Figure 1 on page 4, in fiscal year 2008 districts spent only 57.3 percent in the classroom. This percentage is the lowest it has been in the 8 years that the Auditor General has been monitoring classroom dollars.

Figure 1: Current Expenditures by Functional Area
Fiscal Year 2008



Source: Auditor General staff analysis of fiscal year 2008 summary accounting data provided by individual school districts.

The State's classroom dollar percentage remains more than 3 percentage points below the most recent national average of 61 percent. Based on data available from the U.S. Department of Education's National Center for Education Statistics, the national average has remained between 61 and 62 percent for more than 10 years.

CSF monies spent on instruction, but have not increased Arizona's classroom dollar percentage

Beginning in fiscal year 2002, Proposition 301 provided new monies for Arizona school districts called Classroom Site Fund monies. These CSF monies are largely restricted for classroom purposes, primarily for increasing teacher pay. In fiscal year 2008, approximately \$501 million of Proposition 301 monies went to the Classroom Site Fund for allocation to school districts, charter schools, and the state schools for deaf, blind, and committed youth. The Arizona Department of Education (ADE) distributes CSF monies to districts based on a per-pupil rate set by the Joint Legislative Budget Committee (JLBC). For fiscal year 2008, the JLBC established a \$401 per-pupil rate. In total, ADE distributed approximately \$447 million to school districts, and \$54 million to charter and other state schools.

Since 2002, districts have consistently spent over 90 percent of CSF monies for instructional purposes, such as teacher pay. In fiscal year 2008, districts spent almost \$421 million in CSF monies, with the unspent monies remaining in the districts' Classroom Site Fund for future years. Almost all of these expenditures, 99.9 percent, appear appropriate and allowable under statute. However some were not. For example, one district inappropriately spent about \$247,000 to pay employee insurance costs for administration and plant employees who were not eligible to receive CSF monies. Another district inappropriately spent about \$350,000 to pay for the entire salaries of four employees who were not eligible to receive CSF monies because they did not provide instruction to students.

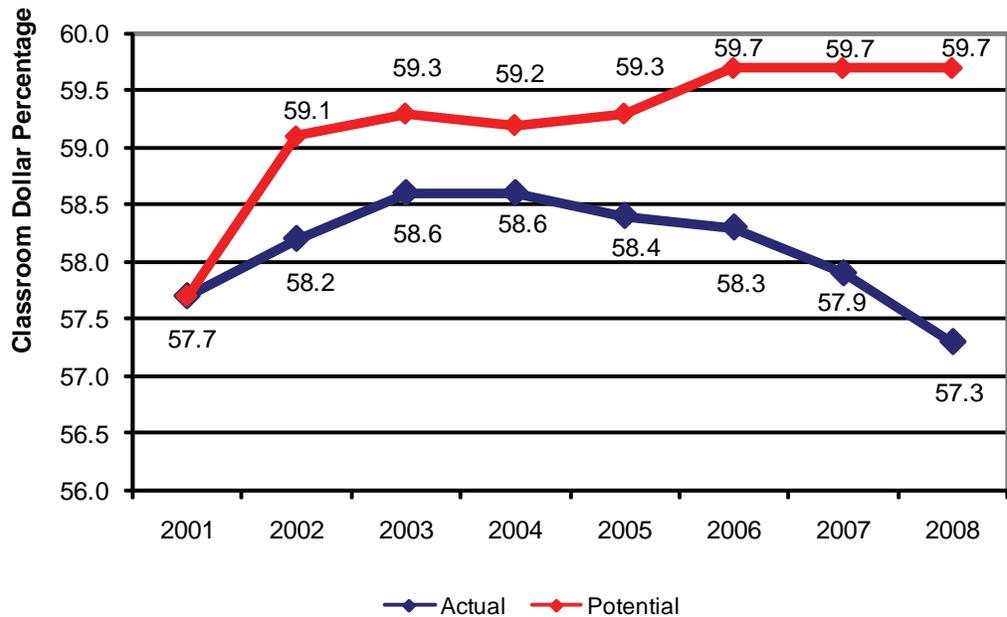
Despite districts' spending CSF monies for instructional purposes, the state classroom dollar percentage has declined. In fact, after a 7-year total increase of nearly \$2.1 billion of CSF monies, an average annual increase of about \$300 million, the state-wide classroom dollar percentage is now lower than it was prior to receipt of the first CSF monies. As seen in Figure 2 on page 6, after an initial 2-year increase, the classroom dollar percentage has steadily decreased each of the last 4 years.

Arizona's classroom dollar percentage and teacher salaries should be higher, but districts used CSF monies to supplant other monies

Arizona school district spending patterns over the past several years indicate districts are likely using CSF monies to supplant other district monies, which is a violation of Arizona Revised Statutes §15-977(A). Supplanting means that districts have used the CSF monies to replace, rather than add to, monies being spent in the classroom. Many districts are not spending their other monies for instructional activities at the same level of effort they did prior to receiving CSF monies. This declining level of effort is evident in the lower percentages of non-CSF monies spent in the classroom and on teacher salaries.

Classroom spending—As shown in Figure 2 on page 6, in fiscal year 2008, Arizona school districts' actual classroom dollar percentage is 2.4 percentage points lower than what it would have been had districts actually used CSF monies to supplement their classroom spending rather than replace monies used in the classroom. If districts had continued spending their non-CSF monies in the classroom at the same rate they did prior to receiving CSF monies, the fiscal year 2008 state-wide classroom dollar percentage would have been 59.7 percent and approaching the national average of 61 percent.

Figure 2: Arizona Actual and Potential Classroom Dollar Percentages
Fiscal Years 2001 through 2008



Source: Auditor General staff analysis of fiscal year 2008 School District Annual Financial Reports provided by the Arizona Department of Education, fiscal year 2008 summary accounting data provided by individual school districts, and previous reports on *Arizona Public School Districts' Dollars Spent in the Classroom*, fiscal years 2001 through 2007.

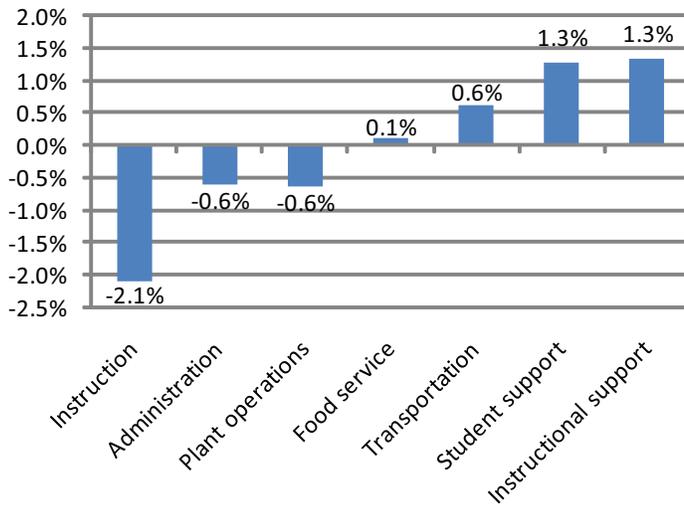
Teacher salaries—In fiscal year 2001, before receiving any CSF monies, districts spent 40 percent of their available operating dollars on teacher salaries. By fiscal year 2008, teacher salaries comprised only 34 percent of total non-CSF spending, a decline of 6 percent. Over this same period, the percentage spent on noninstructional salaries, such as those spent for plant maintenance and operations staff and bus drivers, decreased by less than 1 percent. If districts had continued to spend their non-CSF monies for teacher salaries at the same rate in 2008 as they did in 2001, the average salary for teachers would be about \$7,500 higher than it actually is.

As percentage of instruction spending declined, districts spent more on student support and instructional support services

To identify districts' changing levels of effort in various function areas, auditors compared how districts spent non-CSF monies in fiscal years 2001 and 2008. Between those years, districts reduced their level of instructional spending of non-

CSF monies from 57.7 percent to 55.6 percent. As seen in Figure 3, districts also reduced the percentages spent on administration and plant operations and maintenance. At the same time, districts increased the percentages of non-CSF spending primarily for student support and instructional support services.

Figure 3: Changes in Spending from Monies Other than the Classroom Site Fund, by Functional Area Between Fiscal Years 2001 and 2008



Source: Auditor General staff analysis of fiscal year 2008 school district Annual Financial Reports provided by the Arizona Department of Education, fiscal year 2008 summary accounting data provided by individual school districts, and previous reports on *Arizona Public School Districts' Dollars Spent in the Classroom*, fiscal years 2001 through 2007.

Increases in student support and instructional support not tied to inflation but potentially other factors

Auditors examined possible explanations for the increases in student support and instructional support services, including possible disproportionate inflationary pressures in those and other noninstruction cost areas and changing support service needs at the districts. Auditors found that:

Inflation was not a key factor for the increases—The increased percentages of noninstructional spending do not appear to be explained by inflationary pressures, either in total or in key noninstructional areas. Since 2001, increases in Arizona’s per-pupil revenues have outpaced inflation, on average. As seen in Table 1 on page 8, the consumer price index (CPI) has increased by an average of 2.8 percent per fiscal year, while the districts’ total and available operating revenues per pupil have increased by averages of 4.9 and 5.4 percent per fiscal year, respectively.

Table 1: Inflation Rates and Changes in Per-Pupil Revenues
Fiscal Years 2002 through 2008

	2002	2003	2004	2005	2006	2007	2008	Average
Consumer price index	1.8%	2.2%	2.2%	3.0%	3.8%	2.6%	3.7%	2.8%
Per-pupil revenues								
Total (including capital)	6.4	4.1	1.4	7.3	3.9	7.5	3.5	4.9
Available operating¹	8.8	4.6	5.4	3.2	5.2	5.9	4.7	5.4

¹ Available operating revenues consist of monies available to pay for districts' day-to-day operations. They exclude certain revenues associated with repaying debt, capital outlay, and programs outside the scope of pre-school through grade 12 education.

Source: Auditor General staff analysis of Consumer Price Index information from the U.S. Department of Commerce, Bureau of Labor Statistics; and school district Annual Financial Reports provided by the Arizona Department of Education from fiscal years 2001 through 2008.

Further, inflationary pressures within key noninstructional cost areas are consistent with the CPI and do not explain the disproportionate rise in noninstructional spending. From 2001 to 2007, the most recent year of data available, salaries for Arizona's student support services industry increased by 2.7 percent each year, on average.¹ Similarly, hourly wages for Arizona's plant operation and transportation industries increased by averages of 2.6 and 2.0 percent each year, respectively. The transportation wages are significant because, despite the focus that fuel costs receive, wages constitute about 70 percent of the districts' total transportation costs, on average. In addition, Arizona's energy inflation index has increased 3.5 percent annually, on average, between 2003 and 2007.² Therefore, changes in how districts spend non-CSF monies are not explained by skewed inflationary pressures from certain noninstructional industries.

District approach to support services staffing may have changed—

Districts may have changed how they provide certain support services. Districts appear to have switched from in-house employees to contracted positions for instructional and student support services such as teacher training, counseling, and physical and speech therapy, since less money is spent for salaries and more money is spent on purchased services in those areas. According to district officials, specialists in these services have been leaving district positions and returning as contractors at a higher cost to districts.

¹ Workforce wage data is compiled by Bureau of Labor Statistic's Occupational Employment Statistics program with the collaboration of Arizona's Workforce Agency. Student support service positions include psychologists, speech and physical therapists, counselors, and social workers. The plant operations and maintenance industry includes positions such as custodians, air conditioning and heating technicians, and other maintenance and repair workers.

² Arizona's energy index was calculated based on state-level electric power monthly reports from the U.S. Energy Information Administration, using year-to-year changes in the total price per kilowatt hour from all industries. This information is only available between fiscal years 2003 and 2007.

More special education students—Many student support services are directed toward disadvantaged and special needs populations. Compared to other students, disadvantaged students may receive more social, health, and attendance services, and special education students may receive more physical and behavioral therapy and be assessed and treated more often for speech, hearing, and language impairment. A common identifier of disadvantaged students is whether they live in families with incomes below the federal poverty line. The percentage of students living below the poverty line has not significantly increased since 2001. However, the percentage of students requiring special education has increased substantially. In fiscal year 2001, students receiving special education services composed 9.8 percent of the total student population, compared to 11.3 percent in fiscal year 2008, a 15 percent increase. Districts receive additional funding for these students through the budgetary formula.

Regardless of the districts' changing circumstances related to contracting for certain support services and responding to a growing special needs population, using CSF monies to supplant non-CSF monies for these purposes is in direct violation of A.R.S. §15-977(A).

Higher Classroom Dollar Percentage Associated With—but Not Dependent Upon—Larger District Size

Within Arizona, the districts with the highest classroom dollar percentages are typically larger, provide less building space per student, and have higher student-employee ratios. The districts with the lowest classroom dollar percentages have fewer students, encompass more square miles, and have higher percentages of disadvantaged students. Although classroom dollar percentages are primarily associated with district size, they also vary within each size group. For example, many smaller districts still have classroom dollar percentages that are higher than the state average.

Larger districts typically have higher classroom dollar percentages

District size continues to be the primary factor associated with higher classroom spending percentages for Arizona school districts.¹ Larger districts are able to achieve economies of scale by spreading noninstructional costs over more students, leaving additional dollars to spend in the classroom. As seen in Table 2 on page 12, as district size increases, so does the classroom dollar percentage, on average.

Further, and perhaps related to their large numbers of students, the districts with the highest percentages also tend to provide 42 percent less building space per student and serve almost twice as many students per administrative position. The districts with the highest percentages also have 14 percent larger class sizes and pay their teachers \$2,764 more, on average, than the lower-percentage districts, despite having teachers with a similar amount of experience. There are two additional factors not related to size that may affect classroom spending. The districts with the lowest classroom dollar percentages have twice as many students living below the poverty level and transport their students almost twice as many miles per rider as the highest percentage districts, on average. These factors increase the per-pupil student services and transportation costs, respectively.

¹ Since 2002, similar factors have been reported in each fiscal year of the Auditor General's annual special study, *Arizona Public School Districts' Dollars Spent in the Classroom*.

Table 2: Average Classroom Dollar Percentages and Associated Ranges of Districts Grouped by Size Fiscal Year 2008

District Size	Number of Districts	Number of Students	Classroom Dollar Percentage	
			Average	Range
Very large	11	20,000 or more	59.4%	53.4%—63.2%
Large	38	5,000 to 19,999	56.9	51.2—63.3
Medium	74	600-4,999	54.5	38.6—62.7
Small	31	200-599	53.5	41.5—63.9
Very small	54	Less than 200	53.4	31.3—77.3

Source: Auditor General staff analysis of fiscal year 2008 school district Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by individual school districts.

Many small and medium districts still manage to maintain high classroom dollar percentages

As seen in Table 2, size is associated with but not the sole predictor of classroom dollar percentage, as all size groups have districts with high and low percentages and every size group includes districts that have percentages above the state average. Although smaller districts must spread their fixed, noninstructional costs among fewer students, many are still able to spend a higher percentage of their dollars in the classroom than the state average. Eight of the 31 small school districts and 24 of the 74 medium districts had classroom dollar percentages above the state-wide average. Several of these districts with high classroom dollar percentages also had high poverty rates, exceeding 20 percent of their student population. According to district officials at some of these small-sized districts with high classroom dollar percentages, they were able to lower their noninstructional costs by having employees perform several jobs and hiring part-time staff. For example, superintendents at these districts often had additional responsibilities, such as principal, curriculum director, and grants manager. One superintendent also served as the transportation director and special education director. Several district office employees were part-time, including business managers, and most had at least two job titles. At one district, teachers were paid stipends to perform additional responsibilities, such as serving as the grants manager. Although these small districts cannot spread fixed costs over large numbers of students, they chose to spread responsibilities over available employees.

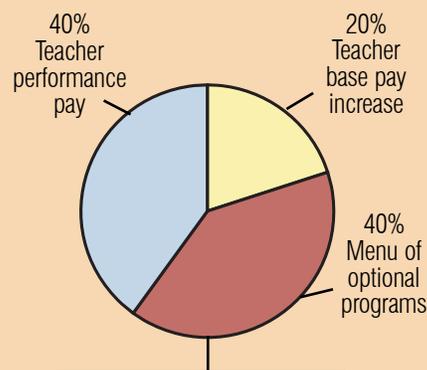
Proposition 301 Performance Pay Plans Meet Statutory Requirements, but Some Are Weak

Establishing meaningful teacher performance pay plans is important because it can potentially lead to improved student achievement. Auditors' review of limited research conducted on other states' performance pay plans points to specific instances in which student academic achievement gains appear to be linked to performance pay incentive opportunities. While Arizona Revised Statutes provide guidance on the types of goals school districts should incorporate into their performance pay plans, including student academic achievement, it also allows districts to choose which types of goals they incorporate into their plans. All school districts' plans meet statutory requirements, in that all identify at least one goal, but some are weak because they base performance pay on goals that are already included as part of teachers' normal responsibilities or ones that do not require teachers to improve their performance above and beyond already expected levels. In addition, some goals do not sufficiently tie performance pay to increased student achievement.

Statutory performance pay plan requirements

Arizona Revised Statutes (A.R.S.) §15-977 directs districts to use at least 60 percent of CSF monies for teacher compensation (see textbox). Districts are required to direct 40 percent toward pay for performance. In 2005, the Legislature established requirements for Proposition 301 performance pay, which previously did not have guidelines. These new requirements specify that school district governing boards must adopt performance pay plans at public meetings and that the plans should include the following performance measurement elements:

Required apportionment of Proposition 301 monies



- AIMS intervention programs
- Class size reduction
- Dropout prevention programs
- Teacher compensation increases
- Teacher development
- Teacher liability insurance premiums

- School performance;
- District performance;
- Other measures of academic progress;
- Dropout/graduation rates;
- Attendance rates; and
- School quality ratings from parents and students.

However, districts may modify these elements or consider additional elements as long as the performance pay plan is adopted at a public meeting. Common additional performance measurement elements that some school districts incorporate into their plans include goals addressing teacher performance evaluations, professional development, tutoring, leadership, and parent involvement.

Districts' plans meet requirements but vary widely in quality

In fiscal year 2008, all 223 school districts receiving CSF monies included one or more goals addressing the performance measurement elements outlined in statute. However, the plans vary in terms of the number of goals and the strength of those goals. Some are relatively strong. Most notably, in reviewing districts' required annual reporting of performance pay plan goals, auditors identified 18 districts that had plan goals addressing various statutory performance measurement elements and that appeared to do a good job of linking performance pay to student achievement. For example, these plans included goals that required:

- Students to meet targeted percentages of growth in standardized test or district assessment scores;
- Teachers to determine specific strategies to help their students meet student achievement goals; and
- Teacher evaluations that included specific evaluation points, such as lesson plans, that demonstrated the individual teachers' efforts to improve student achievement.

Some district performance pay plans are weak

By contrast, 32 districts' plans focused only on a few of the performance measurement elements, had goals that allowed teachers to earn performance pay for responsibilities that are a regular part of their jobs, or simply did not require performance above and beyond already expected levels. For example, of the 32 districts, 17 did not include any specific goals requiring improved student achievement, 3 based performance pay solely on teachers attending professional development activities, 3 awarded performance pay based on the requirement that teachers receive satisfactory performance evaluations, and 1 allowed teachers to earn performance pay based on the number of students in attendance on the 100th day of school. In addition, during performance audits conducted in 2007 and 2008, auditors identified 3 districts with weak performance pay plans. Specifically:

- One district's performance pay plan goals included attending in-service training sessions that were already required in teacher contracts and that were held during normal working hours and therefore, represented performance payments not tied to additional performance.
- One district awarded the majority of performance pay based on activities that were already expected of employees, such as attending weekly team meetings and developing instructional calendars.
- Another district awarded performance pay based on requirements that included attending staff development meetings, participating in discussion groups, and tutoring students. However, many of these activities were already required in the contracts and took place during normal working hours.

A.R.S. §15-977 also requires districts to submit information on their compensation systems to ADE by December 31 each year through 2009. The plans are then reviewed by the Performance-Based Compensation Task Force, which is charged with developing and reporting recommendations on the implementation, operation, and monitoring of performance-based compensation systems in school districts to the Legislature by June 30, 2010.¹ According to the Task Force's February 2009 report to the Legislature, 205 districts submitted fiscal year 2008 performance-based compensation plans for review. During their review of the plans, the Task Force found that many of the plans complied with the law and demonstrated efforts to improve student achievement. However, the Task Force noted that many districts still need mentoring and direction as their plans tend to fall short of the expectations of the law and the standards set by the Task Force.

¹ According to A.R.S. §15-920.01, the Task Force consists of the following members appointed by the State Board of Education: three certified teachers, three certified school district administrators or governing board members, two members of the general public who do not hold active certificates in Arizona and are not employed by school districts, and four members of the general public who are employed in the private sector in capacities that involved or promote economic development.

Vertical line with a diamond symbol at the bottom.

Appendix A

This appendix lists the fiscal year 2008 classroom dollar percentages for each of the 208 districts grouped by size, 11 accommodation districts, and 11 joint technological education districts. For further information, see Appendix B, which provides alphabetically organized, one-page summaries for each district.

Table 3: Districts Grouped by Size (Average Daily Membership) and Ranked by Percentage of Dollars Spent in the Classroom¹ Fiscal Year 2008

Very Large (20,000+)		Large (Concl'd)		Medium (600-4,999)	
Group Average =	59.4%	Flowing Wells USD	57.7%	Group Average =	54.5%
Gilbert USD	63.2%	Amphitheater USD	57.5%	Safford USD	62.7%
Chandler USD	62.3%	Marana USD	57.3%	Thatcher USD	62.2%
Deer Valley USD	61.5%	Higley USD	57.0%	Bullhead City ESD	61.9%
Mesa USD	61.4%	Flagstaff USD	56.9%	Liberty ESD	61.0%
Paradise Valley USD	60.8%	Isaac ESD	56.8%	Buckeye ESD	60.8%
Scottsdale USD	60.4%	Cave Creek USD	56.7%	Colorado River UHSD	60.7%
Peoria USD	59.8%	Glendale ESD	56.5%	Queen Creek USD	60.7%
Washington ESD	57.6%	Roosevelt ESD	56.4%	Pima USD	60.4%
Dysart USD	57.3%	Phoenix ESD	56.3%	Snowflake USD	59.6%
Phoenix UHSD	56.1%	Pendergast ESD	56.3%	Blue Ridge USD	59.3%
Tucson USD	53.4%	Florence USD	56.2%	Tanque Verde USD	59.3%
		Crane ESD	56.0%	Mohave Valley ESD	58.8%
Large (5,000-19,999)		Tolleson UHSD	55.3%	Wickenburg USD	58.8%
Group Average =	56.9%	Tempe ESD	55.3%	Balsz ESD	58.7%
Kyrene ESD	63.3%	Kingman USD	55.2%	Whiteriver USD	58.7%
Prescott USD	62.2%	Sunnyside USD	55.2%	Mingus UHSD	58.5%
Cartwright ESD	61.6%	Madison ESD	55.0%	Willcox USD	58.4%
Humboldt USD	60.1%	Apache Junction USD	54.5%	Payson USD	58.3%
Tempe UHSD	59.9%	Nogales USD	54.3%	Douglas USD	58.2%
Vail USD	59.9%	Agua Fria UHSD	54.3%	Toltec ESD	58.0%
Lake Havasu USD	59.8%	Sierra Vista USD	54.3%	Chino Valley USD	57.8%
Maricopa USD	59.7%	Casa Grande ESD	52.8%	Littleton ESD	57.7%
Avondale ESD	59.7%	Yuma ESD	52.7%	Riverside ESD	57.5%
Alhambra ESD	59.4%	Creighton ESD	51.9%	Fowler ESD	57.5%
Glendale UHSD	58.5%	Yuma UHSD	51.2%	Fountain Hills USD	57.1%
Litchfield ESD	57.9%			Laveen ESD	57.0%

¹ Accommodation and Joint Technological Education Districts are grouped separately.

Table 3 (Cont'd)

Medium (Concl'd)		Small (200-599)		Very Small (Concl'd)	
Holbrook USD	57.0%	Group Average =	53.5%	Elfrida ESD	57.2%
Benson USD	56.9%	Wellton ESD	63.9%	Skull Valley ESD	57.1%
Santa Cruz Valley USD	56.7%	Naco ESD	63.1%	Pomerene ESD	56.2%
Show Low USD	56.5%	Beaver Creek ESD	62.0%	Alpine ESD	56.2%
Morenci USD	56.5%	Continental ESD	61.3%	Pearce ESD	55.3%
Williams USD	56.5%	Clarkdale-Jerome ESD	61.0%	Patagonia ESD	54.7%
Casa Grande UHSD	56.4%	Fredonia-Moccasin USD	59.9%	Young ESD	54.7%
Wilson ESD	55.9%	Picacho ESD	57.9%	Bouse ESD	54.7%
Palominas ESD	55.9%	St. David USD	57.5%	San Simon USD	54.3%
Cottonwood-		Arlington ESD	57.2%	Seligman USD	54.2%
Oak Creek ESD	55.8%	Ajo USD	56.9%	Tonto Basin ESD	54.0%
Miami USD	55.7%	Bagdad USD	55.7%	Solomon ESD	53.8%
Mammoth-		Ray USD	55.5%	Bowie USD	53.7%
San Manuel USD	55.5%	Duncan USD	55.3%	Peach Springs USD	53.7%
Buckeye UHSD	55.5%	Littlefield USD	54.6%	Sentinel ESD	53.0%
Camp Verde USD	55.2%	Ft. Thomas USD	54.6%	Congress ESD	52.6%
Sedona-Oak Creek JUSD	55.1%	Superior USD	54.2%	Topock ESD	52.4%
Union ESD	55.0%	Antelope UHSD	53.4%	Mohawk Valley ESD	52.4%
Catalina Foothills USD	55.0%	Ash Fork Joint USD	52.8%	Hyder ESD	52.2%
Sahuarita USD	54.7%	Hayden-		Kirkland ESD	51.8%
Round Valley USD	54.3%	Winkelman USD	51.5%	McNeal ESD	51.8%
Winslow USD	53.8%	Palo Verde ESD	50.4%	Paloma ESD	51.4%
Parker USD	53.8%	Mayer USD	50.2%	San Fernando ESD	51.2%
Nadaburg USD	53.8%	Oracle ESD	50.0%	Pine Strawberry ESD	50.7%
Globe USD	53.7%	Joseph City USD	49.4%	Valley UHSD	50.3%
St. Johns USD	53.6%	Gila Bend USD	48.8%	Yarnell ESD	50.0%
J. O. Combs USD	53.1%	Quartzsite ESD	48.8%	Morristown ESD	49.9%
Page USD	52.5%	Heber-Overgaard USD	48.0%	Canon ESD	47.4%
Tolleson ESD	52.3%	Sacaton ESD	47.2%	Wenden ESD	45.8%
Coolidge USD	52.0%	Grand Canyon USD	45.9%	Maine Consolidated SD	45.8%
Eloy ESD	51.5%	Colorado City USD	45.1%	Clifton USD	41.7%
Gadsden ESD	51.4%	Cedar USD	44.8%	Hackberry ESD	41.2%
Indian Oasis-		Santa Cruz Valley UHSD	41.5%	Concho ESD	40.5%
Baboquivari USD	51.1%			Salome ESD	39.5%
Murphy ESD	51.0%	Very Small (1-199)		Patagonia UHSD	39.2%
San Carlos USD	50.7%	Group Average =	53.4%	Vernon ESD	38.3%
Window Rock USD	50.4%	Valentine ESD	77.3%	Ash Creek ESD	38.0%
Osborn ESD	49.6%	Blue ESD	73.7%	Bicentennial UHSD	36.4%
Bisbee USD	49.3%	Crown King ESD	68.0%	Mobile ESD	31.3%
Sanders USD	49.1%	Hillside ESD	67.9%		
Chinle USD	48.6%	Red Rock ESD	66.1%		
Altar Valley ESD	48.0%	Sonoita ESD	65.7%		
Somerton ESD	47.9%	Yucca ESD	61.7%		
Stanfield ESD	47.2%	Owens-Whitney ESD	61.7%		
Tombstone USD	47.2%	Double Adobe ESD	61.6%		
Saddle Mountain USD	47.1%	Mcnary ESD	61.5%		
Ganado USD	46.7%	Bonita ESD	60.0%		
Tuba City USD	43.7%	Santa Cruz ESD	58.8%		
Kayenta USD	43.1%	Cochise ESD	58.8%		
Pinon USD	42.1%	Apache ESD	58.5%		
Red Mesa USD	38.6%	Aguila ESD	57.4%		

Table 3 (Concl'd)

Accommodation	
Group Average =	45.3%
Ft. Huachuca ASD	58.8%
Pima ASD	54.8%
Gila County Regional SD	53.3%
Yavapai ASD	51.0%
Mary C. O'Brien ASD	50.4%
Maricopa County Regional SD	49.0%
Pinal County Special Education Program	43.9%
Coconino County Regional ASD	42.8%
Rainbow ASD	38.3%
Graham County Special Services	36.4%
Santa Cruz County Regional SD	19.7%
Joint Technological Education¹	
Group Average =	30.8%
Northern Arizona Vocational Institute of Technology	62.0%
Valley Academy for Career and Technology Education	61.4%
Northeast Arizona Technological Institute of Vocational Education	61.2%
East Valley Institute of Technology	51.7%
Central Arizona Valley Institute of Technology	38.3%
Western Maricopa Education Center	33.2%
Gila Institute for Technology	20.2%
Pima County JTED	10.1%
Coconino Association for Vocation Industry and Technology	0.6%
Cobre Valley Institute of Technology District	0.0%
Cochise Technology School District	0.0%

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

Source: Auditor General staff analysis of fiscal year 2008 school district Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by individual school districts.

Appendix B

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 4 shows the data sources used on the individual district pages and 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 4 on page a-8.

Table 4: 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 2008. ADM numbers are rounded to the nearest whole number. Auditors included kindergarten students' ADM at a full count for the districts that offer all-day kindergarten at no charge to parents.
District size	Auditor General staff analysis of ADE's fiscal year 2008 ADM counts. District sizes were categorized as follows: <ul style="list-style-type: none"> • Very large 20,000+ • Large 5,000 to 19,999 • Medium 600 to 4,999 • Small 200 to 599 • Very small Fewer than 200
Number of schools	ADE fiscal year 2008 data.
Number of certified teachers	ADE October 2007 data on full-time-equivalent (FTE) certified teachers for fiscal year 2008. Certified FTE numbers are rounded to the nearest whole number.
Student/teacher ratio, district and state for 2006, 2007, and 2008	Auditor General staff analysis of ADE's ADM and certified teacher counts for fiscal years 2006, 2007, and 2008.

Table 4 (Cont'd)

Data	Source
Average teacher salary, state—2008	ADE average annual salaries associated with full-time-equivalent certified teachers, for fiscal year 2008.
Average teacher salary, district—2006, 2007, and 2008	District-reported average fiscal years 2006, 2007, and 2008 teacher salaries, including Proposition 301 monies. Some districts reported corrections to their previously reported prior years' average salary information.
Average years' experience, district—2006, 2007, and 2008; and state—2008	ADE average years' experience associated with full-time-equivalent certified teachers, by district, for fiscal years 2006, 2007, and 2008. 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 2008 school district summary accounting data and Annual Financial Reports (AFRs), and ADE's fiscal year 2008 ADM counts.
Classroom dollar ranking	Auditor General staff analysis of 230 Arizona school districts' summary accounting data and AFRs. The ranking numbers are from 1 (highest) to 230 (lowest) based on percentage of dollars spent in the classroom.
5-year comparison—District and state percentages for 2004 through 2008	Auditor General staff analysis of school district summary accounting data and AFRs for fiscal years 2004 through 2008.
Expenditures by function—District and state percentages in fiscal years 2004 through 2008	Auditor General staff analysis of school district summary accounting data for fiscal years 2004 through 2008.
Expenditures by function—National Percentage	NCES fiscal year 2006 data. Although the 2008 data is not yet available, the national percentages have been relatively stable. For the most recent 5-year period that is available, fiscal years 2002 to 2006, the variations were less than 0.3 percent in any of the functional categories.
Proposition 301—District-reported results	Auditor General staff analysis of district-reported Classroom Site Fund Narrative Results. The narrative form was completed by each of the 223 districts receiving Proposition 301 monies in fiscal year 2008.

♦

Table 4 (Concl'd)

Definitions of commonly used terms and acronyms

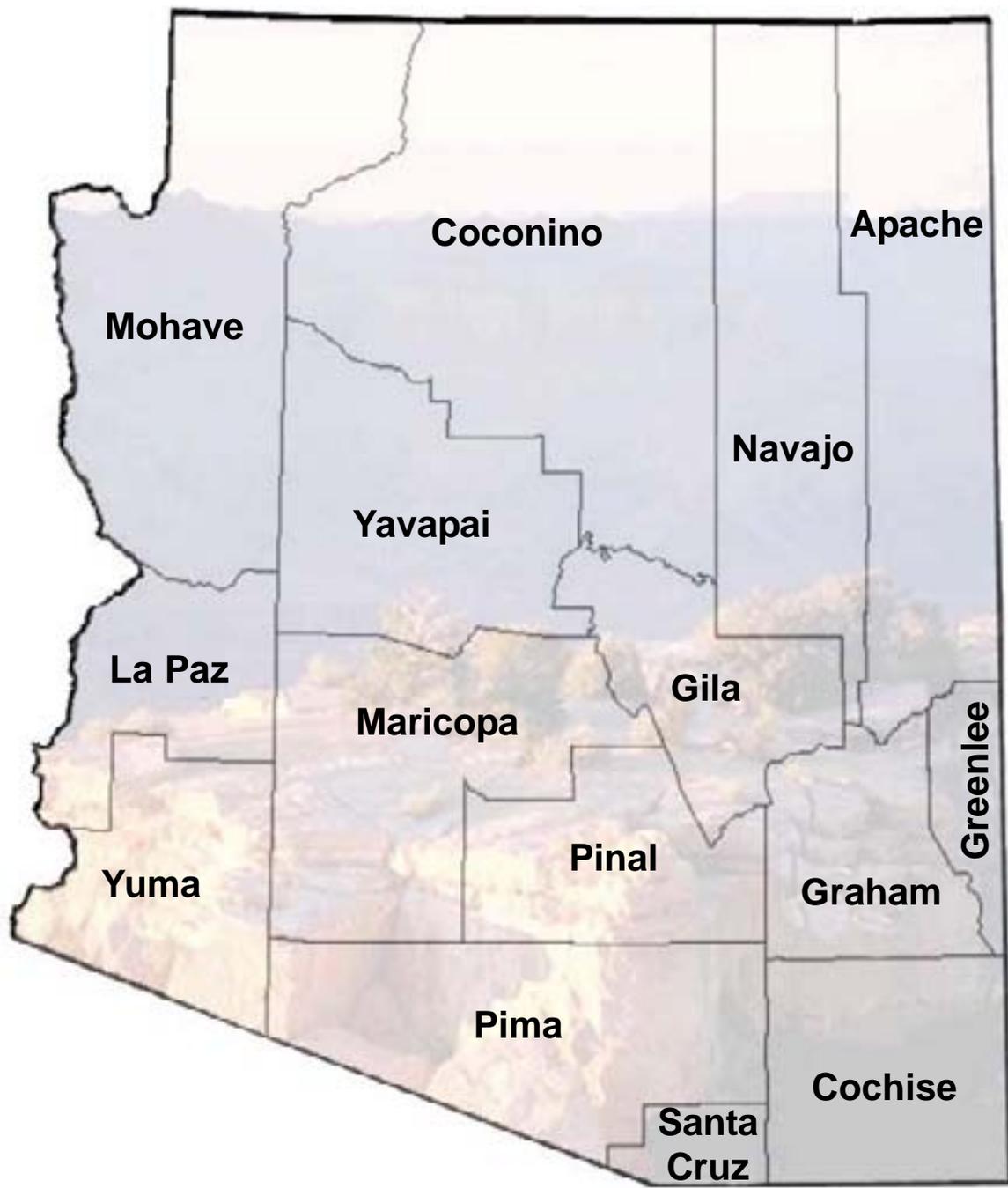
AZ LEARNS

Arizona LEARNS is an accountability program administered by ADE and established under A.R.S. §15-241 to rank school performance using standardized test results and other criteria. Using these criteria, ADE annually labels schools as "excelling," "highly performing," "performing," "performing plus," "underperforming," or "failing to meet academic standards."

AIMS

AIMS, or Arizona's Instrument to Measure Standards, is a series of standardized tests that assess student achievement in reading, writing, and math. The tests are administered to students in grades 3 through 8, and high school. To graduate from high school, students must successfully pass these tests during high school.

Figure 4: Map of Arizona Counties



Classroom Dollars and Proposition 301 Results

Agua Fria Union High School District

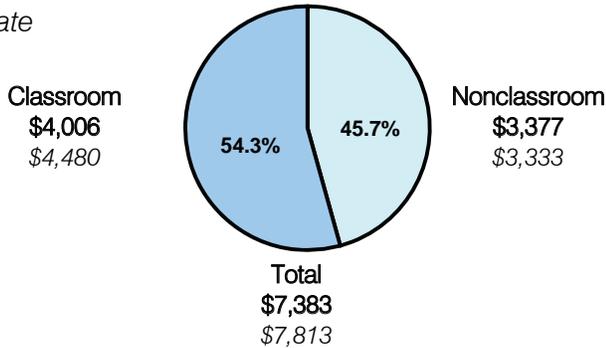
Maricopa County

District size: Large
 Students attending: 5,844
 Number of schools: 4
 Number of certified teachers: 285

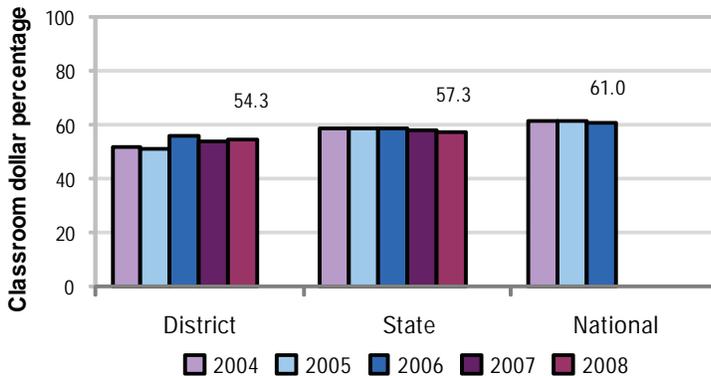
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	51.6	51.3	56.1	53.8	54.3	57.3	61.0
Nonclassroom dollars:							
Administration	11.3	11.5	11.0	10.8	10.7	9.2	10.8
Plant operations	18.4	18.2	12.6	12.4	13.0	11.3	9.9
Food service	4.6	4.6	4.9	5.1	4.8	4.8	3.8
Transportation	4.6	4.9	5.6	5.1	5.5	4.4	4.2
Student support	6.2	6.3	6.9	8.0	8.0	7.4	5.2
Instruction support	1.5	1.6	1.2	3.0	2.2	5.4	4.9
Other	1.8	1.6	1.7	1.8	1.5	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	21.2	20.4	20.5	17.3
Average teacher salary	\$44,964	\$47,957	\$52,142	\$44,967
Average years' experience	7.0	6.7	7.2	8.1

Classroom dollar ranking: 132 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, counselor, and diversity coordinator earned between \$6,163 and \$6,248 in additional salary.

Performance

- The District accomplished most of its goals, which were based on individual performance.
- The AIMS test, end-of-course assessments, and final grades were used to determine students' achievement.
- Graduation and dropout rates improved from the prior fiscal year.

Menu

- Monies were used primarily to increase eligible employee compensation.
- AIMS intervention activities included after-school tutoring, learning labs, and Saturday and night schools.
- Teachers attended professional development activities with an emphasis on increasing student achievement and literacy.
- Dropout prevention activities included summer school focusing on math and language arts.

Classroom Dollars and Proposition 301 Results

Aguila Elementary School District

Maricopa County

District size: Very Small
 Students attending: 171
 Number of schools: 1
 Number of certified teachers: 11

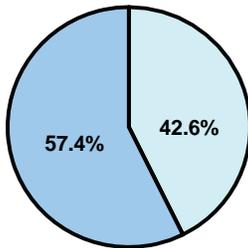
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

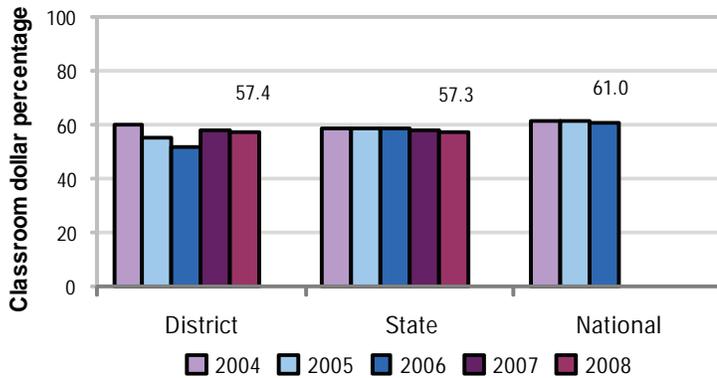
Classroom
 \$5,921
 \$4,480



Nonclassroom
 \$4,398
 \$3,333

Total
 \$10,319
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	59.9	55.1	51.6	57.9	57.4	57.3	61.0
Nonclassroom dollars:							
Administration	11.7	8.2	11.9	11.7	11.2	9.2	10.8
Plant operations	13.2	10.7	10.6	11.2	9.0	11.3	9.9
Food service	8.6	7.3	7.8	6.9	7.1	4.8	3.8
Transportation	2.3	2.0	2.2	2.9	3.1	4.4	4.2
Student support	0.8	1.3	3.5	1.2	1.8	7.4	5.2
Instruction support	3.4	15.4	12.3	8.2	10.4	5.4	4.9
Other	0.1		0.1			0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	19.2	16.1	15.5	17.3
Average teacher salary	\$35,500	\$36,500	\$39,500	\$44,967
Average years' experience	9.9	8.2	7.7	8.1

Classroom dollar ranking: 73 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,062 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

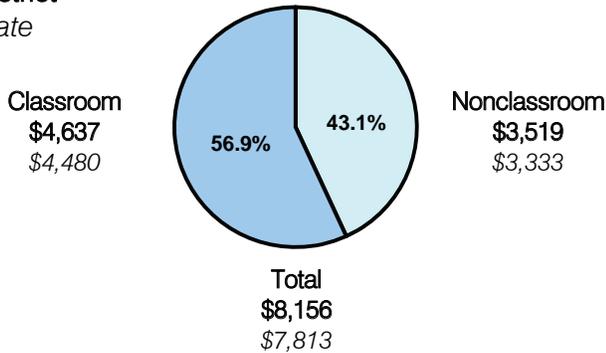
Pima County

District size: Small
 Students attending: 460
 Number of schools: 2
 Number of certified teachers: 28

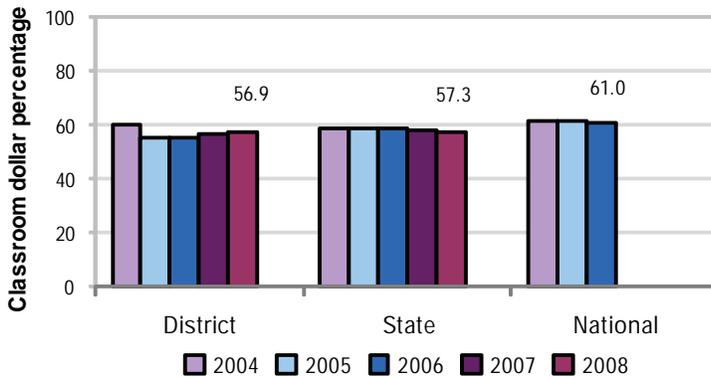
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	60.2	55.0	55.4	56.7	56.9	57.3	61.0
Nonclassroom dollars:							
Administration	12.3	16.5	14.7	14.7	12.3	9.2	10.8
Plant operations	13.8	13.1	14.5	14.4	14.2	11.3	9.9
Food service	4.0	3.6	3.6	3.3	4.1	4.8	3.8
Transportation	0.4	0.5	0.7	0.6	0.8	4.4	4.2
Student support	4.6	5.7	5.5	4.6	5.0	7.4	5.2
Instruction support	3.9	5.5	5.6	5.7	6.7	5.4	4.9
Other	0.8	0.1				0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.4	17.0	16.3	17.3
Average teacher salary	\$46,747	\$37,658	\$38,573	\$44,967
Average years' experience	9.8	9.7	9.7	8.1

Classroom dollar ranking: 85 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$5,336 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district performance.
- The number of students meeting or exceeding AIMS test reading, language, and math standards increased by an average of 6 percent.
- The District accomplished its goal of 90 percent participation of parents at parent/teacher conferences.
- Teachers made 18 positive parent/guardian contacts each quarter.

Menu

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

Classroom Dollars and Proposition 301 Results

Alhambra Elementary School District

Maricopa County

District size: Large
 Students attending: 14,224
 Number of schools: 15
 Number of certified teachers: 797

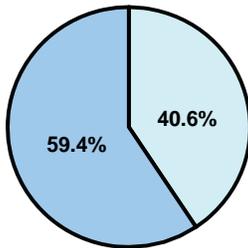
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

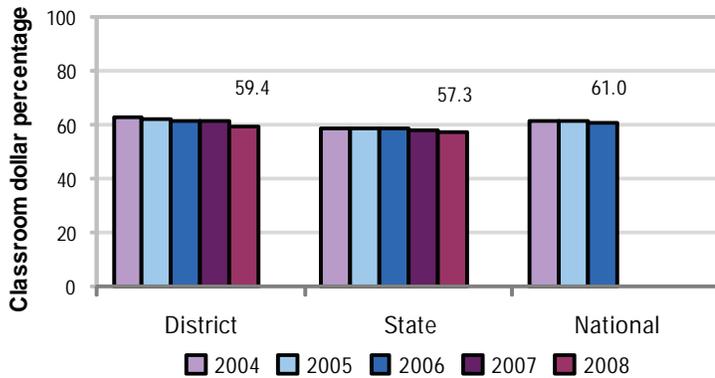
Classroom
 \$4,548
 \$4,480



Nonclassroom
 \$3,111
 \$3,333

Total
 \$7,659
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	63.0	61.8	61.2	61.2	59.4	57.3	61.0
Nonclassroom dollars:							
Administration	6.8	6.8	6.4	6.6	6.3	9.2	10.8
Plant operations	8.9	8.9	9.1	8.9	9.1	11.3	9.9
Food service	7.7	7.5	7.3	7.4	7.9	4.8	3.8
Transportation	2.7	2.7	2.8	2.9	3.0	4.4	4.2
Student support	6.5	6.9	6.9	7.2	7.1	7.4	5.2
Instruction support	4.4	5.4	6.3	5.8	7.2	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	20.1	18.3	17.9	17.3
Average teacher salary	\$49,047	\$52,621	\$54,357	\$44,967
Average years' experience	7.2	6.8	8.0	8.1

Classroom dollar ranking: 46 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, and media specialist earned between \$3,037 and \$4,744 in additional salary.

Performance

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

Menu

- Monies continued to be used to pay for approximately 3 teachers and 12 instructional aides to reduce class sizes and for collaborative peer teachers, data assessment coordinators, facilitators, and instructional support staff for professional development.
- 142 teachers and approximately 21 instructional assistants participated in AIMS intervention activities.

Classroom Dollars and Proposition 301 Results

Alpine Elementary School District

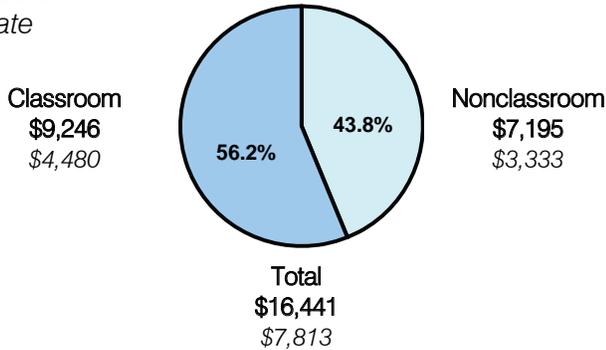
Apache County

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

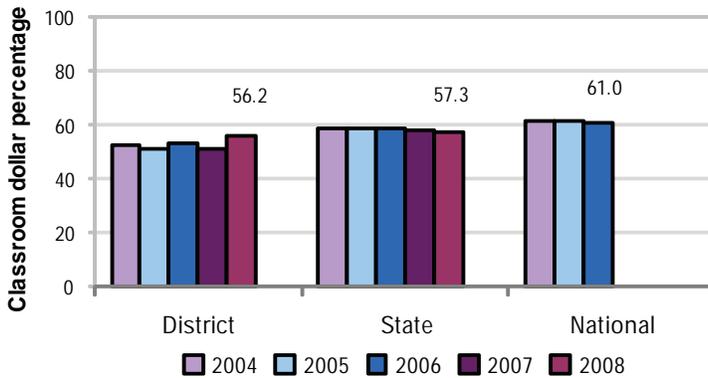
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	52.3	50.7	52.9	51.0	56.2	57.3	61.0
Nonclassroom dollars:							
Administration	13.3	18.6	15.7	15.8	13.8	9.2	10.8
Plant operations	16.8	13.3	15.1	15.0	14.9	11.3	9.9
Food service		0.4		0.3	0.3	4.8	3.8
Transportation	10.7	10.5	10.7	10.6	8.3	4.4	4.2
Student support	6.8	3.5	3.6	4.6	2.9	7.4	5.2
Instruction support	0.1	3.0	1.9	2.7	3.6	5.4	4.9
Other			0.1			0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	14.2	10.8	8.5	17.3
Average teacher salary	\$41,131	\$44,051	\$47,015	\$44,967
Average years' experience	9.5	7.8	6.7	8.1

Classroom dollar ranking: 98 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,800 in salary.

Performance.

- The District accomplished all of its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Students' AIMS test reading scores increased by 3.5 percent.
- All teachers participated in at least 45 hours of professional development activities focused on reading.
- The student attendance rate was 95 percent.
- Parent satisfaction surveys showed a 94 percent satisfaction rate.

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: 666
 Number of schools: 2
 Number of certified teachers: 44

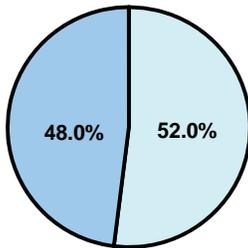
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

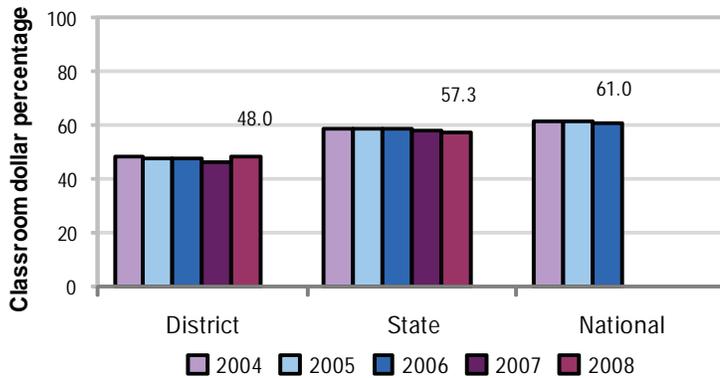
Classroom
 \$4,881
 \$4,480



Nonclassroom
 \$5,282
 \$3,333

Total
 \$10,163
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	48.6	47.5	47.3	46.5	48.0	57.3	61.0
Nonclassroom dollars:							
Administration	13.2	13.0	12.5	13.5	13.1	9.2	10.8
Plant operations	12.1	12.8	12.5	12.6	12.6	11.3	9.9
Food service	6.3	5.8	6.3	6.1	5.9	4.8	3.8
Transportation	9.8	10.7	10.1	11.8	11.5	4.4	4.2
Student support	6.6	6.9	7.0	6.6	5.4	7.4	5.2
Instruction support	3.4	3.2	4.3	2.9	3.5	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	17.3	15.2	15.3	17.3
Average teacher salary	\$39,110	\$39,673	\$39,961	\$44,967
Average years' experience	8.4	8.5	8.2	8.1

Classroom dollar ranking: 190 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned an additional \$4,644 in salary.

Performance

- The District accomplished its goals, which were based on individual performance.
- Goals were linked to student achievement, teacher development, and leadership activities.
- Teachers participated in AIMS intervention as well as district and school-wide committees.
- Teacher development included planning and developing curriculum maps and attending workshops or university classes.

Menu

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

Classroom Dollars and Proposition 301 Results

Amphitheater Unified School District

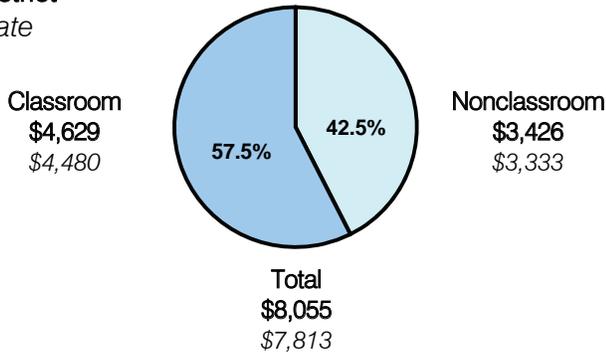
Pima County

District size: Large
 Students attending: 15,598
 Number of schools: 20
 Number of certified teachers: 988

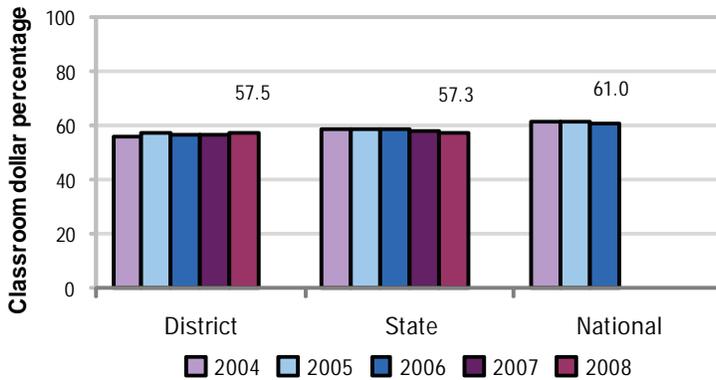
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	55.9	56.9	56.5	56.8	57.5	57.3	61.0
Nonclassroom dollars:							
Administration	10.2	9.9	8.3	8.1	7.9	9.2	10.8
Plant operations	13.7	13.2	13.1	13.1	12.3	11.3	9.9
Food service	4.0	4.0	3.7	3.8	3.8	4.8	3.8
Transportation	4.6	4.9	4.9	5.1	5.1	4.4	4.2
Student support	5.7	6.0	6.9	6.8	6.8	7.4	5.2
Instruction support	5.7	5.0	6.4	6.1	6.3	5.4	4.9
Other	0.2	0.1	0.2	0.2	0.3	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	16.2	15.7	15.8	17.3
Average teacher salary	\$38,998	\$43,824	\$44,845	\$44,967
Average years' experience	9.1	9.4	9.4	8.1

Classroom dollar ranking: 72 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$5,527 in salary, which includes performance pay for fiscal year 2007.

Performance

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

Menu

- Monies were primarily used to increase eligible employee compensation.
- The District paid 14 teachers to help reduce the size of classes that exceeded 30 students.
- The District provided summer school to help increase AIMS test scores.
- Teachers attended a variety of workshops and training sessions that focused on standards, best practices, and effective assessment techniques.

Classroom Dollars and Proposition 301 Results

Antelope Union High School District

Yuma County

District size: Small
 Students attending: 356
 Number of schools: 1
 Number of certified teachers: 21

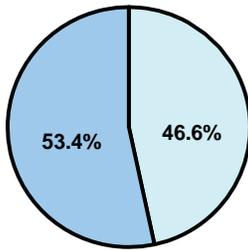
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

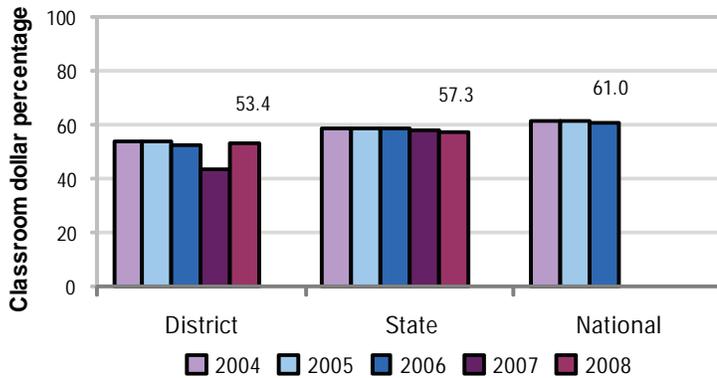
Classroom
 \$4,752
 \$4,480



Nonclassroom
 \$4,151
 \$3,333

Total
 \$8,903
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	54.1	53.7	52.3	43.7	53.4	57.3	61.0
Nonclassroom dollars:							
Administration	12.9	13.2	13.7	27.2	14.6	9.2	10.8
Plant operations	13.8	12.9	13.7	12.2	12.0	11.3	9.9
Food service	5.3	6.2	6.3	5.1	5.6	4.8	3.8
Transportation	8.4	9.1	8.9	7.4	9.1	4.4	4.2
Student support	2.9	3.2	3.5	2.7	3.4	7.4	5.2
Instruction support	2.6	1.7	1.6	1.7	1.9	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	16.3	18.2	17.0	17.3
Average teacher salary	\$42,315	\$45,407	\$48,840	\$44,967
Average years' experience	9.6	9.6	10.3	8.1

Classroom dollar ranking: 145 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and counselor earned between \$8,239 and \$8,288 in additional salary.

Performance

- The District accomplished most of its goals, which were based on district and school performance.
- Teachers increased the use of key vocabulary strategies in the classroom.
- High school students increased their reading, writing, and math scores on the AIMS test.
- The student dropout rate decreased.
- Other goals called for teachers to participate in professional development activities related to student engagement and vocabulary acquisition.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Monies were also used to pay teachers who completed 21 hours of professional development in the Teach for Success Instructional Protocol.
- The District continued to pay a part-time teacher to reduce class sizes.

Classroom Dollars and Proposition 301 Results

Apache Elementary School District

Cochise County

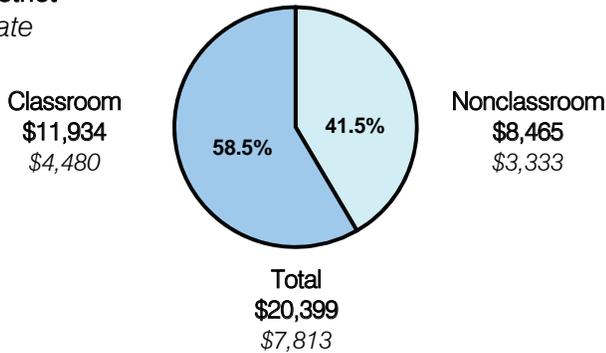
District size: Very Small
 Students attending: 9
 Number of schools: 1
 Number of certified teachers: 1

Classroom Dollars

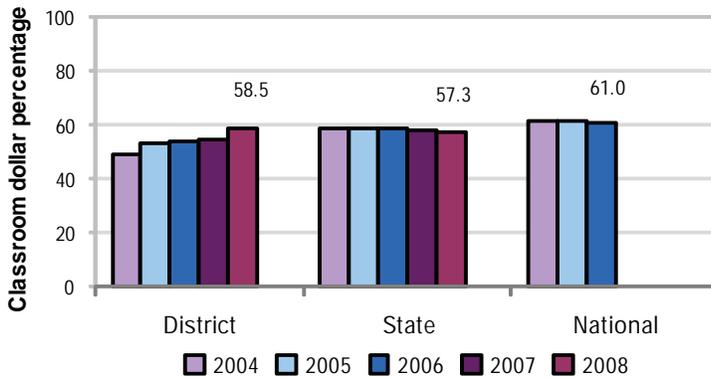
Fiscal year 2008 averages per pupil

District

State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	49.0	53.2	53.5	54.6	58.5	57.3	61.0
Nonclassroom dollars:							
Administration	16.2	15.1	17.4	7.5	9.1	9.2	10.8
Plant operations	12.5	15.2	12.5	12.2	11.5	11.3	9.9
Food service						4.8	3.8
Transportation	17.7	14.6	15.5	14.8	13.8	4.4	4.2
Student support	1.0			9.0	6.9	7.4	5.2
Instruction support	3.6	1.9	1.1	1.9	0.2	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	8.0	7.0	9.0	17.3
Average teacher salary	n/a	n/a	n/a	\$44,967
Average years' experience	n/a	11.0	n/a	8.1

Classroom dollar ranking: 57 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- The teacher earned \$4,319 in additional salary, and an instructional aide earned \$2,119.

Performance

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

Menu

- Monies were primarily used to increase eligible employee compensation for attending parent conferences and after-school events.

Classroom Dollars and Proposition 301 Results

Apache Junction Unified School District

Pinal County

District size: Large
 Students attending: 5,783
 Number of schools: 9
 Number of certified teachers: 324

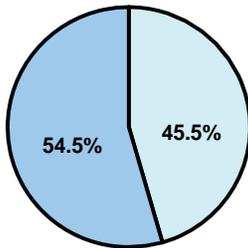
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

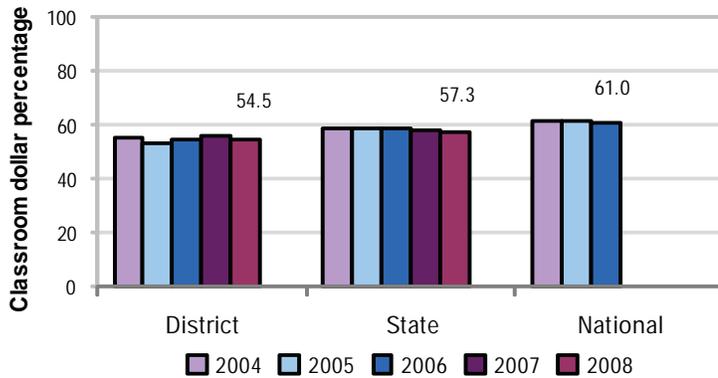
Classroom
 \$4,105
 \$4,480



Nonclassroom
 \$3,421
 \$3,333

Total
 \$7,526
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	55.2	53.3	54.5	55.8	54.5	57.3	61.0
Nonclassroom dollars:							
Administration	8.8	9.6	9.3	9.3	9.0	9.2	10.8
Plant operations	14.0	14.2	13.2	13.1	13.3	11.3	9.9
Food service	4.0	3.9	4.0	3.8	4.1	4.8	3.8
Transportation	5.5	5.7	6.0	6.0	6.3	4.4	4.2
Student support	7.6	8.1	7.8	7.4	7.7	7.4	5.2
Instruction support	4.7	5.0	5.0	4.4	4.9	5.4	4.9
Other	0.2	0.2	0.2	0.2	0.2	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.3	18.2	17.8	17.3
Average teacher salary	\$37,736	\$41,457	\$43,462	\$44,967
Average years' experience	8.6	8.5	8.2	8.1

Classroom dollar ranking: 128 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,544 in salary, and each librarian, speech pathologist, counselor, and teacher on assignment earned between \$2,224 and \$4,916.

Performance

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

Menu

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

Classroom Dollars and Proposition 301 Results

Arlington Elementary School District

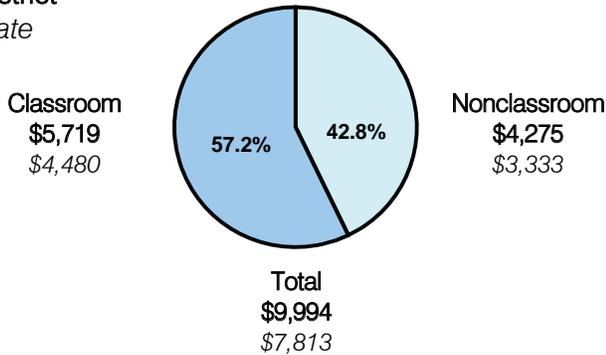
Maricopa County

District size: Small
 Students attending: 257
 Number of schools: 1
 Number of certified teachers: 16

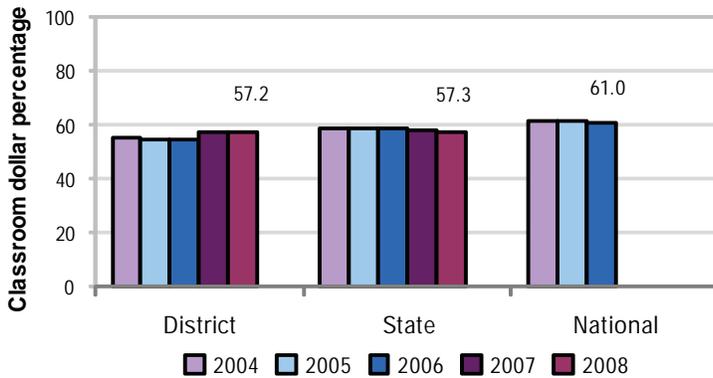
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	55.1	54.2	54.3	57.4	57.2	57.3	61.0
Nonclassroom dollars:							
Administration	12.5	12.5	12.1	11.4	11.6	9.2	10.8
Plant operations	13.0	11.7	9.4	11.6	10.9	11.3	9.9
Food service	8.7	7.9	7.9	7.6	7.2	4.8	3.8
Transportation	6.5	7.3	9.4	5.5	7.5	4.4	4.2
Student support	4.1	6.3	6.6	5.6	5.0	7.4	5.2
Instruction support	0.1	0.1	0.1	0.8	0.5	5.4	4.9
Other			0.2	0.1	0.1	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	19.7	18.9	16.1	17.3
Average teacher salary	\$40,338	\$42,348	\$43,486	\$44,967
Average years' experience	7.5	8.0	6.1	8.1

Classroom dollar ranking: 77 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$5,121 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district and school performance.
- The District met Adequate Yearly Progress objectives.
- 80 percent of students met all standards taught by teachers as demonstrated through test scores.
- The student attendance rate was at least 94 percent.
- Each teacher attended 8 hours of professional development activities and received satisfactory performance evaluations.
- Parent satisfaction surveys showed at least a 70 percent approval rating.

Menu

- The District continued to pay a 1st-grade teacher to help reduce class size.
- 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: 30
 Number of schools: 1
 Number of certified teachers: 4

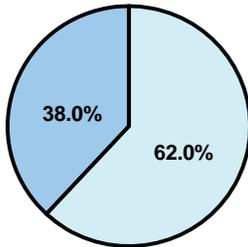
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

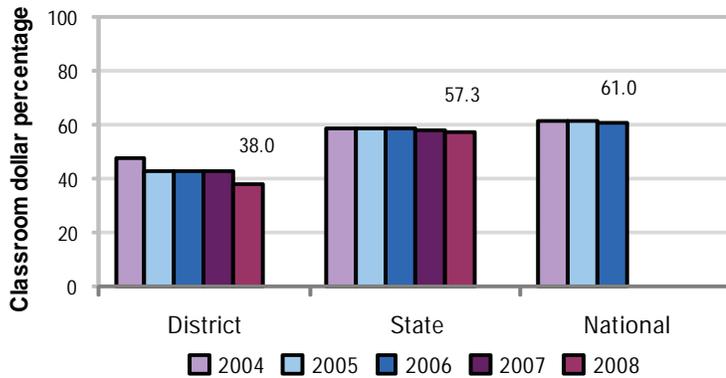
Classroom
\$9,206
\$4,480



Nonclassroom
\$15,020
\$3,333

Total
\$24,226
\$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	47.4	42.6	42.9	42.5	38.0	57.3	61.0
Nonclassroom dollars:							
Administration	23.9	26.1	22.5	24.1	22.1	9.2	10.8
Plant operations	11.4	16.1	16.4	17.4	20.2	11.3	9.9
Food service	5.6	6.1	6.6	5.4	8.3	4.8	3.8
Transportation	8.2	4.5	5.4	6.8	8.0	4.4	4.2
Student support	2.5	3.0	4.2	2.3	3.1	7.4	5.2
Instruction support	1.0	1.6	2.0	1.5	0.3	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	10.8	6.5	8.1	17.3
Average teacher salary	\$30,110	\$28,133	\$37,290	\$44,967
Average years' experience	4.8	4.6	5.7	8.1

Classroom dollar ranking: 219 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$3,098.

Performance

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

Menu

- Monies were used to pay 4 teachers to attend trainings on math, reading, technology and ELL.
- Monies were also used for AIMS intervention. According to the District, by using technology, to enhance student knowledge, AIMS test scores increased.

Classroom Dollars and Proposition 301 Results

Ash Fork Joint Unified School District

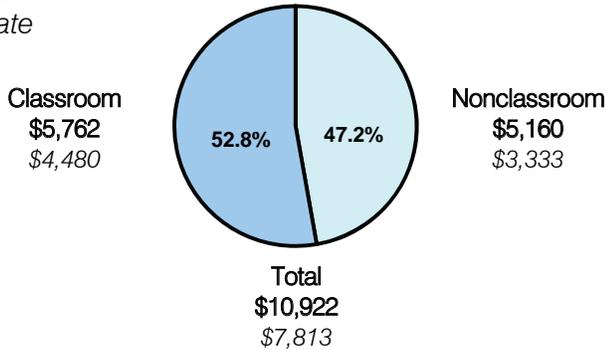
Yavapai County

District size: Small
 Students attending: 298
 Number of schools: 3
 Number of certified teachers: 21

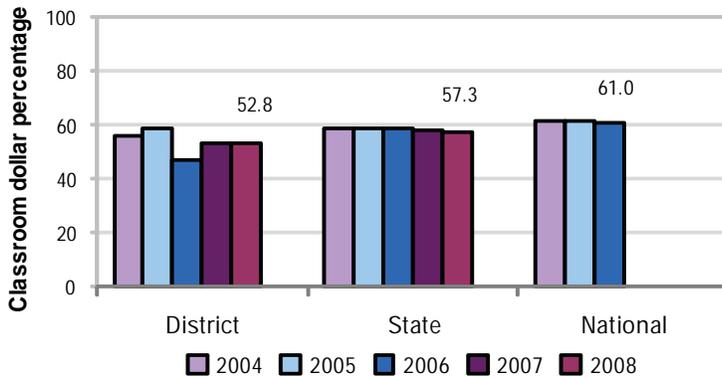
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	55.6	58.9	47.0	53.2	52.8	57.3	61.0
Nonclassroom dollars:							
Administration	20.5	19.7	31.1	20.2	19.6	9.2	10.8
Plant operations	15.5	13.6	11.4	11.1	11.4	11.3	9.9
Food service	4.0	3.2	2.6	3.2	4.0	4.8	3.8
Transportation	2.1	1.4	1.3	2.7	3.0	4.4	4.2
Student support	2.1	1.5	6.4	7.2	6.4	7.4	5.2
Instruction support	0.2	1.6	0.2	2.4	2.8	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	13.5	12.1	14.2	17.3
Average teacher salary	\$46,756	\$35,639	\$41,121	\$44,967
Average years' experience	6.6	6.3	8.0	8.1

Classroom dollar ranking: 150 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,035 in salary, which included performance pay for fiscal year 2007 performance.

Performance

- The District accomplished its goal, which was the same as the prior fiscal year's goal of meeting Adequate Yearly Progress objectives.

Menu

- Monies were primarily used to increase teacher compensation to recruit and retain qualified teachers.
- Monies were also used for dropout prevention.

Classroom Dollars and Proposition 301 Results

Avondale Elementary School District

Maricopa County

District size: Large
 Students attending: 6,101
 Number of schools: 8
 Number of certified teachers: 331

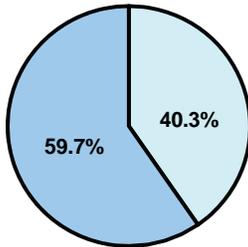
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

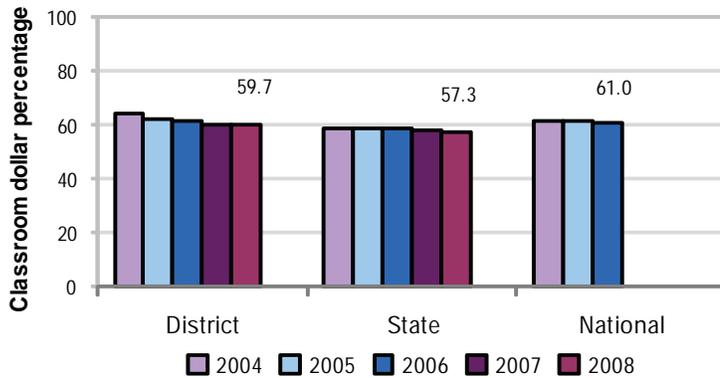
Classroom
 \$4,172
 \$4,480



Nonclassroom
 \$2,816
 \$3,333

Total
 \$6,988
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	64.1	62.1	61.1	60.3	59.7	57.3	61.0
Nonclassroom dollars:							
Administration	8.3	8.8	7.5	8.9	9.4	9.2	10.8
Plant operations	8.7	8.7	9.0	9.4	8.4	11.3	9.9
Food service	6.3	6.3	5.9	6.2	6.4	4.8	3.8
Transportation	3.0	2.7	2.6	2.4	2.4	4.4	4.2
Student support	4.6	6.2	7.3	6.0	6.7	7.4	5.2
Instruction support	5.0	5.2	6.5	6.7	7.0	5.4	4.9
Other			0.1	0.1		0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	19.3	17.9	18.2	17.3
Average teacher salary	\$42,272	\$42,325	\$43,107	\$44,967
Average years' experience	6.6	6.4	6.7	8.1

Classroom dollar ranking: 44 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned \$3,705 in additional salary, and each instructional aide, librarian, and counselor earned between \$1,899 and \$4,000 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.
- All of the District's schools met Adequate Yearly Progress objectives or were labeled "Performing" or better by ADE for AZ LEARNS.
- Student attendance was higher than 95 percent.
- Most teachers maintained a 97 percent attendance rate.
- All schools received positive results on parent-student satisfaction surveys.

Menu

- Monies were used for AIMS intervention, dropout prevention, and teacher development.
- Monies were also used to hire 6 additional teachers to reduce class sizes at growing schools.

Classroom Dollars and Proposition 301 Results

Bagdad Unified School District

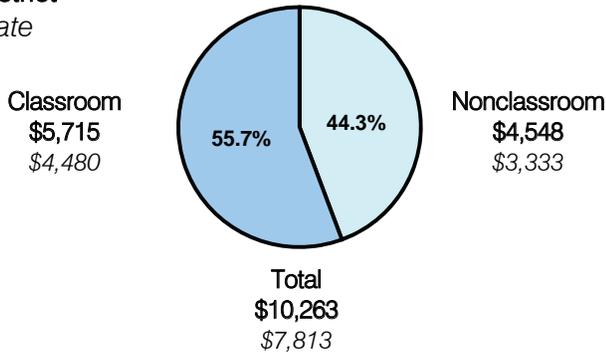
Yavapai County

District size: Small
 Students attending: 380
 Number of schools: 2
 Number of certified teachers: 26

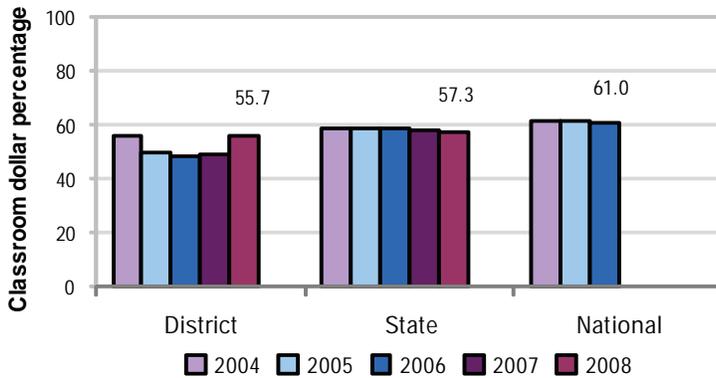
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	55.9	49.5	48.4	48.8	55.7	57.3	61.0
Nonclassroom dollars:							
Administration	20.0	20.4	20.4	16.8	13.4	9.2	10.8
Plant operations	17.7	18.0	18.0	16.9	15.2	11.3	9.9
Food service		4.5	4.6	5.2	4.1	4.8	3.8
Transportation	2.5	2.3	2.3	2.5	2.0	4.4	4.2
Student support	1.6	1.6	2.3	4.8	4.4	7.4	5.2
Instruction support	2.3	3.7	4.0	5.0	5.2	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	17.2	16.0	14.6	17.3
Average teacher salary	\$39,278	\$41,311	\$43,376	\$44,967
Average years' experience	7.2	7.7	6.9	8.1

Classroom dollar ranking: 105 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$4,057 and \$4,782 in additional salary, and each instructional aide earned an average of \$203.

Performance

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

Menu

- Monies were used for professional development activities.
- Monies were also used for dropout prevention.
- 4 teachers and 10 students participated in Saturday school for credit recovery, and 4 teachers, 3 instructional aides, and 45 students participated in summer school.

Classroom Dollars and Proposition 301 Results

Balsz Elementary School District

Maricopa County

District size: Medium
 Students attending: 3,159
 Number of schools: 5
 Number of certified teachers: 177

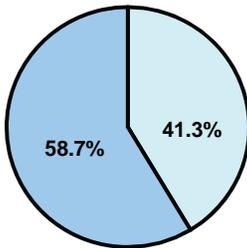
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

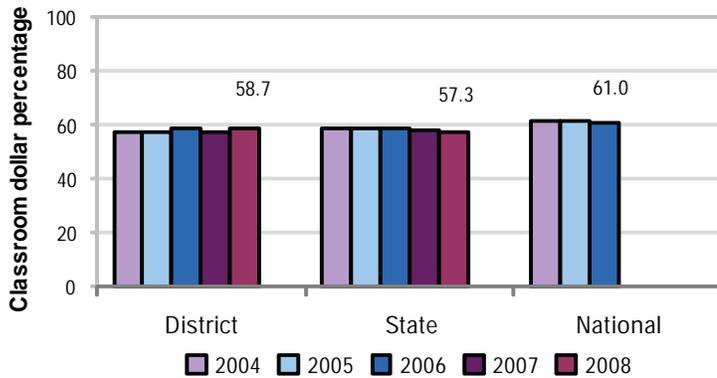
Classroom
 \$5,012
 \$4,480



Nonclassroom
 \$3,519
 \$3,333

Total
 \$8,531
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	56.9	57.2	58.9	57.2	58.7	57.3	61.0
Nonclassroom dollars:							
Administration	9.5	9.4	9.0	8.5	8.4	9.2	10.8
Plant operations	11.7	10.5	10.0	11.8	11.2	11.3	9.9
Food service	7.7	7.7	7.9	7.7	7.2	4.8	3.8
Transportation	3.2	3.0	2.7	3.4	3.5	4.4	4.2
Student support	7.8	7.4	7.1	7.3	6.4	7.4	5.2
Instruction support	3.2	4.8	4.4	4.1	4.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	19.1	18.2	17.7	17.3
Average teacher salary	\$41,330	\$41,538	\$45,810	\$44,967
Average years' experience	6.8	7.0	7.0	8.1

Classroom dollar ranking: 54 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and librarian earned an additional \$6,119 in salary, which includes performance pay for fiscal year 2007.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- At least 51 percent of the students who started the school year with the District showed growth in language arts and math on Dibels and Galileo tests.
- Teachers attended at least 3 hours of professional development and distributed parent satisfaction surveys.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Beaver Creek Elementary School District

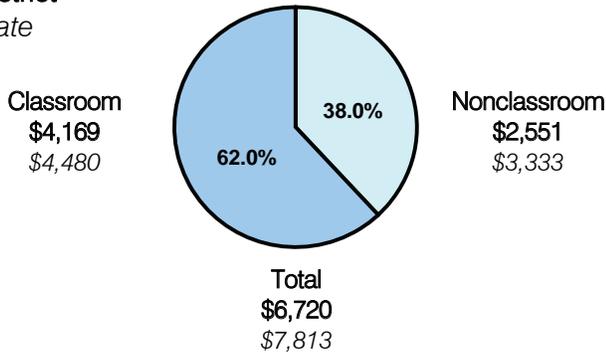
Yavapai County

District size: Small
 Students attending: 357
 Number of schools: 1
 Number of certified teachers: 21

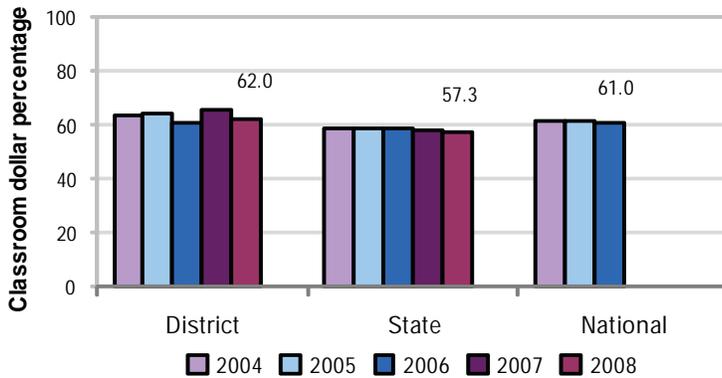
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	63.6	63.9	60.7	65.6	62.0	57.3	61.0
Nonclassroom dollars:							
Administration	10.7	9.6	12.5	9.9	11.2	9.2	10.8
Plant operations	9.6	10.3	10.0	9.2	10.5	11.3	9.9
Food service	8.6	9.2	8.5	7.7	6.3	4.8	3.8
Transportation	5.0	5.3	5.6	4.7	5.5	4.4	4.2
Student support	1.9	1.3	1.8	1.8	2.7	7.4	5.2
Instruction support	0.6	0.4	0.9	1.1	1.8	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	19.0	14.8	15.7	17.3
Average teacher salary	\$38,000	\$38,776	\$36,102	\$44,967
Average years' experience	9.4	7.8	6.9	8.1

Classroom dollar ranking: 15 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$5,289 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.
- Based on standardized testing, students improved reading and math scores.
- Teachers completed annual curriculum maps that were aligned with state standards.
- 93 percent of parents surveyed were satisfied with the District.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Benson Unified School District

Cochise County

District size: Medium
 Students attending: 1001
 Number of schools: 4
 Number of certified teachers: 66

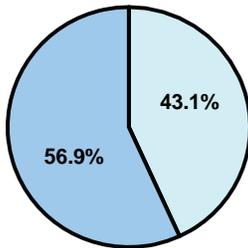
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

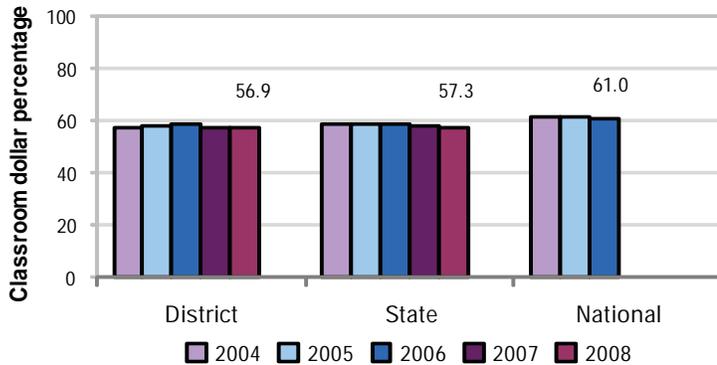
Classroom
 \$4,724
 \$4,480



Nonclassroom
 \$3,572
 \$3,333

Total
 \$8,296
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	57.4	57.8	58.6	56.9	56.9	57.3	61.0
Nonclassroom dollars:							
Administration	9.7	11.2	10.8	11.3	13.6	9.2	10.8
Plant operations	15.3	13.2	13.6	13.9	13.2	11.3	9.9
Food service	3.5	3.3	3.2	4.0	4.3	4.8	3.8
Transportation	4.7	5.0	5.3	4.8	5.0	4.4	4.2
Student support	7.0	6.3	5.2	5.3	5.1	7.4	5.2
Instruction support	2.4	3.2	3.3	3.8	1.9	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	15.4	15.0	15.3	17.3
Average teacher salary	\$41,449	\$40,126	\$43,769	\$44,967
Average years' experience	9.3	9.5	9.8	8.1

Classroom dollar ranking: 84 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned between \$5,950 and \$6,095 in additional salary, and each instructional aide earned an additional \$1,000.

Performance

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

Menu

- Monies were used primarily to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Bicentennial Union High School District

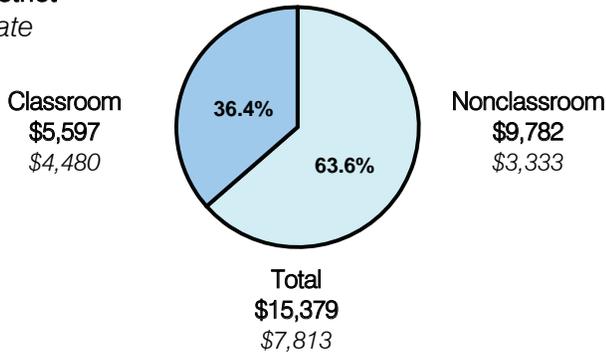
La Paz County

District size: Very Small
 Students attending: 122
 Number of schools: 1
 Number of certified teachers: 11

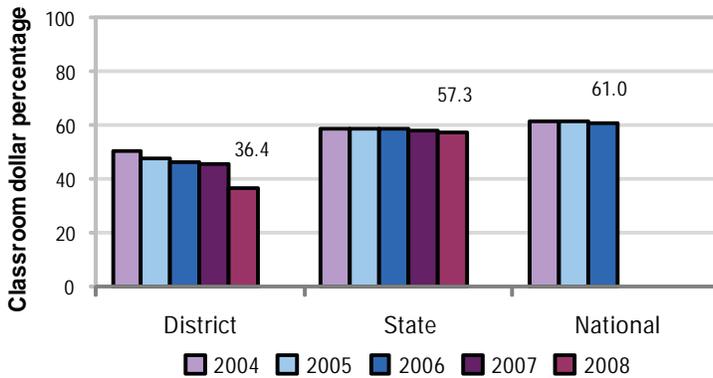
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	50.1	47.4	46.0	45.4	36.4	57.3	61.0
Nonclassroom dollars:							
Administration	10.0	11.7	14.5	14.9	22.1	9.2	10.8
Plant operations	17.3	17.1	14.8	15.1	19.6	11.3	9.9
Food service	4.8	4.0	4.6	5.8	5.6	4.8	3.8
Transportation	12.7	10.7	11.3	11.4	12.3	4.4	4.2
Student support	0.8	3.6	4.0	2.9	2.2	7.4	5.2
Instruction support	4.3	5.5	4.5	4.5	1.8	5.4	4.9
Other			0.3			0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	11.5	10.8	11.1	17.3
Average teacher salary	\$34,848	\$46,347	\$33,504	\$44,967
Average years' experience	7.3	6.1	6.3	8.1

Classroom dollar ranking: 220 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$2,800 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.
- The school was labeled "Performing Plus" by ADE for AZ LEARNS.
- Teachers received satisfactory performance evaluations.
- Teachers' lesson planning and lesson delivery consistently addressed the higher cognitive level components of Charlotte Wing's Professional Development Instruction.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Bisbee Unified School District

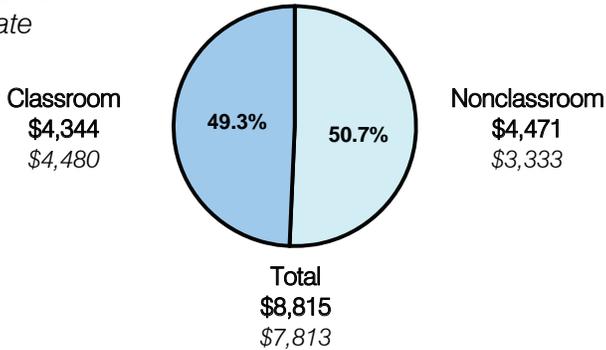
Cochise County

District size: Medium
 Students attending: 915
 Number of schools: 4
 Number of certified teachers: 58

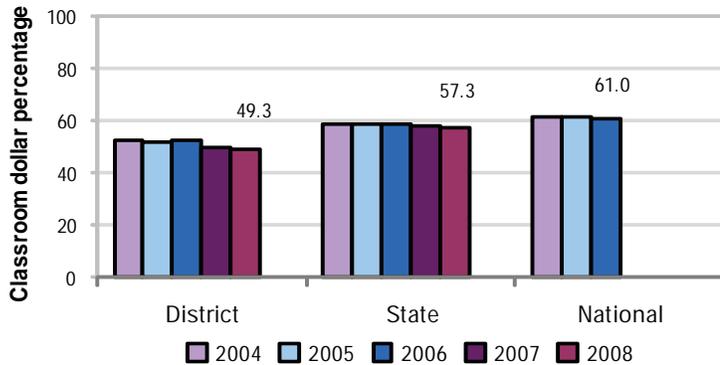
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	52.5	51.4	52.1	49.7	49.3	57.3	61.0
Nonclassroom dollars:							
Administration	12.1	12.6	14.2	14.1	14.8	9.2	10.8
Plant operations	13.9	12.7	14.1	14.1	14.8	11.3	9.9
Food service	5.3	5.4	5.3	6.2	5.9	4.8	3.8
Transportation	5.1	5.5	5.3	4.7	5.7	4.4	4.2
Student support	7.5	8.1	5.4	7.7	6.0	7.4	5.2
Instruction support	3.6	4.2	3.6	3.5	3.5	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	16.8	16.6	15.8	17.3
Average teacher salary	\$38,776	\$40,415	\$44,487	\$44,967
Average years' experience	9.4	9.5	9.7	8.1

Classroom dollar ranking: 184 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$6,793 in salary, and each instructional aide and librarian earned between \$474 and \$946 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.
- Schools either achieved Adequate Yearly Progress or received a "Performing" or higher label from ADE for AZ LEARNS.
- Teachers developed 2 professional development goals.

Menu

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

Classroom Dollars and Proposition 301 Results

Blue Elementary School District

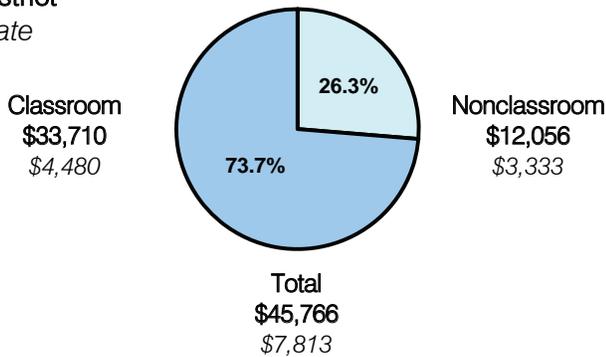
Greenlee County

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

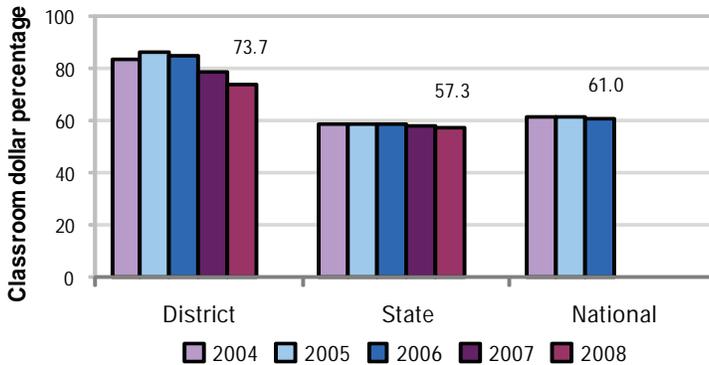
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	83.2	86.4	84.5	78.8	73.7	57.3	61.0
Nonclassroom dollars:							
Administration	0.2		1.3	1.7	0.1	9.2	10.8
Plant operations	16.6	12.4	14.2	15.1	16.3	11.3	9.9
Food service						4.8	3.8
Transportation				4.4	9.9	4.4	4.2
Student support		1.1				7.4	5.2
Instruction support						5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	7.0	3.0	8.0	17.3
Average teacher salary	n/a	n/a	n/a	\$44,967
Average years' experience	n/a	15.0	n/a	8.1

Classroom dollar ranking: 2 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- The teacher earned \$8,400 in additional salary, which included performance pay for fiscal years 2002 through 2007.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- Students demonstrated 1 year's growth and had improved standardized test scores or they scored at the 50th-percentile or above on the appropriate norm-referenced test.
- The teacher attended at least 8 hours of professional development activities and received a satisfactory performance evaluation.

Menu

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

Classroom Dollars and Proposition 301 Results

Blue Ridge Unified School District

Navajo County

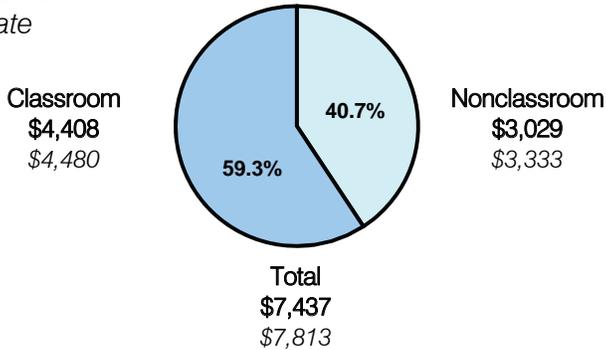
District size: Medium
 Students attending: 2,577
 Number of schools: 4
 Number of certified teachers: 168

Classroom Dollars

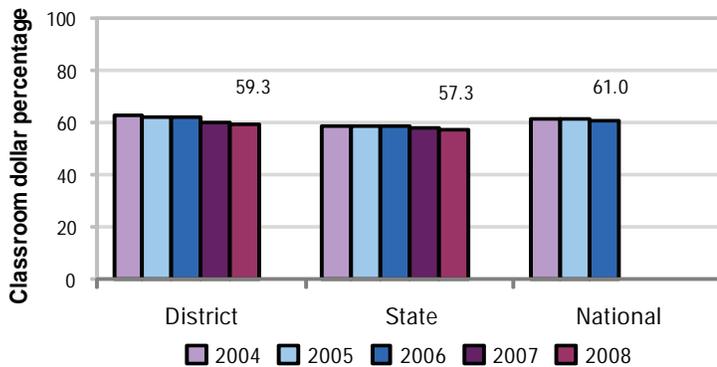
Fiscal year 2008 averages per pupil

District

State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	63.1	62.1	61.8	59.8	59.3	57.3	61.0
Nonclassroom dollars:							
Administration	10.4	11.4	10.9	12.5	11.6	9.2	10.8
Plant operations	10.8	10.9	10.7	10.7	11.5	11.3	9.9
Food service	4.2	4.0	4.0	4.4	3.8	4.8	3.8
Transportation	4.4	5.1	5.1	5.0	5.5	4.4	4.2
Student support	5.1	4.6	5.0	5.2	5.4	7.4	5.2
Instruction support	2.0	1.9	2.5	2.4	2.9	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	16.0	15.9	15.4	17.3
Average teacher salary	\$36,815	\$41,822	\$45,241	\$44,967
Average years' experience	10.4	10.4	10.4	8.1

Classroom dollar ranking: 47 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and counselor earned between \$6,127 to \$7,640 in additional salary, and the librarian earned an additional \$11,670.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Student achievement in identified areas of need increased.
- Middle and high school teachers wrote at least 25 postcards each semester to the parents of students who demonstrated positive behaviors.
- The middle school held 2 parent events during the school year to showcase classroom projects.
- Teachers participated in professional development activities to improve collaboration, instruction, and lesson planning.
- Other goals were linked to parent satisfaction and student attendance.

Menu

- Monies were primarily used to increase eligible employee compensation.
- The District continued to pay a counselor to work with students at risk of dropping out.
- Monies were also used for professional development activities.

Classroom Dollars and Proposition 301 Results

Bonita Elementary School District

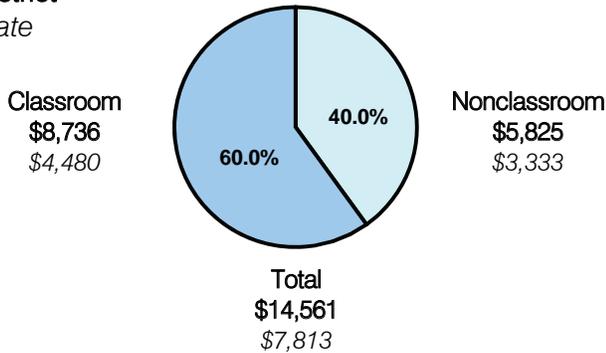
Graham County

District size: Very Small
 Students attending: 100
 Number of schools: 1
 Number of certified teachers: 11

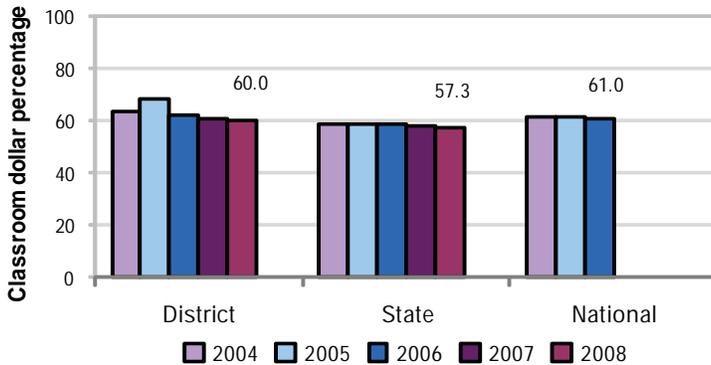
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	63.4	68.1	62.1	60.5	60.0	57.3	61.0
Nonclassroom dollars:							
Administration	15.5	12.3	15.2	17.7	16.4	9.2	10.8
Plant operations	11.4	10.0	10.5	10.4	10.4	11.3	9.9
Food service			2.8	4.6	4.2	4.8	3.8
Transportation	2.7	4.4	5.1	4.3	5.5	4.4	4.2
Student support	1.9	2.5	1.5	0.3	0.8	7.4	5.2
Instruction support	5.1	2.7	2.8	2.2	2.7	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	9.1	9.7	9.1	17.3
Average teacher salary	\$38,776	\$42,934	\$46,027	\$44,967
Average years' experience	12.7	13.2	13.9	8.1

Classroom dollar ranking: 37 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$3,402 in salary, and each instructional aide earned an additional \$1,564.

Performance

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

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Bouse Elementary School District

La Paz County

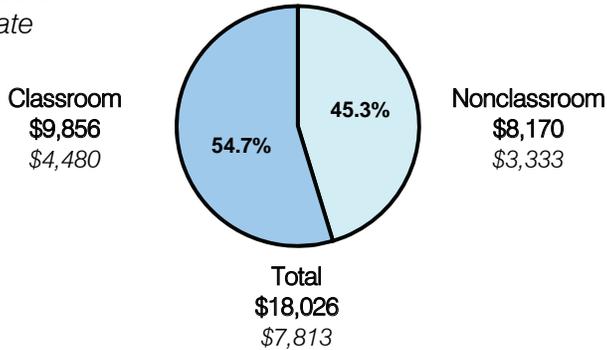
District size: Very Small
 Students attending: 45
 Number of schools: 1
 Number of certified teachers: 6

Classroom Dollars

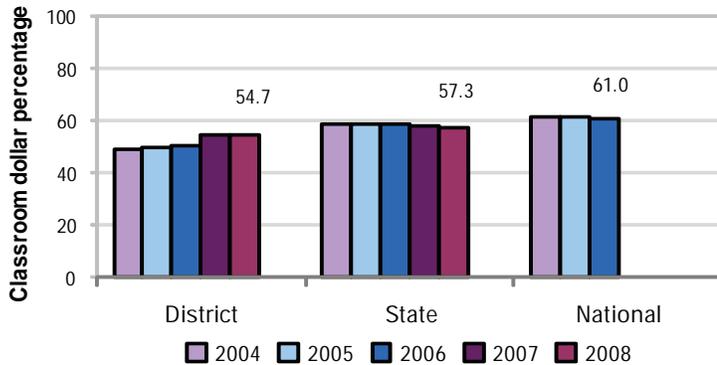
Fiscal year 2008 averages per pupil

District

State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	49.1	49.6	50.5	54.4	54.7	57.3	61.0
Nonclassroom dollars:							
Administration	24.0	21.7	21.7	16.7	16.7	9.2	10.8
Plant operations	9.9	11.6	11.1	10.5	12.9	11.3	9.9
Food service	8.0	9.6	10.3	11.1	7.6	4.8	3.8
Transportation	3.5	3.3	3.7	3.8	4.1	4.4	4.2
Student support	5.5	3.7	2.4	0.7	3.1	7.4	5.2
Instruction support		0.5	0.3	2.8	0.9	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	9.7	7.9	7.6	17.3
Average teacher salary	\$29,047	\$34,352	\$41,050	\$44,967
Average years' experience	8.0	8.2	9.8	8.1

Classroom dollar ranking: 125 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$2,640 in salary, and each instructional aide earned an additional \$332.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Teachers attended a minimum of 1 professional development activity monthly.
- Teachers received acceptable performance evaluations.
- Other goals were linked to teachers developing professional goals, documenting their progress in completing the goals, and maintaining documentation of contacts with parents.

Menu

- Monies were used to compensate teachers for AIMS tutoring activities and completing a CPR class.
- Monies were also used to pay for a substitute teacher while a teacher attended a professional development math program for 1 week.
- A bus driver was compensated for transporting students to and from AIMS intervention activities.

Classroom Dollars and Proposition 301 Results

Bowie Unified School District

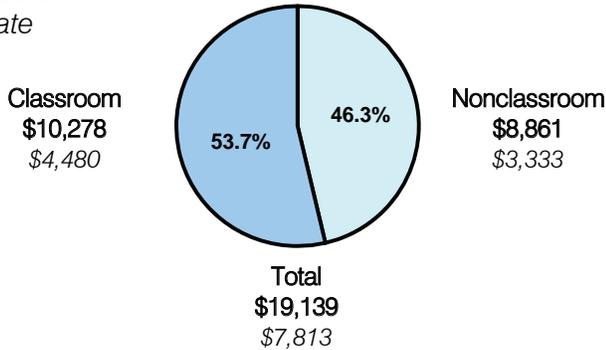
Cochise County

District size: Very Small
 Students attending: 81
 Number of schools: 2
 Number of certified teachers: 12

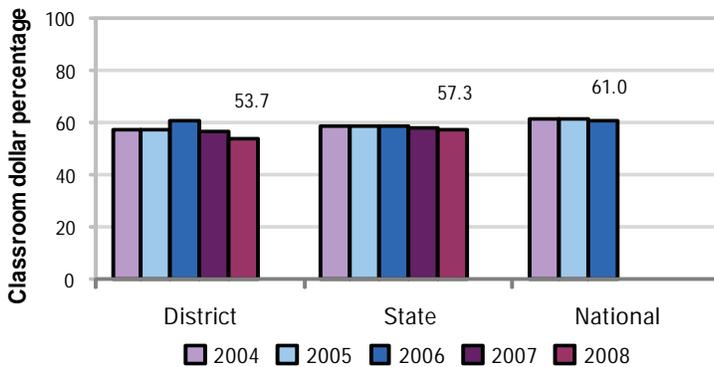
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	57.1	57.5	60.7	56.4	53.7	57.3	61.0
Nonclassroom dollars:							
Administration	11.7	13.9	12.9	18.2	15.9	9.2	10.8
Plant operations	13.1	14.7	14.2	13.5	16.1	11.3	9.9
Food service	1.8	4.2	4.2	4.6	4.4	4.8	3.8
Transportation	5.9	3.6	2.8	3.3	3.3	4.4	4.2
Student support	2.0	4.3	2.4	2.5	1.9	7.4	5.2
Instruction support	8.4	1.8	2.8	1.5	4.7	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	8.6	7.6	6.7	17.3
Average teacher salary	\$41,450	\$40,661	\$43,117	\$44,967
Average years' experience	10.8	11.2	10.9	8.1

Classroom dollar ranking: 142 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned \$3,725 in additional salary, and each instructional aide earned \$1,863.

Performance

- The District accomplished its goal, which was based on district performance.
- The District met Annual Yearly Progress objectives.

Menu

- Eligible employees were compensated for attending in-service trainings outside of their contracted work days.

Classroom Dollars and Proposition 301 Results

Buckeye Elementary School District

Maricopa County

District size: Medium
 Students attending: 4,156
 Number of schools: 6
 Number of certified teachers: 200

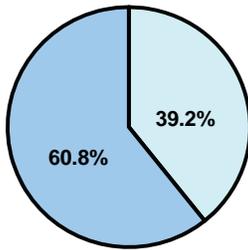
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

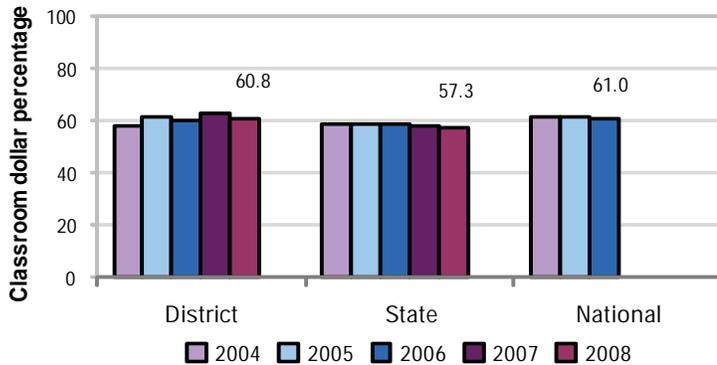
Classroom
 \$3,832
 \$4,480



Nonclassroom
 \$2,466
 \$3,333

Total
 \$6,298
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	57.9	61.4	60.3	63.0	60.8	57.3	61.0
Nonclassroom dollars:							
Administration	12.1	10.9	10.9	9.5	10.7	9.2	10.8
Plant operations	10.5	9.7	10.3	9.3	9.0	11.3	9.9
Food service	5.5	5.7	5.6	5.9	6.5	4.8	3.8
Transportation	3.5	3.6	3.2	2.8	2.6	4.4	4.2
Student support	5.4	4.7	4.3	3.8	4.8	7.4	5.2
Instruction support	5.1	4.0	5.4	5.7	5.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	23.9	20.2	20.7	17.3
Average teacher salary	\$34,431	\$35,969	\$35,959	\$44,967
Average years' experience	7.3	6.0	5.5	8.1

Classroom dollar ranking: 30 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned \$3,765 in additional salary, and each counselor earned an additional \$2,369.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district and school performance.
- Students' AIMS test scores in reading, writing, and math increased.
- Teachers participated in at least 64 hours of professional development activities as well as curriculum development.

Menu

- The District continued to use monies to pay 9 kindergarten through 8th-grade teachers to reduce class sizes.
- Monies were also used to pay relocation stipends and to further compensate teachers for improved student achievement.

Classroom Dollars and Proposition 301 Results

Buckeye Union High School District

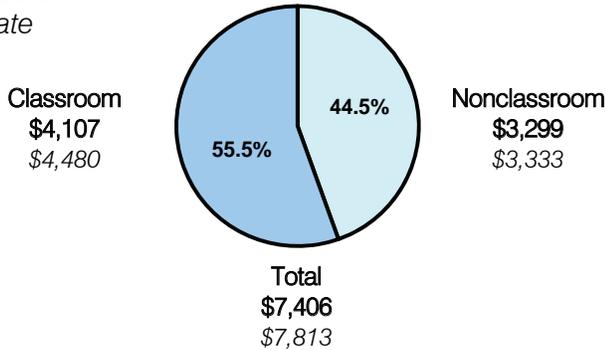
Maricopa County

District size: Medium
 Students attending: 3,060
 Number of schools: 4
 Number of certified teachers: 147

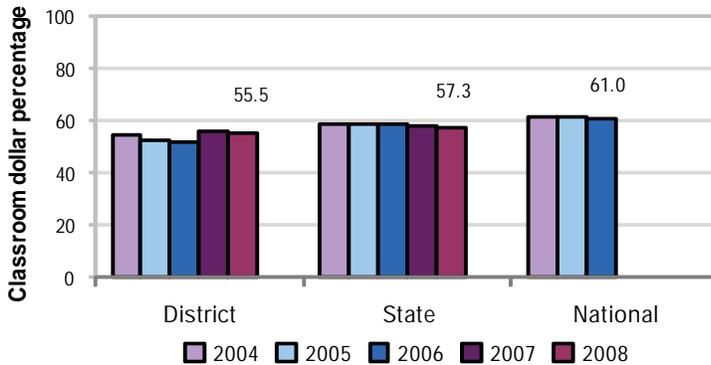
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	54.2	52.1	51.7	55.6	55.5	57.3	61.0
Nonclassroom dollars:							
Administration	14.3	12.6	13.4	11.3	9.3	9.2	10.8
Plant operations	13.9	17.1	15.2	14.2	14.6	11.3	9.9
Food service	4.3	3.4	3.4	3.1	3.4	4.8	3.8
Transportation	4.6	4.0	4.7	5.4	6.9	4.4	4.2
Student support	5.4	6.6	7.1	6.0	4.9	7.4	5.2
Instruction support	3.2	4.2	4.2	4.2	5.4	5.4	4.9
Other	0.1		0.3	0.2		0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	20.4	21.7	20.8	17.3
Average teacher salary	\$38,043	\$40,207	\$43,330	\$44,967
Average years' experience	6.5	6.8	6.6	8.1

Classroom dollar ranking: 109 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, counselor, and teacher mentor earned between \$6,105 and \$7,653 in additional salary.

Performance

- The District accomplished its goals, which were based on individual performance.
- Students' scores on pre- and post-tests of a state standard or competency increased by at least 50 percent.
- Each teacher completed 15 hours of professional development activities to obtain full Structured English Immersion endorsement.
- Teachers attended a writing in-service training.

Menu

- Monies were primarily used to increase eligible employee compensation.
- The District continued to pay a small stipend to 3 employees for monitoring the Classroom Site Fund program.

Classroom Dollars and Proposition 301 Results

Bullhead City Elementary School District

Mohave County

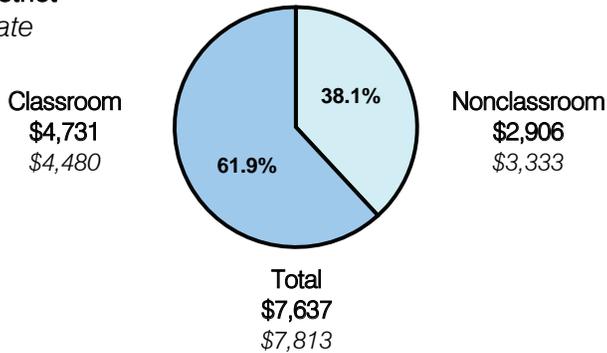
District size: Medium
 Students attending: 3,527
 Number of schools: 7
 Number of certified teachers: 237

Classroom Dollars

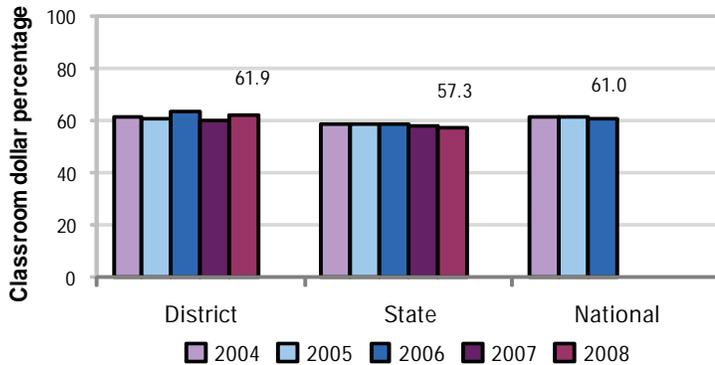
Fiscal year 2008 averages per pupil

District

State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	61.3	60.9	63.4	60.0	61.9	57.3	61.0
Nonclassroom dollars:							
Administration	10.4	9.4	9.1	10.6	9.4	9.2	10.8
Plant operations	8.9	9.6	9.0	9.5	8.2	11.3	9.9
Food service	6.2	6.1	6.0	6.2	5.5	4.8	3.8
Transportation	4.0	4.1	4.1	4.2	4.5	4.4	4.2
Student support	4.3	4.6	3.3	3.2	4.1	7.4	5.2
Instruction support	4.9	5.3	5.1	6.3	6.4	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	17.3	18.3	14.9	17.3
Average teacher salary	\$37,070	\$38,700	\$38,913	\$44,967
Average years' experience	5.9	5.8	5.4	8.1

Classroom dollar ranking: 17 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$6,142 in salary, and each librarian, speech pathologist, counselor, and instructional specialist earned \$1,003.

Performance

- The District accomplished its goals, which were based on school performance.
- Teachers each selected 3 areas of their schools' improvement plan to work on throughout the year. Each teacher was part of a committee that monitored data, implemented and re-assessed the improvement plans at the end of the school year, and then used the data to demonstrate student progress.

Menu

- Monies were used to hire additional teachers and instructional aides at each school to reduce class sizes.
- Additional monies could be earned based on the successful completion of the school improvement plans.
- Monies were also used for professional development.

Classroom Dollars and Proposition 301 Results

Camp Verde Unified School District

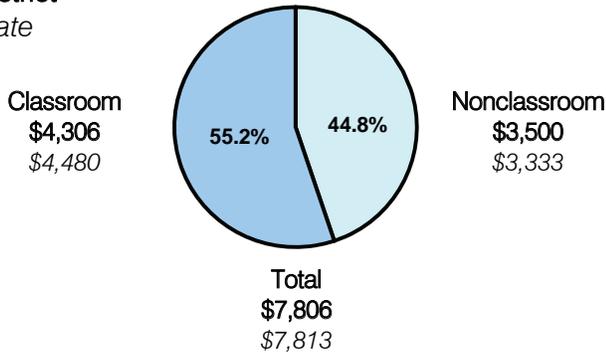
Yavapai County

District size: Medium
 Students attending: 1,419
 Number of schools: 4
 Number of certified teachers: 91

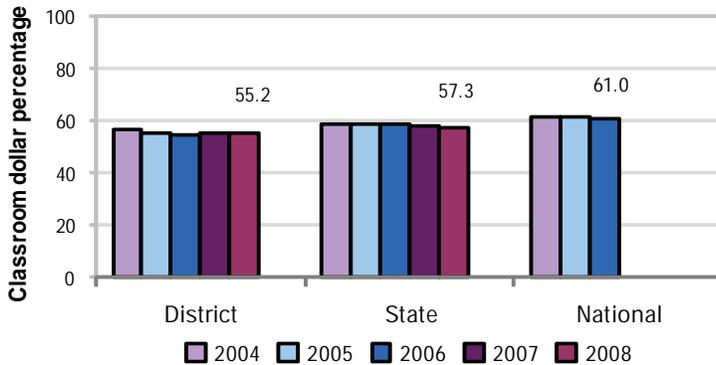
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	56.3	55.4	54.2	55.4	55.2	57.3	61.0
Nonclassroom dollars:							
Administration	8.8	9.4	9.6	10.0	9.6	9.2	10.8
Plant operations	13.5	13.6	14.8	13.8	12.7	11.3	9.9
Food service	4.6	4.4	4.8	4.6	4.3	4.8	3.8
Transportation	5.0	5.3	5.4	5.6	5.4	4.4	4.2
Student support	8.3	8.1	7.8	7.6	8.2	7.4	5.2
Instruction support	3.5	3.8	3.4	3.0	4.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	17.7	18.3	15.6	17.3
Average teacher salary	\$36,365	\$41,039	\$38,980	\$44,967
Average years' experience	9.3	8.9	8.6	8.1

Classroom dollar ranking: 116 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and counselor earned between \$5,628 and \$5,740 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.
- Student achievement goals were based on AIMS test results. High school students' test scores improved.
- Most teachers participated in professional development activities, committees, teacher mentoring, after-school tutoring, and extracurricular activities.

Menu

- Monies were used primarily to increase eligible employee compensation.
- The District continued to use monies to pay an elementary school teacher to reduce class sizes.
- Monies were used for summer school dropout prevention activities. The District reports that most students attending passed on to the next grade level or earned additional credits.
- Monies were also used to pay for teacher liability insurance.

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: 12

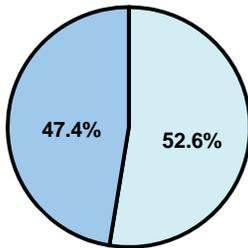
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

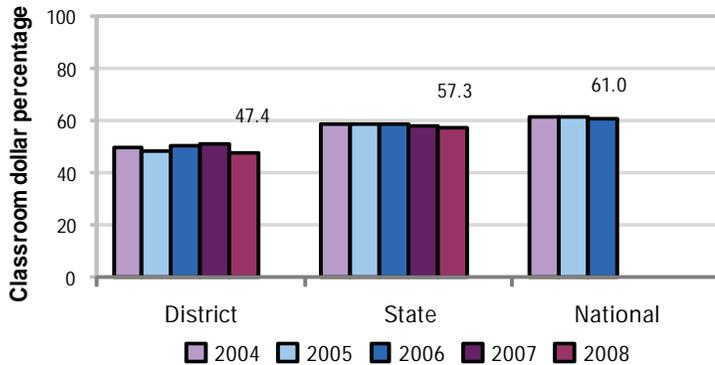
Classroom
 \$4,496
 \$4,480



Nonclassroom
 \$4,997
 \$3,333

Total
 \$9,493
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	49.5	48.1	50.5	51.3	47.4	57.3	61.0
Nonclassroom dollars:							
Administration	18.1	20.5	19.1	19.7	21.7	9.2	10.8
Plant operations	14.5	14.5	14.6	13.4	12.9	11.3	9.9
Food service	7.6	7.8	8.1	7.9	8.6	4.8	3.8
Transportation	7.6	5.1	6.7	6.1	7.0	4.4	4.2
Student support	2.7	3.8	0.8	1.2	1.5	7.4	5.2
Instruction support		0.2	0.2	0.4	0.9	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	15.1	14.3	15.2	17.3
Average teacher salary	\$36,017	\$39,770	\$34,757	\$44,967
Average years' experience	8.8	7.6	7.0	8.1

Classroom dollar ranking: 193 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,100 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.
- At least 60 percent of students met or exceeded standards on standardized tests.
- Teachers aligned curriculum with state writing standards, received satisfactory performance evaluations, and participated in professional development activities, tutoring, and district functions.
- Student attendance was at least 94 percent.
- Parent and student satisfaction was assessed through end-of-the-year surveys.

Menu

- Monies continued to be used to pay for a physical education teacher to reduce class sizes to 1 grade per class and a kindergarten teacher to reduce class sizes from 30 students to 15.

Classroom Dollars and Proposition 301 Results

Cartwright Elementary School District

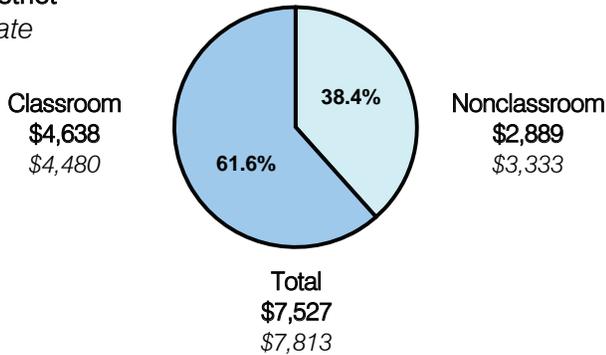
Maricopa County

District size: Large
 Students attending: 18,722
 Number of schools: 22
 Number of certified teachers: 1,105

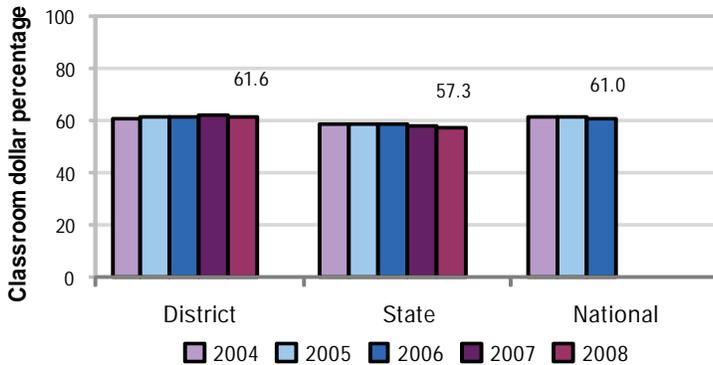
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	60.7	61.6	61.3	62.2	61.6	57.3	61.0
Nonclassroom dollars:							
Administration	8.8	8.3	8.0	8.0	7.7	9.2	10.8
Plant operations	8.8	8.7	8.4	8.3	8.0	11.3	9.9
Food service	6.1	6.1	6.1	5.4	6.2	4.8	3.8
Transportation	1.6	1.5	1.5	1.5	1.7	4.4	4.2
Student support	7.7	7.4	7.0	7.1	6.5	7.4	5.2
Instruction support	6.3	6.4	7.7	7.5	8.3	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	19.4	17.0	16.9	17.3
Average teacher salary	\$49,723	\$53,355	\$55,355	\$44,967
Average years' experience	6.1	6.8	5.7	8.1

Classroom dollar ranking: 20 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and librarian earned an additional \$5,050 in salary.

Performance

- The District accomplished some of its goals, which were measured based on fiscal year 2007 school performance.
- Only 1 of 4 student achievement goals was met.
- Each school achieved at least a 95 percent attendance rate each day during AIMS testing.
- Teachers could earn additional money by earning an English As a Second Language endorsement.

Menu

- Monies were used primarily to increase eligible employee compensation.
- Approximately 3,700 students were provided AIMS intervention activities focused on improving reading and math skills.
- Approximately 2,100 8th-grade students received additional tutoring to prepare them for high school placement testing.
- Teachers attended professional development programs focused on improving students' AIMS test results.

Classroom Dollars and Proposition 301 Results

Casa Grande Elementary School District

Pinal County

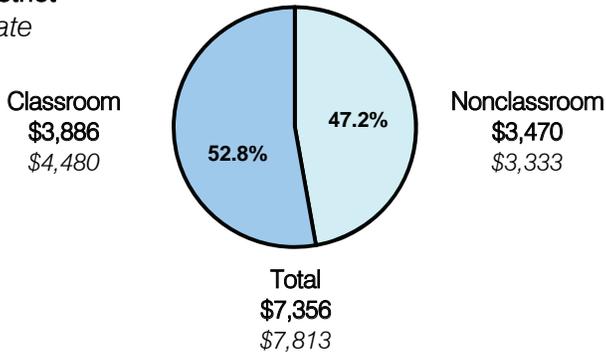
District size: Large
 Students attending: 7,155
 Number of schools: 12
 Number of certified teachers: 388

Classroom Dollars

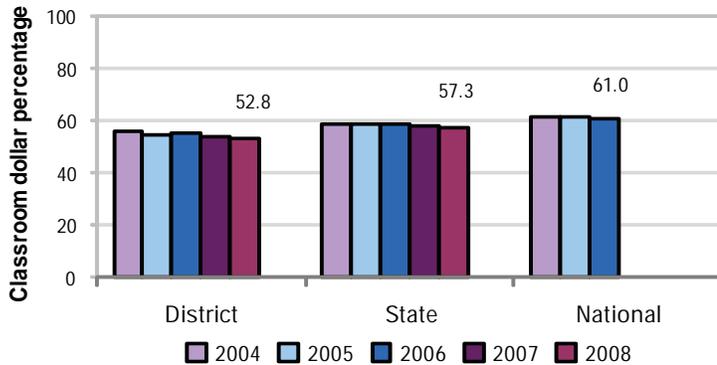
Fiscal year 2008 averages per pupil

District

State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	56.0	54.5	55.2	54.0	52.8	57.3	61.0
Nonclassroom dollars:							
Administration	10.6	10.3	9.6	9.9	9.3	9.2	10.8
Plant operations	11.1	11.2	10.6	11.2	11.8	11.3	9.9
Food service	4.9	5.3	5.2	5.4	5.9	4.8	3.8
Transportation	5.0	5.7	6.2	7.3	7.2	4.4	4.2
Student support	6.6	6.9	6.6	7.3	6.9	7.4	5.2
Instruction support	5.8	6.0	6.6	4.9	6.1	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	19.0	17.8	18.4	17.3
Average teacher salary	\$42,529	\$42,869	\$43,593	\$44,967
Average years' experience	7.3	7.1	6.7	8.1

Classroom dollar ranking: 149 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$5,994 in salary, and each librarian, speech pathologist, counselor, and instructional aide earned between \$2,826 and \$4,200.

Performance

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

Menu

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

Classroom Dollars and Proposition 301 Results

Casa Grande Union High School District

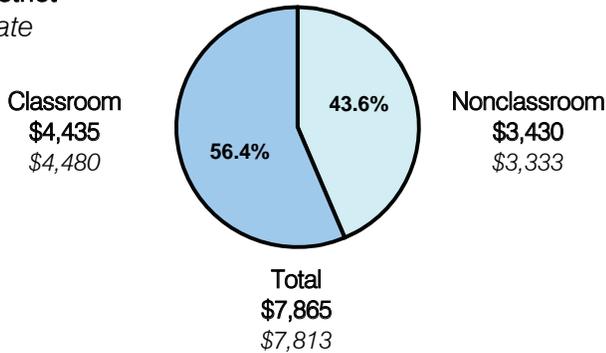
Pinal County

District size: Medium
 Students attending: 3,497
 Number of schools: 3
 Number of certified teachers: 175

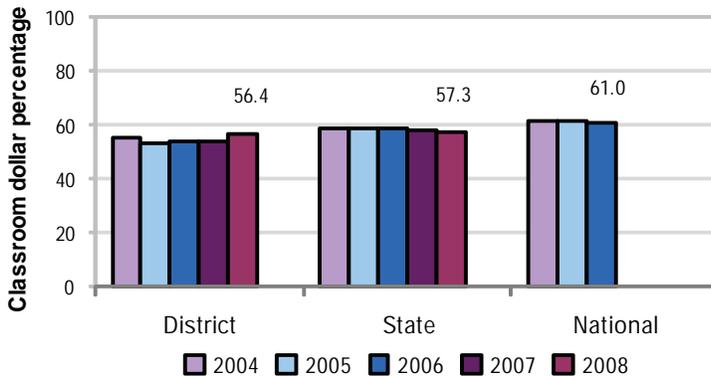
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	55.1	53.3	54.0	53.5	56.4	57.3	61.0
Nonclassroom dollars:							
Administration	8.9	10.0	10.1	9.8	10.1	9.2	10.8
Plant operations	12.5	13.0	12.2	11.9	11.7	11.3	9.9
Food service	4.0	4.3	4.8	5.2	4.1	4.8	3.8
Transportation	6.0	7.1	8.2	8.4	8.8	4.4	4.2
Student support	11.5	10.4	9.5	9.9	8.0	7.4	5.2
Instruction support	1.6	1.4	0.8	0.9	0.5	5.4	4.9
Other	0.4	0.5	0.4	0.4	0.4	0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	18.9	19.5	20.0	17.3
Average teacher salary	\$44,572	\$44,074	\$48,112	\$44,967
Average years' experience	8.6	8.4	9.4	8.1

Classroom dollar ranking: 93 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$7,786 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.
- Student achievement goals were linked to AZ LEARNS labels and Adequate Yearly Progress objectives.
- The percentage of students falling far below AIMS test standards in each area decreased by 5 percent.
- Teachers could not receive performance pay if they were on a performance improvement plan.

Menu

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

Classroom Dollars and Proposition 301 Results

Catalina Foothills Unified School District

Pima County

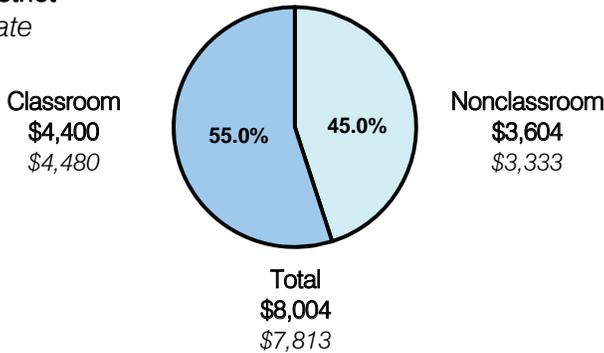
District size: Medium
 Students attending: 4,473
 Number of schools: 7
 Number of certified teachers: 283

Classroom Dollars

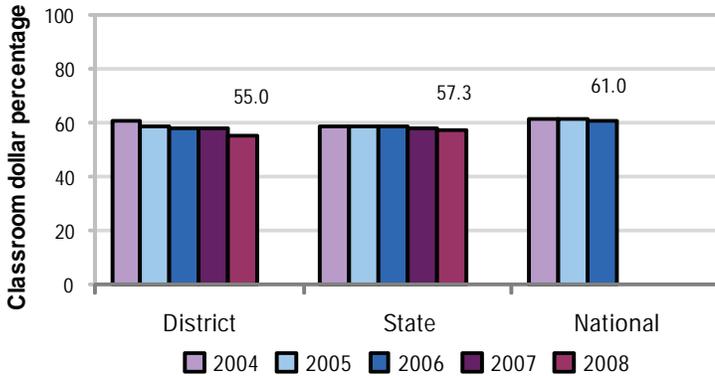
Fiscal year 2008 averages per pupil

District

State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	60.5	58.4	58.1	57.9	55.0	57.3	61.0
Nonclassroom dollars:							
Administration	11.3	12.3	12.5	13.4	11.4	9.2	10.8
Plant operations	11.9	11.6	11.6	11.4	11.1	11.3	9.9
Food service	2.9	3.1	3.7	4.0	3.5	4.8	3.8
Transportation	4.2	4.8	4.2	4.1	3.0	4.4	4.2
Student support	5.5	5.5	5.3	5.0	7.8	7.4	5.2
Instruction support	3.3	3.8	4.2	4.2	8.2	5.4	4.9
Other	0.4	0.5	0.4			0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	16.7	15.9	15.8	17.3
Average teacher salary	\$39,960	\$42,980	\$44,109	\$44,967
Average years' experience	9.3	9.3	9.1	8.1

Classroom dollar ranking: 120 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned \$5,509 in additional salary, and each librarian, speech pathologist, counselor, and reading or gifted specialist earned between \$2,576 and \$5,647 in additional salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- Student achievement goals in reading, writing, and math were measured using standardized tests.
- Other goals were linked to teachers teaching for a minimum of 120 days, receiving satisfactory performance evaluations, and participating in teams assessing student-related data.

Menu

- Monies were primarily used to increase eligible employee compensation, which included teacher stipends for extracurricular program sponsorship.
- As part of class size reduction, the District hired a gifted specialist at the elementary level and 5 instructional aides for kindergarten through 5th-grade classrooms.
- Monies were also used to pay for professional development training focusing on math.

Classroom Dollars and Proposition 301 Results

Cave Creek Unified School District

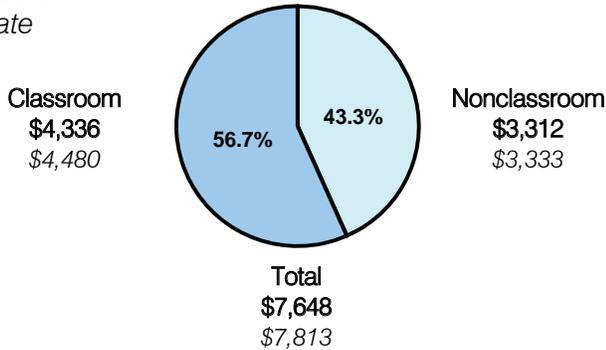
Maricopa County

District size: Large
 Students attending: 5,638
 Number of schools: 8
 Number of certified teachers: 321

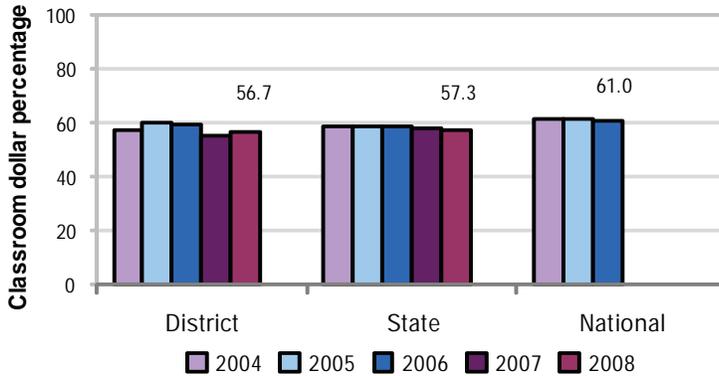
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	57.2	59.7	59.6	55.5	56.7	57.3	61.0
Nonclassroom dollars:							
Administration	10.0	9.5	9.5	10.1	9.2	9.2	10.8
Plant operations	12.4	10.5	9.3	11.3	11.1	11.3	9.9
Food service	3.5	3.9	3.8	3.8	3.7	4.8	3.8
Transportation	5.5	5.7	5.3	5.9	5.6	4.4	4.2
Student support	7.9	7.5	8.5	9.0	9.2	7.4	5.2
Instruction support	3.3	3.0	3.8	4.1	4.2	5.4	4.9
Other	0.2	0.2	0.2	0.3	0.3	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.5	18.0	17.6	17.3
Average teacher salary	\$40,878	\$40,917	\$44,017	\$44,967
Average years' experience	8.0	8.1	7.9	8.1

Classroom dollar ranking: 87 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, counselor, and instructional coach earned \$6,275 in additional salary.

Performance

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

Menu

- The District continued to use monies primarily to increase eligible employee compensation.
- 1 part-time instructional aide was hired for class size reduction.
- 1 part-time teacher and 2 part-time instructional aides were hired to provide AIMS intervention activities for high school students.
- 483 teachers were compensated for attending various professional development conferences and seminars.
- Teachers were also compensated for performing additional duties, such as curriculum mapping.

Classroom Dollars and Proposition 301 Results

Cedar Unified School District

Navajo County

District size: Small
 Students attending: 371
 Number of schools: 2
 Number of certified teachers: 34

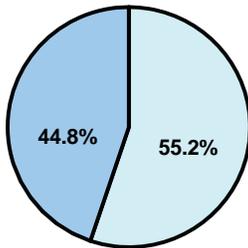
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

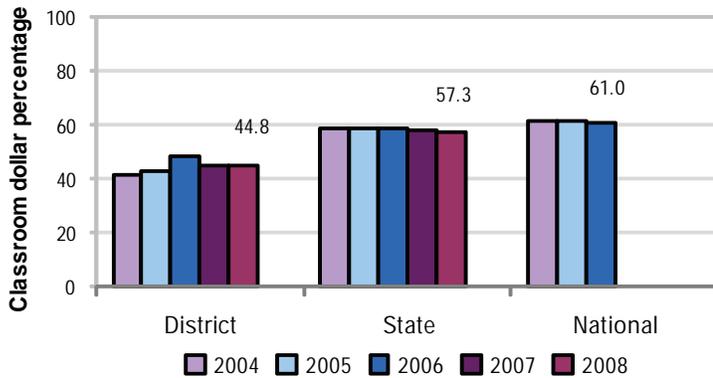
Classroom
\$7,929
\$4,480



Nonclassroom
\$9,766
\$3,333

Total
\$17,695
\$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	41.6	43.0	48.1	44.8	44.8	57.3	61.0
Nonclassroom dollars:							
Administration	14.0	16.3	13.3	14.4	13.9	9.2	10.8
Plant operations	16.0	15.8	14.3	14.9	15.8	11.3	9.9
Food service	4.4	3.4	3.6	3.5	3.3	4.8	3.8
Transportation	12.9	11.9	11.5	11.1	11.9	4.4	4.2
Student support	7.1	6.0	5.3	6.4	6.1	7.4	5.2
Instruction support	3.9	3.4	3.9	4.9	4.2	5.4	4.9
Other	0.1	0.2				0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	11.8	12.0	10.6	17.3
Average teacher salary	\$39,383	\$41,788	\$42,443	\$44,967
Average years' experience	9.7	10.4	10.4	8.1

Classroom dollar ranking: 203 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$7,446 in salary, and each counselor and Reading First coach earned between \$6,669 and \$6,878 in additional salary.

Performance

- The District met some of its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Student achievement goals were based on students' standardized test scores. 6 of the 8 student achievement goals were met.
- Teachers were reimbursed for certification costs and participating in professional growth classes.
- Teachers received compensation for having perfect attendance and participating in family-oriented activities such as Math Night and Family Reading Night.
- Other goals not met were linked to dropout/graduation rates, student attendance rates, and parent-student satisfaction.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Central Arizona Valley Institute of Technology

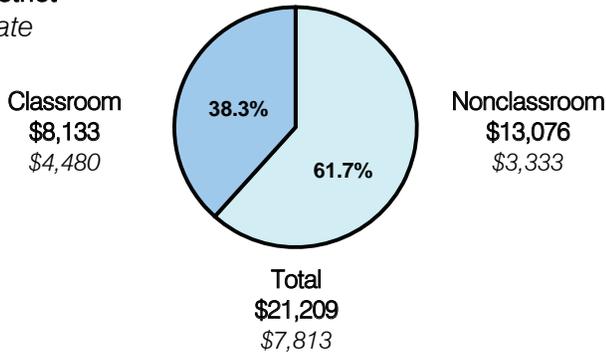
Pinal County

District size: Very Small
 Students attending: 51
 Number of schools: n/a
 Number of certified teachers: 5

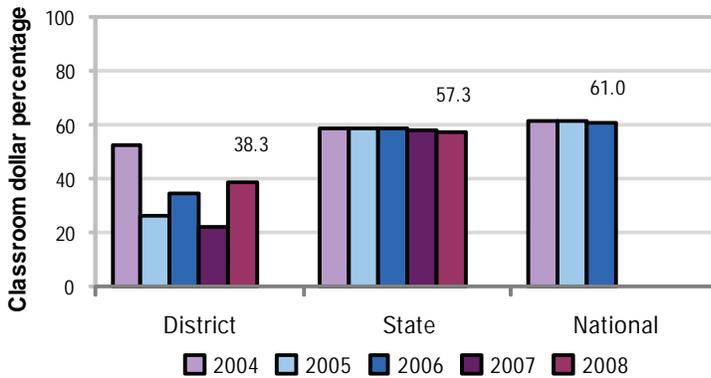
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	52.6	26.1	34.6	21.8	38.3	57.3	61.0
Nonclassroom dollars:							
Administration	30.1	32.0	45.4	43.0	31.5	9.2	10.8
Plant operations	3.5	5.0	4.7	9.2	5.3	11.3	9.9
Food service						4.8	3.8
Transportation						4.4	4.2
Student support			0.2			7.4	5.2
Instruction support	13.8	36.9	15.1	26.0	24.9	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	20.0	12.7	9.8	17.3
Average teacher salary	\$38,152	\$39,911	\$48,531	\$44,967
Average years' experience	2.0	1.0	4.6	8.1

Classroom dollar ranking: 216 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$3,123 in salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Teachers succeeded in achieving at least 22 of 25 criteria of the District's quality program, including developing lesson plans that ensure all related academic skills are taught and student proficiency is documented, using district-approved course syllabi, and ensuring that students participate in a student satisfaction survey on an annual basis.
- All parents responding to a survey reported satisfaction with the District.

Menu

- Monies were used to pay for the costs associated with teachers' attendance at professional development workshops and conferences.

Classroom Dollars and Proposition 301 Results

Chandler Unified School District

Maricopa County

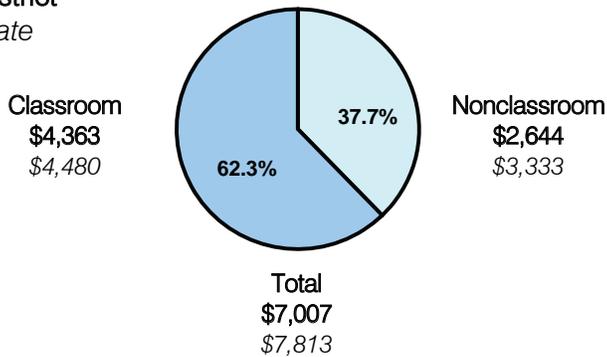
District size: Very Large
 Students attending: 33,730
 Number of schools: 39
 Number of certified teachers: 1,883

Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

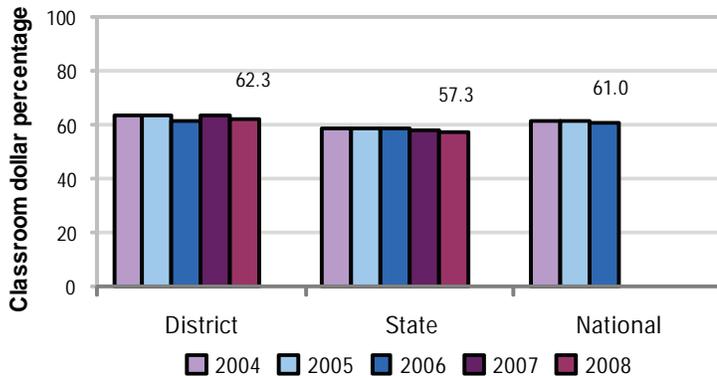


Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	19.9	18.2	17.9	17.3
Average teacher salary	\$41,439	\$49,822	\$48,257	\$44,967
Average years' experience	7.4	7.1	7.3	8.1

Classroom dollar ranking: 12 of 230 districts.

5-year comparison



Expenditures by function

	District					State	National
	2004	2005	2006	2007	2008	2008	2006
Classroom dollars	63.6	63.7	61.1	63.2	62.3	57.3	61.0
Nonclassroom dollars:							
Administration	8.2	8.1	8.6	8.1	8.0	9.2	10.8
Plant operations	10.2	9.9	10.8	10.2	10.6	11.3	9.9
Food service	5.2	5.2	5.1	4.4	4.6	4.8	3.8
Transportation	3.9	4.0	3.5	3.6	3.4	4.4	4.2
Student support	4.6	4.4	6.3	5.7	6.1	7.4	5.2
Instruction support	4.2	4.5	4.4	4.7	4.9	5.4	4.9
Other	0.1	0.2	0.2	0.1	0.1	0.2	0.2

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned between \$5,926 and \$6,866 in additional salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Student achievement goals were tied to schools' AZ LEARNS labels and standardized test results.
- Other goals were linked to student attendance, dropout rates, and parent-student satisfaction.

Menu

- Monies were primarily used to increase eligible employee compensation.
- To reduce class size, the District employed 12 teachers to teach core classes and 24 instructional aides.
- 54 teachers provided AIMS intervention activities to over 1,800 students.
- 8 teachers participated in professional development activities focusing on research-based instructional strategies.
- Approximately 575 students were impacted by dropout prevention activities.

Classroom Dollars and Proposition 301 Results

Chinle Unified School District

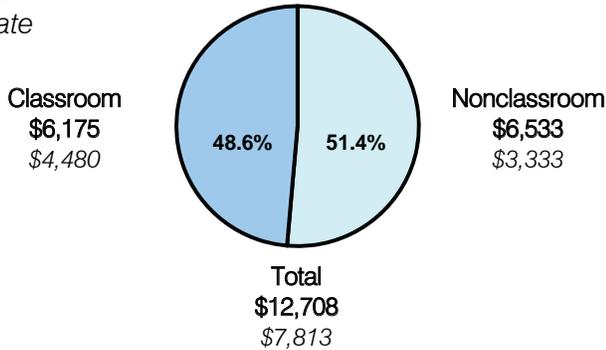
Apache County

District size: Medium
 Students attending: 3,484
 Number of schools: 7
 Number of certified teachers: 247

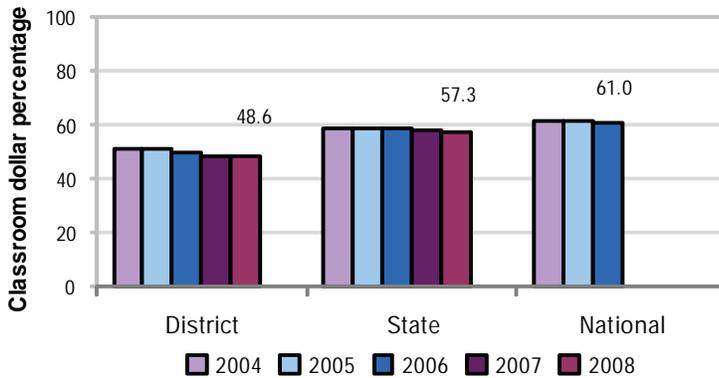
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	50.8	51.1	49.6	48.3	48.6	57.3	61.0
Nonclassroom dollars:							
Administration	7.3	7.3	7.3	8.2	7.8	9.2	10.8
Plant operations	14.5	13.1	14.7	14.3	15.2	11.3	9.9
Food service	5.5	5.8	5.0	5.2	5.0	4.8	3.8
Transportation	7.1	7.7	7.3	7.5	7.6	4.4	4.2
Student support	12.8	13.0	14.5	14.8	13.8	7.4	5.2
Instruction support	1.7	2.0	1.6	1.7	2.0	5.4	4.9
Other	0.3					0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	14.3	14.8	14.1	17.3
Average teacher salary	\$43,413	\$44,689	\$47,497	\$44,967
Average years' experience	10.1	10.4	10.4	8.1

Classroom dollar ranking: 189 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, JROTC instructor, and school improvement coordinator earned between \$3,243 and \$5,378 in additional salary, and each instructional aide, library clerk, and dean of students earned between \$1,684 and \$2,733.

Performance

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

Menu

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

Classroom Dollars and Proposition 301 Results

Chino Valley Unified School District

Yavapai County

District size: Medium
 Students attending: 2,681
 Number of schools: 4
 Number of certified teachers: 162

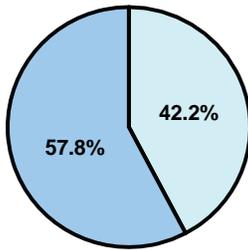
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

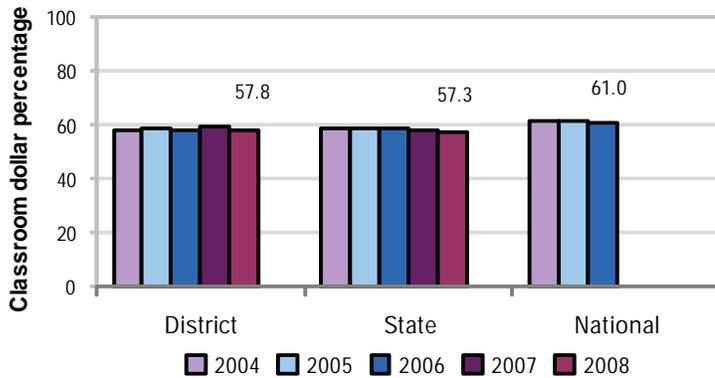
Classroom
\$4,030
\$4,480



Nonclassroom
\$2,940
\$3,333

Total
\$6,970
\$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	57.9	58.7	58.2	59.3	57.8	57.3	61.0
Nonclassroom dollars:							
Administration	12.3	12.5	12.7	12.8	11.8	9.2	10.8
Plant operations	11.3	9.7	9.6	9.3	9.6	11.3	9.9
Food service	6.4	5.7	5.8	5.4	6.1	4.8	3.8
Transportation	5.3	5.0	5.5	5.2	6.2	4.4	4.2
Student support	5.3	6.3	5.9	5.8	6.1	7.4	5.2
Instruction support	1.5	2.1	2.3	2.2	2.4	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	17.2	17.7	16.5	17.3
Average teacher salary	\$36,297	\$39,392	\$42,225	\$44,967
Average years' experience	7.7	7.8	8.0	8.1

Classroom dollar ranking: 65 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$5,103 in salary, and each librarian, speech pathologist, counselor, psychologist, and student advisor earned between \$2,152 and \$8,040 in additional salary.

Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- The District's schools met Adequate Yearly Progress objectives.
- Students progressed toward meeting or exceeding standards on standardized tests.
- The District decreased its dropout rate and its graduation rate increased to 70 percent.
- 3 of the 4 schools had attendance rates of at least 94 percent.
- All schools received satisfactory ratings on parent satisfaction surveys.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Clarkdale-Jerome Elementary School District

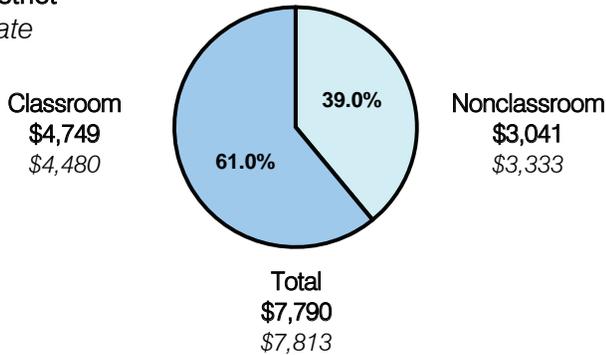
Yavapai County

District size: Small
 Students attending: 396
 Number of schools: 1
 Number of certified teachers: 23

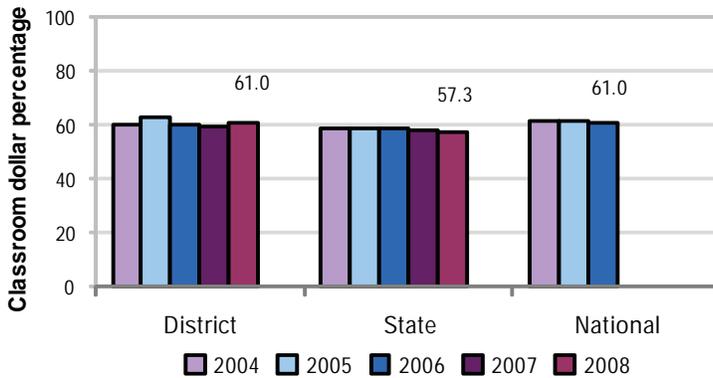
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	60.2	62.5	60.0	59.1	61.0	57.3	61.0
Nonclassroom dollars:							
Administration	8.4	7.6	8.4	8.4	7.6	9.2	10.8
Plant operations	9.4	9.8	10.3	11.4	10.4	11.3	9.9
Food service	5.2	5.3	5.2	4.8	4.8	4.8	3.8
Transportation	4.7	4.4	5.0	4.1	4.1	4.4	4.2
Student support	8.7	7.7	8.4	10.1	10.1	7.4	5.2
Instruction support	3.4	2.7	2.7	2.1	2.0	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	17.4	16.8	17.2	17.3
Average teacher salary	\$46,314	\$47,855	\$51,000	\$44,967
Average years' experience	11.0	10.6	10.8	8.1

Classroom dollar ranking: 28 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and counselor earned \$6,452 in additional salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school performance.
- More than 90 percent of students demonstrated at least 1 year's growth on standardized tests.
- 94 percent of parents responding to a survey reported that they were satisfied with the District's performance.

Menu

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

Classroom Dollars and Proposition 301 Results

Clifton Unified School District

Greenlee County

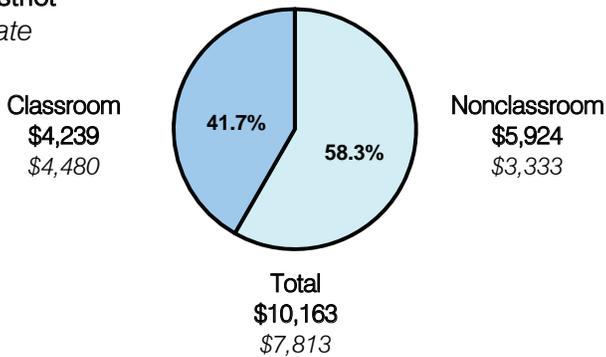
District size: Very Small
 Students attending: 129
 Number of schools: 2
 Number of certified teachers: 7

Classroom Dollars

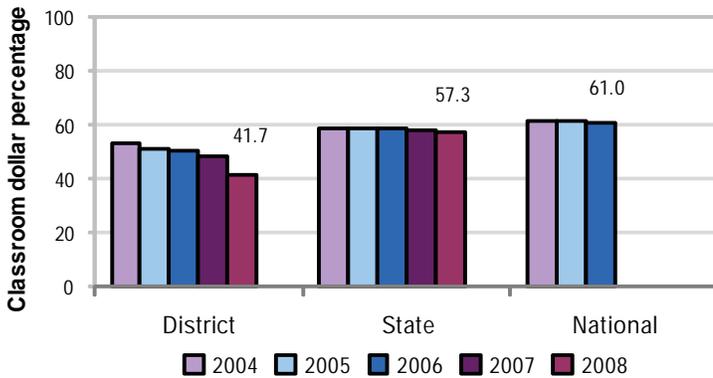
Fiscal year 2008 averages per pupil

District

State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	53.1	51.1	50.5	48.2	41.7	57.3	61.0
Nonclassroom dollars:							
Administration	19.4	17.4	16.9	16.8	18.5	9.2	10.8
Plant operations	11.8	13.6	15.1	15.3	17.6	11.3	9.9
Food service	8.9	8.5	8.7	8.5	9.5	4.8	3.8
Transportation	1.8	2.6	2.6	2.7	2.7	4.4	4.2
Student support	4.0	4.5	4.5	5.6	4.7	7.4	5.2
Instruction support	1.0	2.3	1.7	2.9	5.3	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	12.8	10.2	17.2	17.3
Average teacher salary	\$31,807	\$30,915	\$34,537	\$44,967
Average years' experience	8.3	7.3	6.5	8.1

Classroom dollar ranking: 209 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$6,227 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district and school performance.
- 1 of the District's 2 schools met Adequate Yearly Progress objectives.
- 90 percent of students showed a 5 percent growth in AIMS test scores.
- Teachers received acceptable ratings on performance evaluations, provided after-school tutoring, maintained weekly lesson plans that were aligned with state standards, and reported grades on a weekly basis to keep parents informed.
- The District conducted a parent satisfaction survey.

Menu

- Monies were used solely to increase teacher compensation.

Classroom Dollars and Proposition 301 Results

Cochise Elementary School District

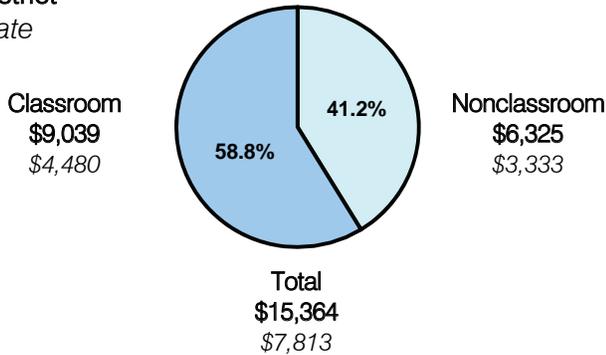
Cochise County

District size: Very Small
 Students attending: 86
 Number of schools: 1
 Number of certified teachers: 8

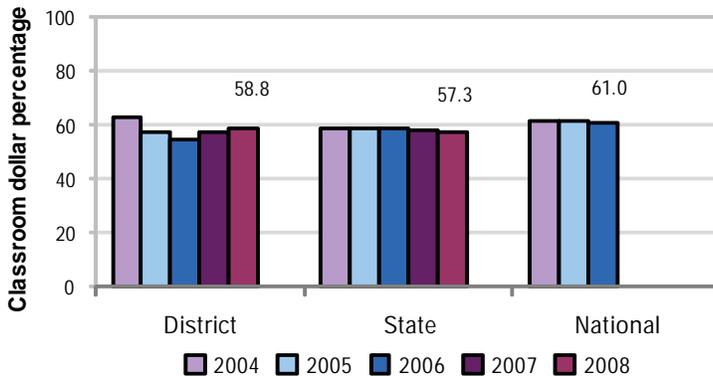
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	62.7	57.5	54.3	57.2	58.8	57.3	61.0
Nonclassroom dollars:							
Administration	11.5	12.1	14.0	11.4	11.3	9.2	10.8
Plant operations	14.6	16.7	19.2	20.6	17.8	11.3	9.9
Food service	3.4	4.1	4.3	4.2	4.1	4.8	3.8
Transportation	1.9	2.3	2.2	1.9	1.7	4.4	4.2
Student support	3.3	5.4	0.6	0.4	0.4	7.4	5.2
Instruction support	2.2	1.9	5.4	4.3	5.9	5.4	4.9
Other	0.4					0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	7.9	7.5	10.8	17.3
Average teacher salary	\$45,445	\$47,578	\$51,729	\$44,967
Average years' experience	7.9	8.3	11.0	8.1

Classroom dollar ranking: 50 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$3,257 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.
- 50 percent of students demonstrated 1 year's academic growth.
- Of the parents and students responding to a survey, 50 percent were satisfied with the District.

Menu

- Teachers were compensated for extra duties and work completed before or after the official workday.
- Teachers were also compensated for attending reading workshops and other professional development activities.

Classroom Dollars and Proposition 301 Results

Coconino County Regional Accommodation School District

Coconino County

District size: Very Small
 Students attending: 124
 Number of schools: 4
 Number of certified teachers: 8

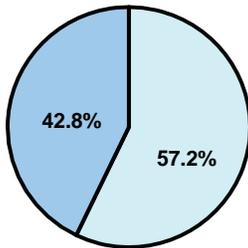
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

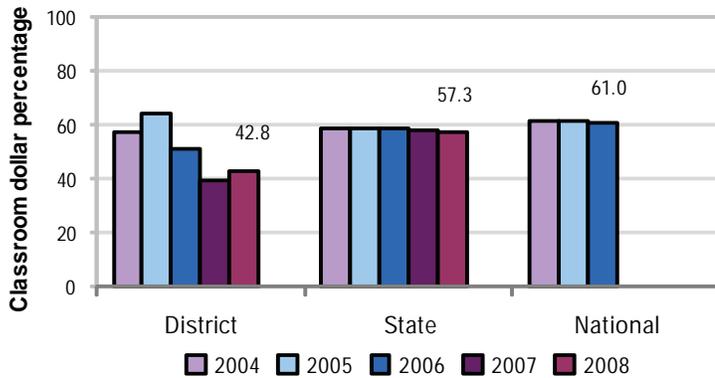
Classroom
 \$4,879
 \$4,480



Nonclassroom
 \$6,513
 \$3,333

Total
 \$11,392
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	57.0	63.9	50.7	39.1	42.8	57.3	61.0
Nonclassroom dollars:							
Administration	26.7	20.5	17.7	16.5	15.7	9.2	10.8
Plant operations	5.8	4.9	6.2	7.1	6.5	11.3	9.9
Food service	0.1	0.2				4.8	3.8
Transportation		0.2	14.6	23.6	21.1	4.4	4.2
Student support	7.4	8.1	9.5	11.9	12.7	7.4	5.2
Instruction support	3.0	2.2	1.3	1.8	1.2	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	17.9	17.6	15.9	17.3
Average teacher salary	\$39,130	\$38,309	\$43,583	\$44,967
Average years' experience	8.0	8.6	9.5	8.1

Classroom dollar ranking: 207 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned \$5,500 in additional salary.

Performance

- The District accomplished its goals, which were based on individual performance.
- Teachers attended professional development activities on project-based teaching strategies and integrating content literacy strategies and were evaluated on how they implemented the training.
- Teachers produced written records of strategies and state standards-based performance objectives in their lesson plan books.

Menu

- Monies were used solely to increase teacher compensation.

Classroom Dollars and Proposition 301 Results

Colorado City Unified School District

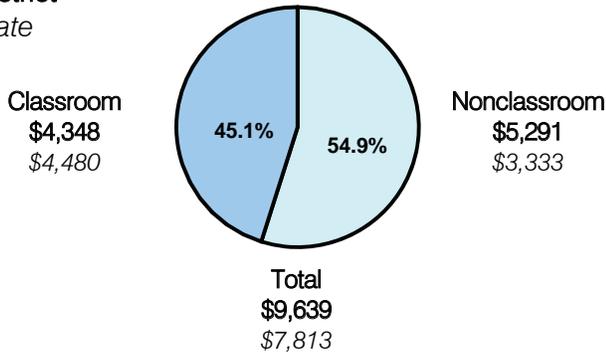
Mohave County

District size: Small
 Students attending: 407
 Number of schools: 1
 Number of certified teachers: 24

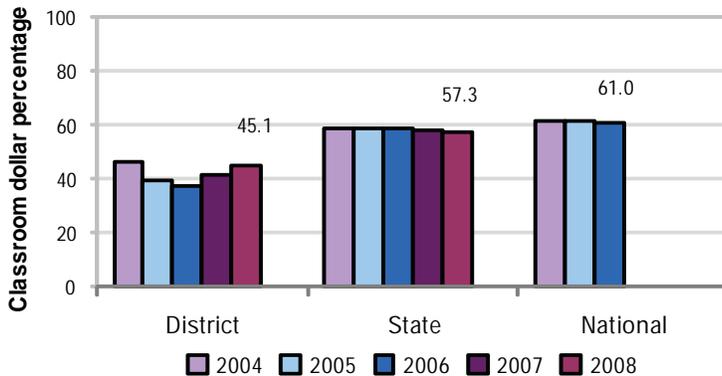
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	46.2	39.0	37.0	41.3	45.1	57.3	61.0
Nonclassroom dollars:							
Administration	14.7	14.0	21.2	12.9	12.7	9.2	10.8
Plant operations	15.3	13.8	12.1	11.8	9.1	11.3	9.9
Food service	5.6	5.2	4.7	3.1	3.2	4.8	3.8
Transportation	3.0	2.7	3.3	4.0	4.8	4.4	4.2
Student support	7.0	7.0	5.2	9.8	4.5	7.4	5.2
Instruction support	8.2	18.3	16.5	17.1	20.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	15.2	16.7	17.0	17.3
Average teacher salary	\$28,642	\$50,468	\$45,773	\$44,967
Average years' experience	8.7	8.6	8.5	8.1

Classroom dollar ranking: 202 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$2,821 in salary.

Performance

- The District met its goals, which were based on district performance.
- Teachers collaboratively created grade-level benchmark assessments for each quarter.
- Assessment data was used for intervention and re-teaching within the classroom.

Menu

- Teachers continued to earn additional compensation for performing duties such as teaching an additional course outside of their regular duties, assisting other teachers in curriculum development, compiling and reviewing AIMS and other assessment data, and monitoring Preschool Child Find Clinics.

Classroom Dollars and Proposition 301 Results

Colorado River Union High School District

Mohave County

District size: Medium
 Students attending: 2,417
 Number of schools: 2
 Number of certified teachers: 114

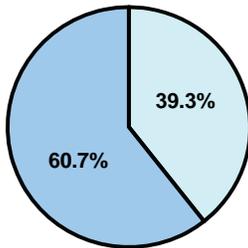
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

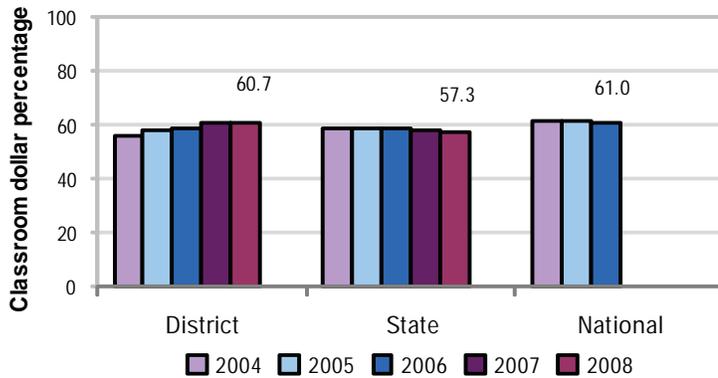
Classroom
 \$4,335
 \$4,480



Nonclassroom
 \$2,807
 \$3,333

Total
 \$7,142
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	55.6	58.2	58.3	60.4	60.7	57.3	61.0
Nonclassroom dollars:							
Administration	7.8	7.9	7.6	7.1	6.5	9.2	10.8
Plant operations	15.5	14.6	14.5	14.5	15.0	11.3	9.9
Food service	5.0	4.9	4.8	4.1	3.8	4.8	3.8
Transportation	4.8	4.6	5.6	5.0	5.1	4.4	4.2
Student support	7.2	6.4	7.2	5.8	5.3	7.4	5.2
Instruction support	3.2	3.2	1.8	2.9	3.3	5.4	4.9
Other	0.9	0.2	0.2	0.2	0.3	0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	22.1	21.2	21.1	17.3
Average teacher salary	\$42,779	\$49,805	\$51,720	\$44,967
Average years' experience	8.2	8.6	8.8	8.1

Classroom dollar ranking: 32 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$6,530 in salary.

Performance

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

Menu

- Monies were primarily used to increase eligible employee compensation.
- Monies continued to be used to pay 4 teachers to reduce math class sizes to 27 students, on average.
- Monies were also used to pay for teacher liability insurance.

Classroom Dollars and Proposition 301 Results

Concho Elementary School District

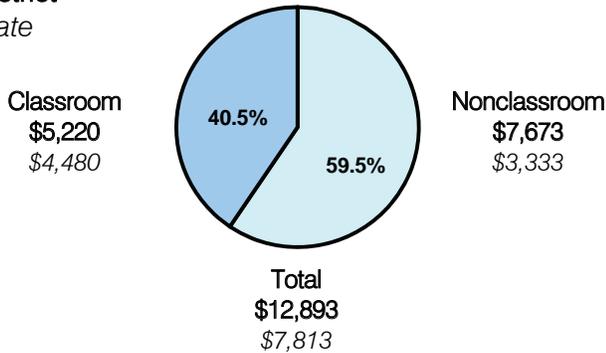
Apache County

District size: Very Small
 Students attending: 190
 Number of schools: 1
 Number of certified teachers: 13

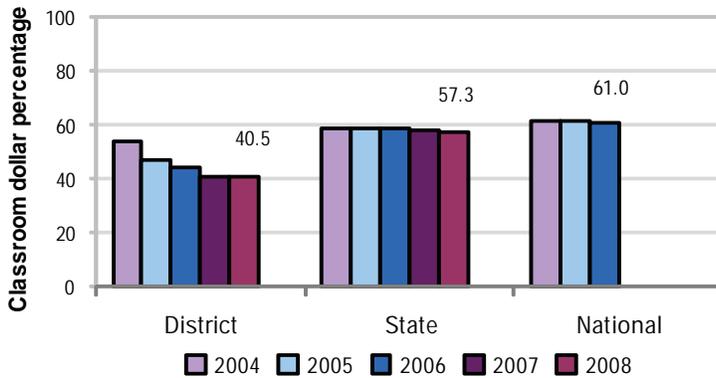
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	54.1	46.9	44.1	40.8	40.5	57.3	61.0
Nonclassroom dollars:							
Administration	10.6	11.6	14.9	16.3	15.6	9.2	10.8
Plant operations	11.2	11.5	11.7	11.4	13.6	11.3	9.9
Food service	3.5	4.0	3.9	4.1	3.7	4.8	3.8
Transportation	15.8	16.3	17.3	17.2	16.2	4.4	4.2
Student support	1.9	2.0	3.0	3.8	5.8	7.4	5.2
Instruction support	2.9	7.7	5.1	6.4	4.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	13.1	13.8	14.1	17.3
Average teacher salary	\$39,337	\$42,151	\$46,903	\$44,967
Average years' experience	10.7	9.8	10.0	8.1

Classroom dollar ranking: 212 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned between \$3,914 and \$5,039 in additional salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- At least 90 percent of parents surveyed were satisfied with the District's performance.
- Teachers made personal contact with every parent or caregiver at least twice each semester.
- Teachers attended weekly professional development sessions and performed peer observations at least twice during the school year.

Menu

- Monies were used to increase teacher compensation and for tuition reimbursement for courses taken to become highly qualified.

Classroom Dollars and Proposition 301 Results

Congress Elementary School District

Yavapai County

District size: Very Small
 Students attending: 122
 Number of schools: 1
 Number of certified teachers: 9

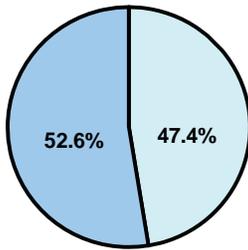
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

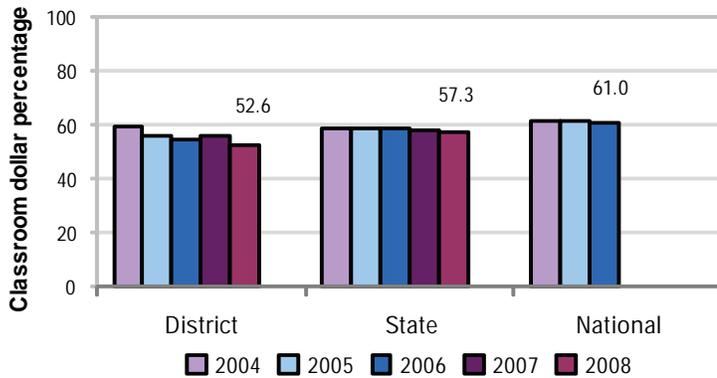
Classroom
\$5,289
\$4,480



Nonclassroom
\$4,757
\$3,333

Total
\$10,046
\$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	59.3	55.6	54.7	56.0	52.6	57.3	61.0
Nonclassroom dollars:							
Administration	14.7	16.1	16.7	15.4	16.4	9.2	10.8
Plant operations	11.2	10.7	10.8	11.3	13.4	11.3	9.9
Food service	5.4	6.0	5.4	5.4	5.5	4.8	3.8
Transportation	4.4	4.7	5.1	4.6	4.6	4.4	4.2
Student support	2.0	1.8	2.3	2.0	2.1	7.4	5.2
Instruction support	3.0	5.1	5.0	5.3	5.4	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	10.8	11.6	13.5	17.3
Average teacher salary	\$39,977	\$41,059	\$48,699	\$44,967
Average years' experience	7.4	9.5	11.1	8.1

Classroom dollar ranking: 152 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and the speech pathologist earned an additional \$3,219, which included performance pay for fiscal year 2007 performance.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Students demonstrated 1 year's growth or scored "Meets" or "Exceeds" on standardized tests.
- The student attendance rate was at least 92 percent.
- The District received a "Meets" or "Exceeds" expectations rating on a parent-student satisfaction survey from at least 50 percent of the survey responses.

Menu

- Monies were used primarily to pay for teachers' medical and dental insurance premiums.
- 7 teachers were compensated for attending professional development classes and 2 teachers were compensated for teaching professional development classes.
- Monies were also used to reimburse teachers for college tuition in order to further their education.

Classroom Dollars and Proposition 301 Results

Continental Elementary School District

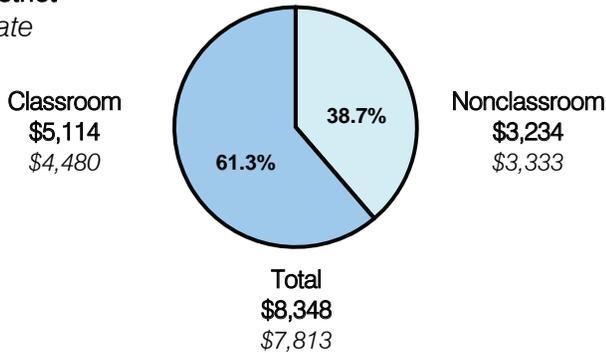
Pima County

District size: Small
 Students attending: 405
 Number of schools: 1
 Number of certified teachers: 23

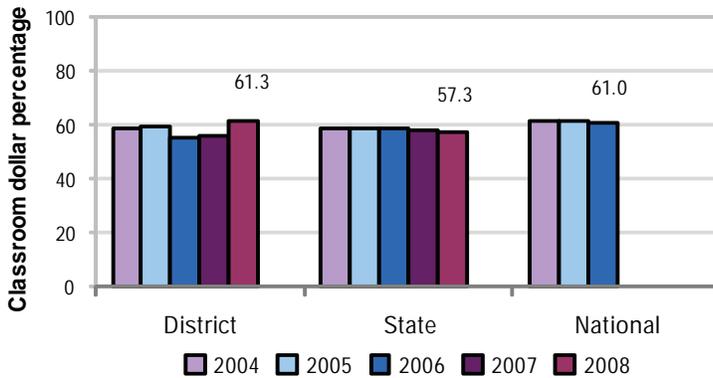
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	58.3	59.6	55.3	56.2	61.3	57.3	61.0
Nonclassroom dollars:							
Administration	11.2	11.7	13.1	14.4	14.9	9.2	10.8
Plant operations	12.5	11.7	12.7	11.1	10.3	11.3	9.9
Food service	5.8	5.4	5.0	5.5	5.4	4.8	3.8
Transportation	6.7	5.1	6.3	4.8	3.1	4.4	4.2
Student support	2.7	3.9	4.7	4.7	3.7	7.4	5.2
Instruction support	2.8	2.6	2.9	3.3	1.3	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	14.5	14.1	17.6	17.3
Average teacher salary	\$40,292	\$37,784	\$39,396	\$44,967
Average years' experience	7.8	8.1	8.9	8.1

Classroom dollar ranking: 26 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$3,510 in salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- The District's school improvement plan required student achievement to increase as evidenced by standardized test scores.
- Teachers also met targeted, data-driven student achievement goals.
- The student attendance rate was at least 94 percent.
- All teachers attended professional development workshops once a month.

Menu

- Monies were used solely to increase teacher compensation.

Classroom Dollars and Proposition 301 Results

Coolidge Unified School District

Pinal County

District size: Medium
 Students attending: 4,688
 Number of schools: 7
 Number of certified teachers: 238

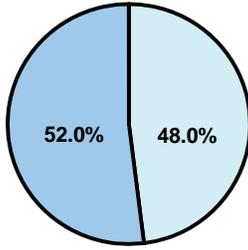
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

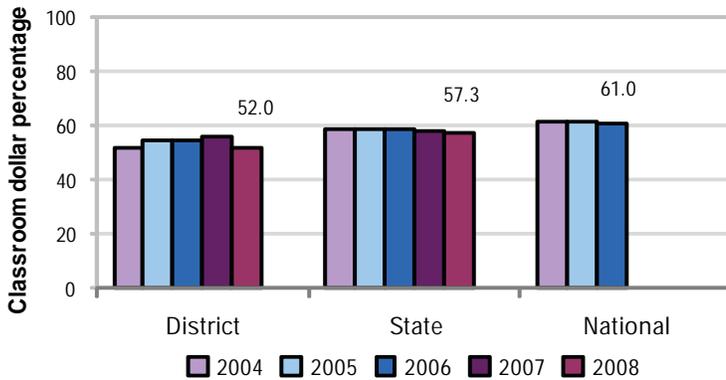
Classroom
 \$3,757
 \$4,480



Nonclassroom
 \$3,474
 \$3,333

Total
 \$7,231
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	51.9	54.3	54.4	55.7	52.0	57.3	61.0
Nonclassroom dollars:							
Administration	11.3	9.8	12.4	11.1	11.4	9.2	10.8
Plant operations	12.6	11.2	9.9	10.6	11.0	11.3	9.9
Food service	4.7	5.1	5.2	4.9	5.2	4.8	3.8
Transportation	4.8	5.9	6.6	6.6	6.5	4.4	4.2
Student support	8.7	9.3	8.7	7.5	9.3	7.4	5.2
Instruction support	4.5	4.4	2.8	3.6	4.6	5.4	4.9
Other	1.5					0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	19.0	18.9	19.3	17.3
Average teacher salary	\$37,200	\$38,787	\$37,639	\$44,967
Average years' experience	3.9	3.9	4.5	8.1

Classroom dollar ranking: 158 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned \$5,655 in additional salary, and each librarian, speech pathologist, and counselor earned an additional \$3,700.

Performance

- The District accomplished its goals, which were based on district and school performance.
- The District accomplished its student achievement goals, which required 95 percent of students to participate in state standardized testing, and for teachers to analyze individual student test, attendance, and discipline data.
- Teachers had to receive satisfactory evaluations, participate in activities such as serving on a committee or attending a professional development workshop outside of the regular day, and implement curriculum maps.
- Other goals were linked to parent involvement.

Menu

- Monies were used primarily to increase eligible employee compensation.
- 3 certified teachers were hired for class size reduction to enable the District to maintain an average class size of 22 students.
- Monies were also used to reimburse teachers for becoming highly qualified.

Classroom Dollars and Proposition 301 Results

Cottonwood-Oak Creek Elementary School District

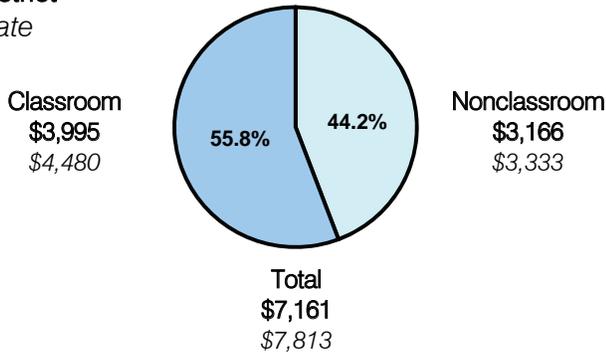
Yavapai County

District size: Medium
 Students attending: 2,402
 Number of schools: 5
 Number of certified teachers: 129

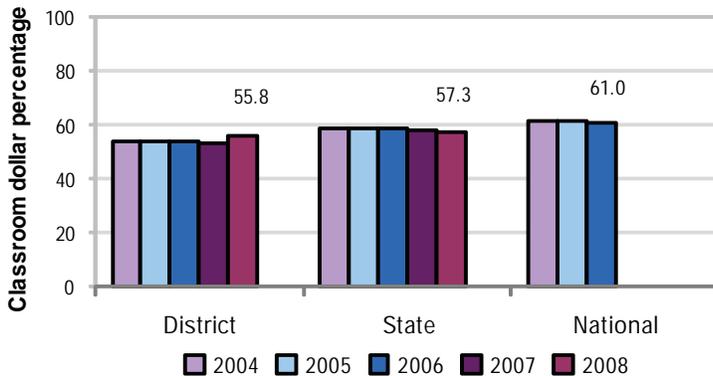
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	53.6	53.9	53.5	53.4	55.8	57.3	61.0
Nonclassroom dollars:							
Administration	13.9	12.5	12.2	12.3	12.9	9.2	10.8
Plant operations	11.5	11.1	11.6	13.1	11.8	11.3	9.9
Food service	9.6	9.8	9.3	8.0	6.6	4.8	3.8
Transportation	3.3	3.5	3.7	3.7	3.7	4.4	4.2
Student support	6.3	7.1	7.0	7.0	7.2	7.4	5.2
Instruction support	1.8	2.1	2.7	2.5	2.0	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	17.8	17.4	18.1	17.3
Average teacher salary	\$37,634	\$38,244	\$41,512	\$44,967
Average years' experience	7.9	7.8	8.3	8.1

Classroom dollar ranking: 104 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned \$6,717 in additional salary, and the librarian earned an additional \$3,951.

Performance

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

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Crane Elementary School District

Yuma County

District size: Large
 Students attending: 5,935
 Number of schools: 10
 Number of certified teachers: 329

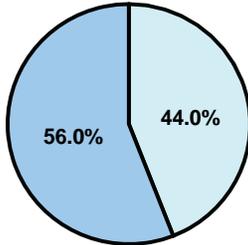
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

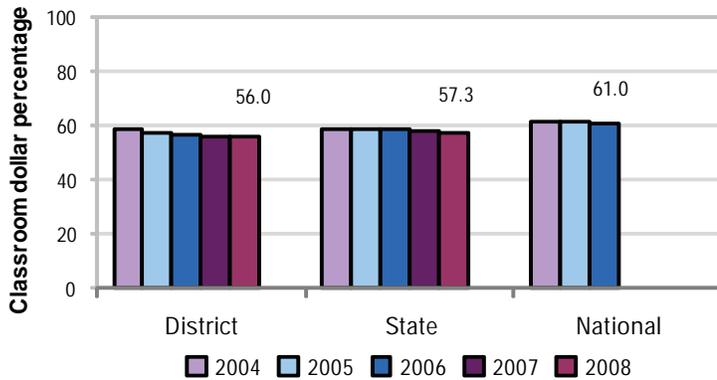
Classroom
 \$3,966
 \$4,480



Nonclassroom
 \$3,119
 \$3,333

Total
 \$7,085
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	58.8	57.4	56.5	55.8	56.0	57.3	61.0
Nonclassroom dollars:							
Administration	11.0	12.0	12.4	12.0	12.1	9.2	10.8
Plant operations	11.3	10.4	9.4	11.4	10.4	11.3	9.9
Food service	5.6	5.6	5.7	5.7	6.5	4.8	3.8
Transportation	3.4	3.3	3.5	3.5	3.8	4.4	4.2
Student support	4.7	4.7	5.6	4.8	5.1	7.4	5.2
Instruction support	5.2	6.6	6.9	6.8	6.1	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.0	17.6	18.0	17.3
Average teacher salary	\$42,317	\$39,290	\$42,565	\$44,967
Average years' experience	7.4	7.6	8.1	8.1

Classroom dollar ranking: 101 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, counselor, and professional development teacher earned between \$4,578 and \$4,720 in additional salary, and each speech pathologist earned an additional \$1,568.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on district, school, and individual performance.
- Reading leadership teams were established to help improve student achievement in reading.
- Each teacher tutored 5 at-risk students in reading.
- Parent surveys indicated that parents are satisfied with the schools.
- Every certified teacher received instructional coaching 3 times during the school year.
- Annual teacher evaluations showed improved teaching skills.

Menu

- Monies were used to pay for 9 teachers to reduce class sizes, 4.5 professional development teachers to assist with professional development activities, and 3 alternative school programs to serve students who otherwise may have been suspended or expelled.

Classroom Dollars and Proposition 301 Results

Creighton Elementary School District

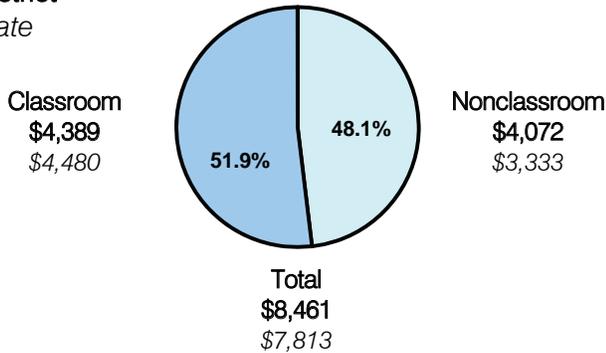
Maricopa County

District size: Large
 Students attending: 7,208
 Number of schools: 9
 Number of certified teachers: 457

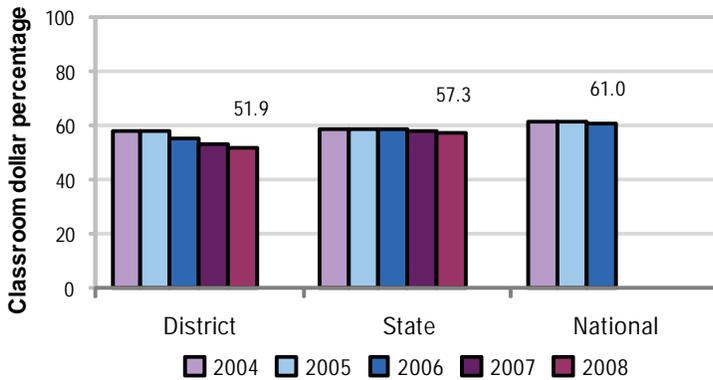
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	58.0	57.8	55.0	53.3	51.9	57.3	61.0
Nonclassroom dollars:							
Administration	7.7	7.5	8.7	9.1	9.2	9.2	10.8
Plant operations	11.0	10.6	10.7	10.6	10.2	11.3	9.9
Food service	8.0	7.2	6.4	6.2	6.7	4.8	3.8
Transportation	2.6	2.5	2.8	2.9	3.1	4.4	4.2
Student support	7.5	8.3	9.3	9.4	9.0	7.4	5.2
Instruction support	5.2	5.4	7.0	8.0	9.9	5.4	4.9
Other		0.7	0.1	0.5		0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	16.5	15.5	15.3	17.3
Average teacher salary	\$42,412	\$41,420	\$42,580	\$44,967
Average years' experience	7.5	7.4	7.4	8.1

Classroom dollar ranking: 159 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and speech pathologist earned between \$5,630 and \$7,293 in additional salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- Academic achievement goals called for schools to meet Adequate Yearly Progress and AZ LEARNS objectives, and for ELL students to progress toward English proficiency.
- Schools also had to demonstrate that all students are working at grade level or an academic need has been identified and an academic intervention has been implemented.
- The student absence rate at all schools was less than 6 percent during the first 100 days of the school year or showed an improvement over the previous year's attendance rate.
- Structured English Immersion strategies were implemented into classroom instruction at all schools.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Crown King Elementary School District

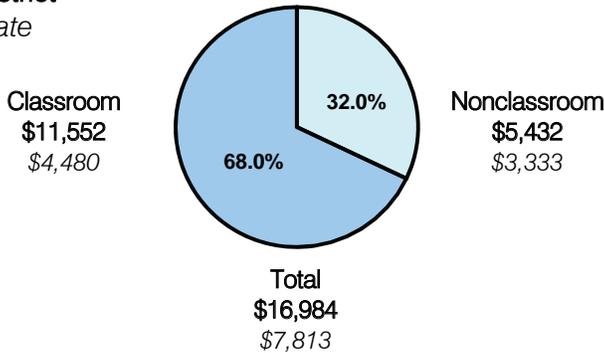
Yavapai County

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

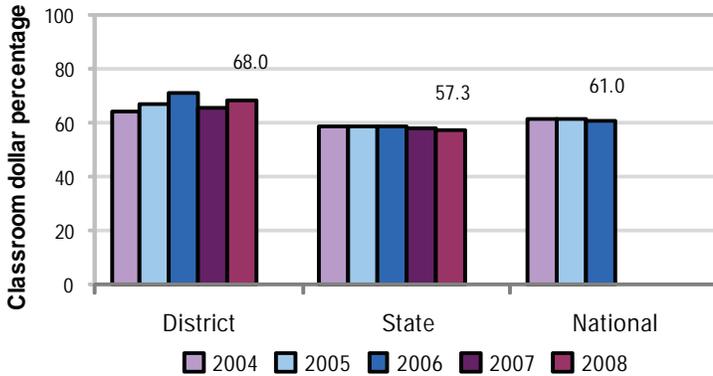
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	63.9	67.0	71.2	65.6	68.0	57.3	61.0
Nonclassroom dollars:							
Administration	11.6	17.5	14.6	14.8	14.3	9.2	10.8
Plant operations	15.2	13.3	11.7	17.3	16.8	11.3	9.9
Food service						4.8	3.8
Transportation	0.5	0.5	0.7	0.8	0.8	4.4	4.2
Student support	8.8	1.3	1.8	0.8		7.4	5.2
Instruction support		0.3		0.7	0.1	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	6.0	4.0	6.0	17.3
Average teacher salary	n/a	n/a	n/a	\$44,967
Average years' experience	n/a	15.0	n/a	8.1

Classroom dollar ranking: 3 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- The teacher earned \$1,149 in additional salary, and the instructional aide earned an additional \$126.

Performance

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

Menu

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

Classroom Dollars and Proposition 301 Results

Deer Valley Unified School District

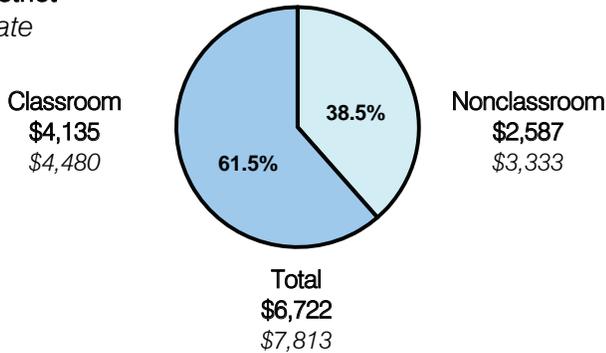
Maricopa County

District size: Very Large
 Students attending: 34,870
 Number of schools: 36
 Number of certified teachers: 1,877

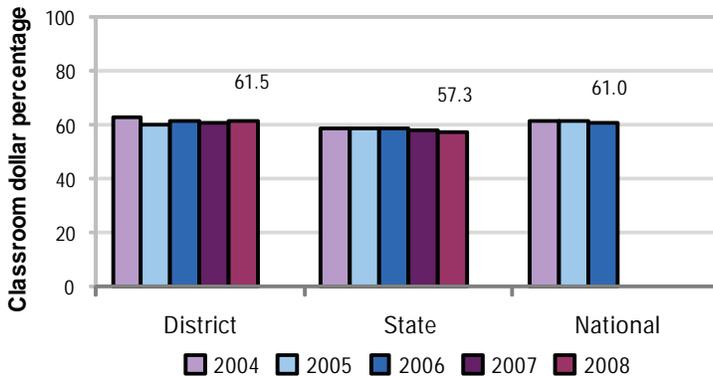
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	62.8	60.2	61.2	60.5	61.5	57.3	61.0
Nonclassroom dollars:							
Administration	8.7	8.9	9.1	8.9	8.2	9.2	10.8
Plant operations	10.6	10.8	10.9	11.1	10.8	11.3	9.9
Food service	4.4	4.8	4.6	4.6	4.6	4.8	3.8
Transportation	4.7	4.9	4.8	4.7	4.3	4.4	4.2
Student support	5.8	7.0	6.2	6.7	6.6	7.4	5.2
Instruction support	2.7	3.1	2.8	3.1	3.6	5.4	4.9
Other	0.3	0.3	0.4	0.4	0.4	0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	18.9	18.6	18.6	17.3
Average teacher salary	\$43,323	\$45,155	\$46,924	\$44,967
Average years' experience	6.8	7.0	6.9	8.1

Classroom dollar ranking: 22 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, nurse, therapist, and intervention specialist earned an additional \$5,203 in salary.

Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- 35 of the 36 schools were labeled as "Performing" or better by ADE for AZ LEARNS.
- The District used e-schools, individual learning plans, teams, and monitoring to improve dropout and graduation rates.
- Teachers developed goal statements that focused on student learning outcomes.
- Other goals were linked to leadership and tutoring, parent-student satisfaction, parent involvement, teacher attendance and evaluations, and professional development.

Menu

- Monies were used primarily to increase eligible employee compensation.
- 21 elementary school teachers were hired to reduce class sizes, and 4 teachers were paid to provide professional development training.
- Monies were also used for AIMS intervention and dropout prevention activities.

Classroom Dollars and Proposition 301 Results

Double Adobe Elementary School District

Cochise County

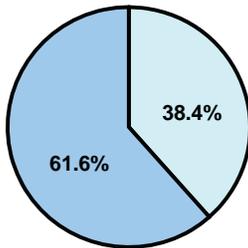
District size: Very Small
 Students attending: 50
 Number of schools: 1
 Number of certified teachers: 4

Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State

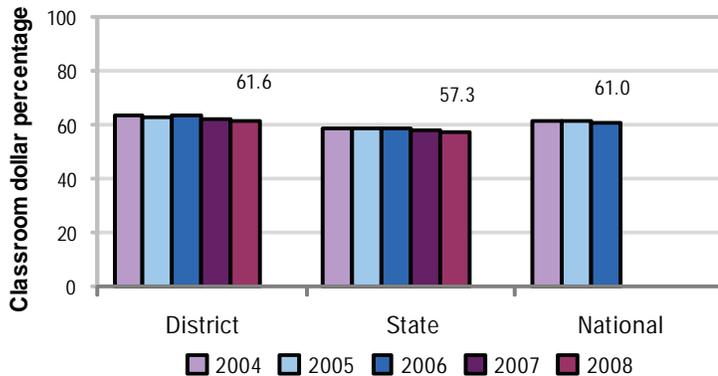
Classroom
 \$6,258
 \$4,480



Nonclassroom
 \$3,909
 \$3,333

Total
 \$10,167
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	63.5	62.9	63.3	62.4	61.6	57.3	61.0
Nonclassroom dollars:							
Administration	13.1	11.8	13.1	14.0	13.3	9.2	10.8
Plant operations	10.8	14.7	14.8	15.1	13.9	11.3	9.9
Food service						4.8	3.8
Transportation	3.6	4.1	3.7	3.6	3.8	4.4	4.2
Student support	7.3	4.5	4.5	4.2	5.8	7.4	5.2
Instruction support	1.7	2.0	0.6	0.7	1.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	12.6	12.6	12.5	17.3
Average teacher salary	\$37,045	\$40,429	\$49,664	\$44,967
Average years' experience	14.5	15.0	15.0	8.1

Classroom dollar ranking: 21 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,974 in salary.

Performance

- The District accomplished most of its goals, which were the same as the prior fiscal year's goals and were based on district performance.
- The goal not met required at least 80 percent of students in attendance since the beginning of the school year to meet or exceed state standards on standardized tests.
- Teachers completed 20 hours of professional development activities.
- At least 75 percent of families attended school open houses and family night activities.
- At least 75 percent of the parents and students randomly surveyed rated the school's overall performance as "good" or "excellent."

Menu

- Monies were used primarily to increase teacher compensation.
- One teacher earned an additional \$300 for obtaining an Early Childhood endorsement.

Classroom Dollars and Proposition 301 Results

Douglas Unified School District

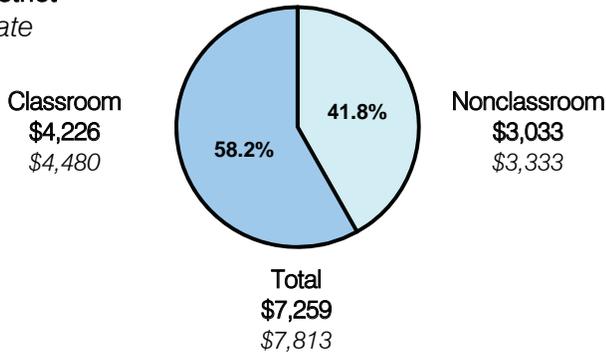
Cochise County

District size: Medium
 Students attending: 3,969
 Number of schools: 9
 Number of certified teachers: 206

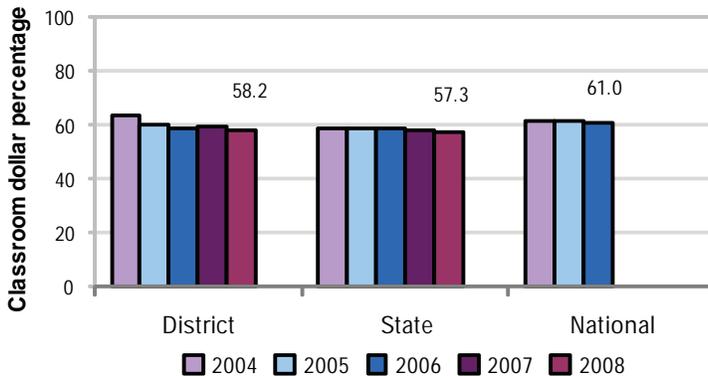
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	63.6	60.0	58.8	59.5	58.2	57.3	61.0
Nonclassroom dollars:							
Administration	10.6	11.8	12.4	11.6	12.8	9.2	10.8
Plant operations	11.7	13.1	12.3	12.6	12.1	11.3	9.9
Food service	5.7	4.6	4.9	5.3	5.6	4.8	3.8
Transportation	1.3	1.1	1.3	1.6	1.7	4.4	4.2
Student support	6.1	7.1	7.0	6.4	6.2	7.4	5.2
Instruction support	1.0	2.3	3.3	3.0	3.4	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	22.2	20.4	19.1	17.3
Average teacher salary	\$43,700	\$46,734	\$42,927	\$44,967
Average years' experience	10.0	9.6	8.9	8.1

Classroom dollar ranking: 61 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned \$7,207.

Performance

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

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Duncan Unified School District

Greenlee County

District size: Small
 Students attending: 477
 Number of schools: 2
 Number of certified teachers: 30

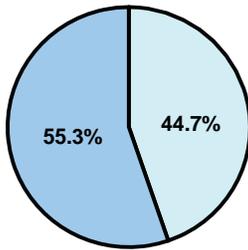
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

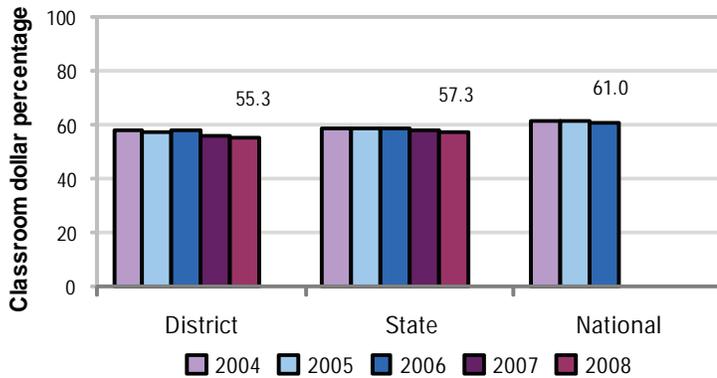
Classroom
 \$4,798
 \$4,480



Nonclassroom
 \$3,877
 \$3,333

Total
 \$8,675
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	58.1	57.1	58.1	55.9	55.3	57.3	61.0
Nonclassroom dollars:							
Administration	8.8	11.7	11.6	13.8	14.0	9.2	10.8
Plant operations	14.3	15.3	14.6	14.4	15.5	11.3	9.9
Food service	3.6	3.3	3.7	4.3	4.3	4.8	3.8
Transportation	4.4	4.7	5.0	5.7	4.8	4.4	4.2
Student support	7.3	4.5	3.6	3.6	4.3	7.4	5.2
Instruction support	3.5	3.4	3.4	2.3	1.8	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	14.2	15.9	15.3	17.3
Average teacher salary	\$35,455	\$39,184	\$38,807	\$44,967
Average years' experience	10.4	10.4	9.5	8.1

Classroom dollar ranking: 111 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned \$4,950 in additional salary, and each counselor earned \$3,417.

Performance

- The District accomplished its goals, which were based on school performance.
- High school teachers submitted weekly lesson plans and implemented advanced education interventions in reading, math, and writing.
- Junior high school teachers taught essay question competencies and integrated math concepts in all subjects.
- Kindergarten through 3rd-grade teachers wrote lesson plans that addressed students' reading, writing, math, and science needs.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Dysart Unified School District

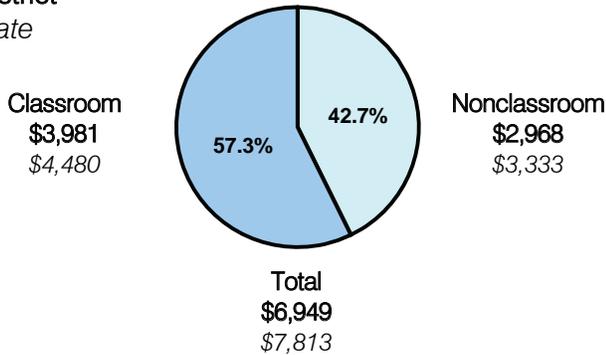
Maricopa County

District size: Very Large
 Students attending: 22,121
 Number of schools: 21
 Number of certified teachers: 1,139

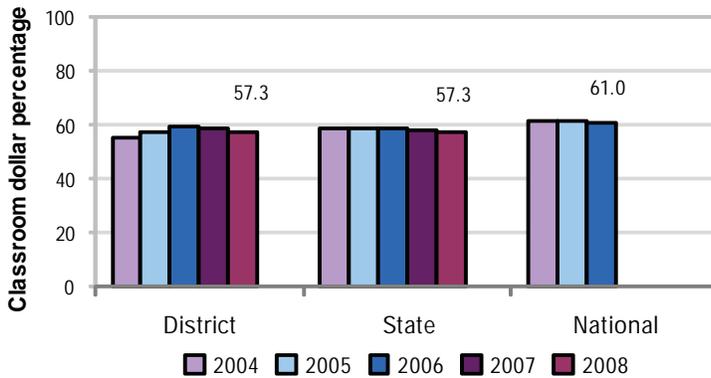
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	55.3	57.4	59.4	58.9	57.3	57.3	61.0
Nonclassroom dollars:							
Administration	10.3	12.0	11.6	11.3	9.4	9.2	10.8
Plant operations	10.4	10.5	9.3	9.9	10.1	11.3	9.9
Food service	4.9	5.3	5.3	4.9	5.2	4.8	3.8
Transportation	4.8	5.4	5.3	4.7	5.4	4.4	4.2
Student support	6.1	6.3	6.1	6.4	7.6	7.4	5.2
Instruction support	8.1	2.9	2.9	3.8	4.9	5.4	4.9
Other	0.1	0.2	0.1	0.1	0.1	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	20.6	19.3	19.4	17.3
Average teacher salary	\$42,139	\$45,661	\$47,223	\$44,967
Average years' experience	5.4	6.1	6.2	8.1

Classroom dollar ranking: 75 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, therapist, and instructional coach earned an additional \$6,167 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.
- Each school demonstrated 1 year's growth on standardized tests.
- Some teachers earned performance pay based on their attendance, and some participated in tutoring activities.
- Each teacher had to write 3 academic oriented goals.
- Other goals were linked to dropout-graduation rates and student attendance rates.

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: 1,768
 Number of schools: 1
 Number of certified teachers: 57

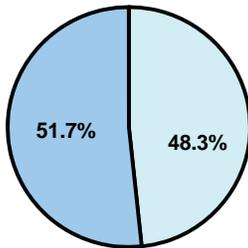
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

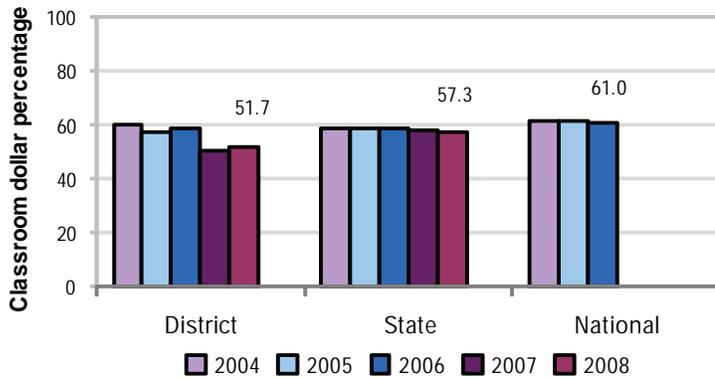
Classroom
 \$2,740
 \$4,480



Nonclassroom
 \$2,563
 \$3,333

Total
 \$5,303
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	59.7	56.9	58.3	50.0	51.7	57.3	61.0
Nonclassroom dollars:							
Administration	16.1	17.3	15.4	21.4	18.8	9.2	10.8
Plant operations	14.5	16.1	14.8	21.3	21.1	11.3	9.9
Food service						4.8	3.8
Transportation						4.4	4.2
Student support	8.7	9.0	11.2	6.9	6.4	7.4	5.2
Instruction support	1.0	0.7	0.3	0.4	2.0	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	30.2	29.6	30.9	17.3
Average teacher salary	\$51,109	\$62,705	\$53,451	\$44,967
Average years' experience	12.2	11.8	12.5	8.1

Classroom dollar ranking: 162 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$6,169 in salary, and each counselor earned an additional \$4,196.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district performance.
- At least 44 students were enrolled in each program on the 100th day of the school year.

Menu

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

Classroom Dollars and Proposition 301 Results

Elfrida Elementary School District

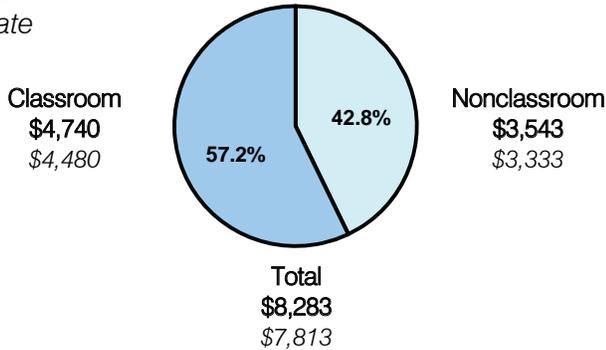
Cochise County

District size: Very Small
 Students attending: 161
 Number of schools: 1
 Number of certified teachers: 11

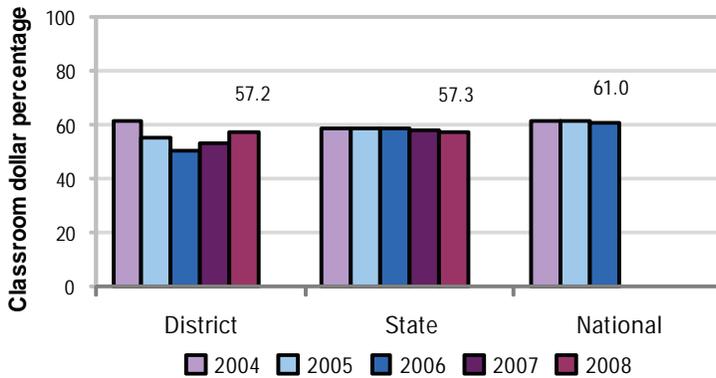
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	61.2	55.4	50.1	53.0	57.2	57.3	61.0
Nonclassroom dollars:							
Administration	13.6	14.4	18.1	15.0	15.2	9.2	10.8
Plant operations	10.9	9.2	9.2	9.3	8.7	11.3	9.9
Food service	4.3	8.2	8.0	8.0	8.5	4.8	3.8
Transportation	3.9	4.3	4.5	4.5	4.5	4.4	4.2
Student support	5.9	8.3	9.2	9.3	4.4	7.4	5.2
Instruction support	0.2	0.1	0.6	0.5	1.5	5.4	4.9
Other		0.1	0.3	0.4		0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	16.6	16.7	14.6	17.3
Average teacher salary	\$36,339	\$41,363	\$39,227	\$44,967
Average years' experience	10.0	8.4	8.5	8.1

Classroom dollar ranking: 76 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned \$4,896 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.
- Students had to improve their standardized test scores over the prior year's in 3 categories.
- The District scored a grade of "B" or higher on parent satisfaction surveys.
- Parent-teacher meetings were held.

Menu

- Teachers were compensated for holding face-to-face meetings with parents.
- 9 teachers participated in after-school tutoring for AIMS intervention.
- Teachers were also compensated for participating in professional development activities focusing on Structured English Immersion, reading, math, and technology.

Classroom Dollars and Proposition 301 Results

Eloy Elementary School District

Pinal County

District size: Medium
 Students attending: 1,131
 Number of schools: 4
 Number of certified teachers: 60

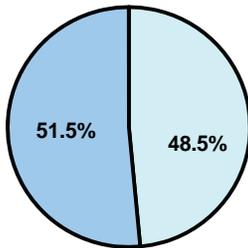
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

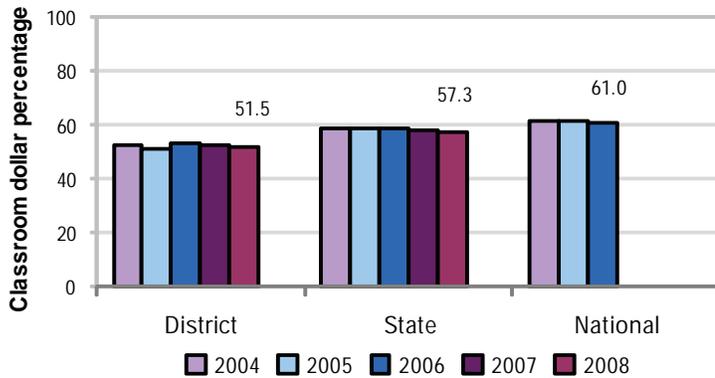
Classroom
\$3,820
\$4,480



Nonclassroom
\$3,591
\$3,333

Total
\$7,411
\$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	52.2	51.3	52.9	52.4	51.5	57.3	61.0
Nonclassroom dollars:							
Administration	11.8	11.0	10.9	11.7	11.6	9.2	10.8
Plant operations	11.6	11.1	11.9	10.7	11.5	11.3	9.9
Food service	9.2	9.6	6.8	7.6	9.2	4.8	3.8
Transportation	3.3	3.4	3.3	3.3	3.6	4.4	4.2
Student support	8.7	10.9	10.4	10.5	10.0	7.4	5.2
Instruction support	3.2	2.7	3.8	3.8	2.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	17.0	17.3	18.8	17.3
Average teacher salary	\$38,508	\$37,636	\$38,876	\$44,967
Average years' experience	8.5	8.3	8.5	8.1

Classroom dollar ranking: 163 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, counselor, teacher coach, and the special education director earned between \$3,548 and \$3,725 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 individual performance.
- Students met academic achievement goals as measured by their performance on the reading portion of the AIMS test.
- The 100th-day student attendance rate was greater than 94 percent.
- Teachers received acceptable performance evaluations.
- Teachers could also earn additional performance pay by submitting up to 2 standards-based lesson plans to their principals.

Menu

- Monies continued to be used as additional teacher compensation to help offset health insurance costs.

Classroom Dollars and Proposition 301 Results

Flagstaff Unified School District

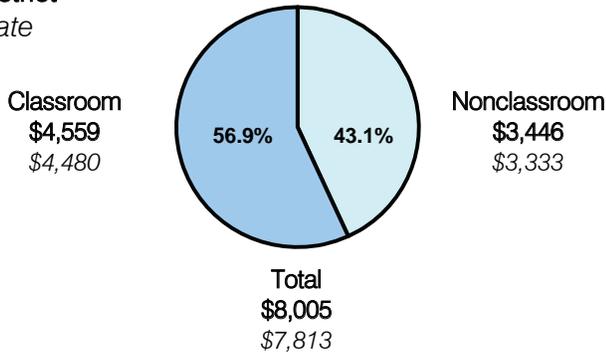
Coconino County

District size: Large
 Students attending: 10,550
 Number of schools: 19
 Number of certified teachers: 676

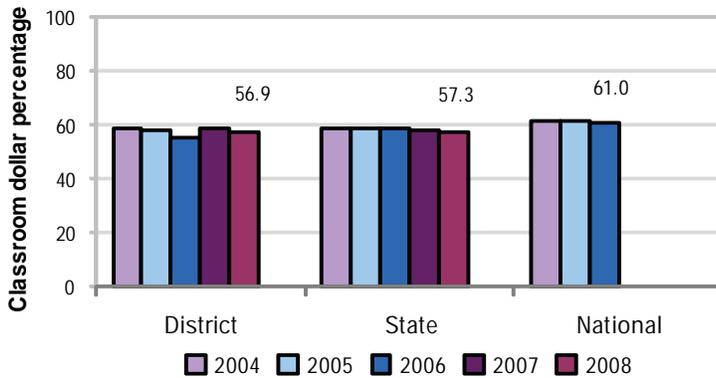
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	58.4	57.9	55.2	58.5	56.9	57.3	61.0
Nonclassroom dollars:							
Administration	9.4	9.5	10.1	9.1	8.6	9.2	10.8
Plant operations	10.7	11.0	11.1	10.9	12.0	11.3	9.9
Food service	3.3	3.0	3.3	2.9	2.9	4.8	3.8
Transportation	4.8	5.1	5.6	4.9	5.0	4.4	4.2
Student support	7.2	7.3	8.9	8.0	8.2	7.4	5.2
Instruction support	5.6	5.6	5.4	5.1	5.8	5.4	4.9
Other	0.6	0.6	0.4	0.6	0.6	0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	16.0	16.0	15.6	17.3
Average teacher salary	\$42,007	\$44,923	\$48,075	\$44,967
Average years' experience	9.8	9.9	9.8	8.1

Classroom dollar ranking: 83 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, counselor, and nurse earned \$5,211 in additional salary, and each occupational and physical therapist earned an additional \$2,942.

Performance

- The District accomplished most of its goals, which were based on individual and school performance.
- All certified staff were compensated \$50 per hour for up to 40 hours to address academic progress, including analyzing test scores and developing course common assessments to measure incremental progress, on-going curriculum mapping, and tutoring students in specific areas of academic weakness.
- The district achieved an 80 percent graduation rate.
- The district shared parent survey responses with the public and addressed all major concerns identified in the prior fiscal year's parent surveys.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Florence Unified School District

Pinal County

District size: Large
 Students attending: 6,569
 Number of schools: 7
 Number of certified teachers: 301

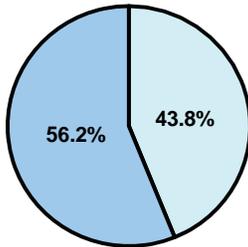
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

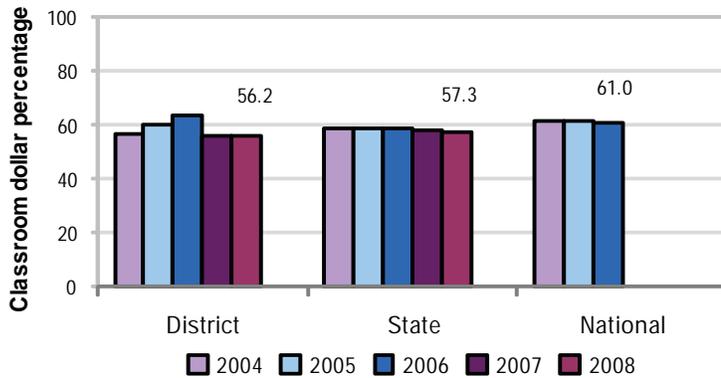
Classroom
 \$3,752
 \$4,480



Nonclassroom
 \$2,928
 \$3,333

Total
 \$6,680
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	56.4	59.9	63.2	56.1	56.2	57.3	61.0
Nonclassroom dollars:							
Administration	12.0	11.0	9.2	9.3	9.7	9.2	10.8
Plant operations	14.4	12.3	12.0	13.8	12.4	11.3	9.9
Food service	5.0	4.9	4.2	4.7	4.6	4.8	3.8
Transportation	5.4	5.7	5.6	7.0	7.8	4.4	4.2
Student support	4.8	5.5	4.8	6.9	6.2	7.4	5.2
Instruction support	2.0	0.7	1.0	2.2	3.1	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.3	23.8	21.8	17.3
Average teacher salary	\$38,152	\$44,270	\$40,829	\$44,967
Average years' experience	4.8	4.0	3.4	8.1

Classroom dollar ranking: 99 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$2,865 in salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Students had to achieve 1 year's longitudinal growth based on standardized tests.
- The student attendance rate for the school year was at least 94 percent.
- The graduation rate increased by 2 percent from the previous year.
- Teachers had to receive acceptable performance evaluations and participate in 20 hours of approved professional development activities.
- Another goal was linked to a parent-student satisfaction survey.

Menu

- Monies were used to hire 8 teachers to reduce classroom sizes in the areas of social studies, science, reading, special education, and math.
- Monies were also used to pay for professional development, including compensation for instructional specialists, grade level and curriculum team leaders, and trainers.

Classroom Dollars and Proposition 301 Results

Flowing Wells Unified School District

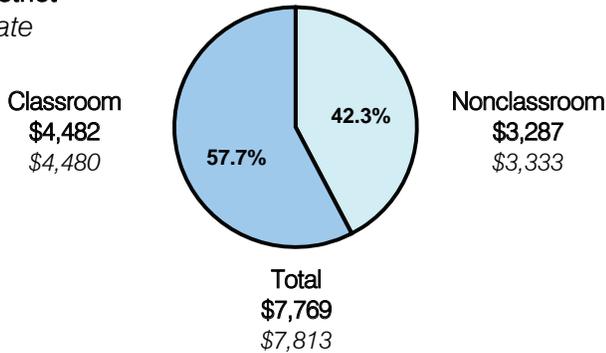
Pima County

District size: Large
 Students attending: 5,542
 Number of schools: 9
 Number of certified teachers: 323

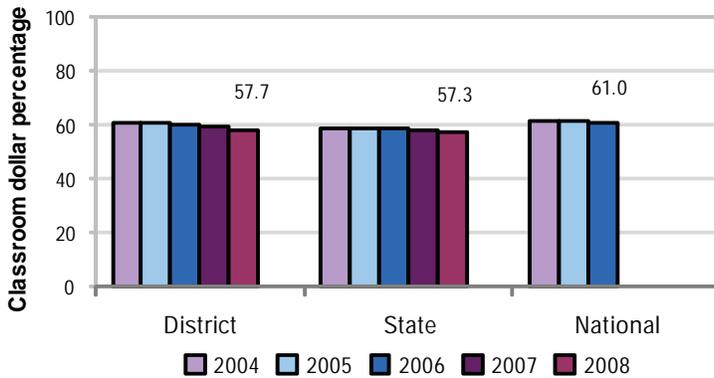
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	60.6	60.7	60.0	59.0	57.7	57.3	61.0
Nonclassroom dollars:							
Administration	8.6	8.7	9.0	8.9	9.2	9.2	10.8
Plant operations	13.6	13.2	13.0	13.5	13.0	11.3	9.9
Food service	5.7	5.3	5.8	5.6	5.3	4.8	3.8
Transportation	3.1	2.9	3.0	3.3	3.3	4.4	4.2
Student support	6.0	6.3	6.3	6.4	6.7	7.4	5.2
Instruction support	2.2	2.8	2.8	3.2	4.6	5.4	4.9
Other	0.2	0.1	0.1	0.1	0.2	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	19.5	17.9	17.2	17.3
Average teacher salary	\$39,779	\$42,576	\$46,932	\$44,967
Average years' experience	8.8	8.6	8.1	8.1

Classroom dollar ranking: 67 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned \$6,107 in additional salary, and each librarian, speech pathologist, and counselor earned between \$6,030 and \$6,699 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.
- High school and junior high students scored 60 percent or higher on all first-semester final examinations.
- 70 percent of elementary students demonstrated mastery of state math standards.
- 80 percent of students receiving speech/language services demonstrated measurable progress based on their Individual Education Plans.
- Other goals were linked to parent-student satisfaction, parent involvement, teacher development, and tutoring.

Menu

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

Classroom Dollars and Proposition 301 Results

Fountain Hills Unified School District

Maricopa County

District size: Medium
 Students attending: 2,229
 Number of schools: 4
 Number of certified teachers: 139

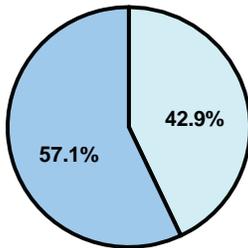
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

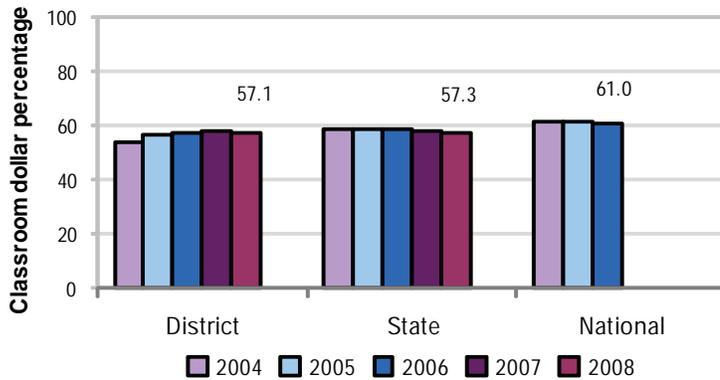
Classroom
\$4,402
\$4,480



Nonclassroom
\$3,303
\$3,333

Total
\$7,705
\$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	53.9	56.5	57.1	57.9	57.1	57.3	61.0
Nonclassroom dollars:							
Administration	12.4	12.3	12.1	12.1	12.0	9.2	10.8
Plant operations	14.7	13.4	13.3	10.9	11.9	11.3	9.9
Food service	4.7	4.1	3.8	3.3	3.3	4.8	3.8
Transportation	3.5	3.9	3.7	4.2	4.2	4.4	4.2
Student support	6.4	6.0	6.4	7.3	7.4	7.4	5.2
Instruction support	4.4	3.8	3.6	4.3	4.1	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	16.5	17.2	16.0	17.3
Average teacher salary	\$45,433	\$41,488	\$46,191	\$44,967
Average years' experience	8.4	9.3	9.2	8.1

Classroom dollar ranking: 78 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, psychologist, and social worker earned \$6,155 in additional salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school performance.
- Using each school's Effective School Plan, teachers targeted 9 areas for growth. Artifacts that represented completion of the targeted areas and demonstrated student growth were presented at each teacher's end-of-year conference.

Menu

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

Classroom Dollars and Proposition 301 Results

Fowler Elementary School District

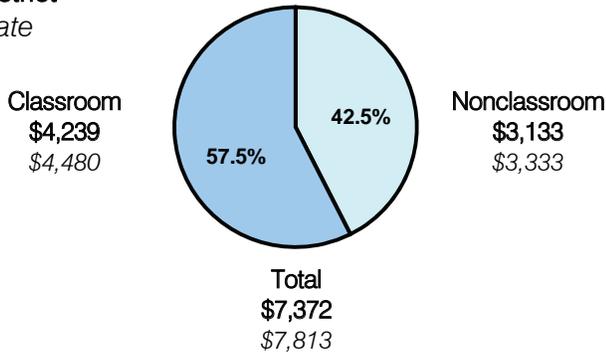
Maricopa County

District size: Medium
 Students attending: 4,361
 Number of schools: 7
 Number of certified teachers: 244

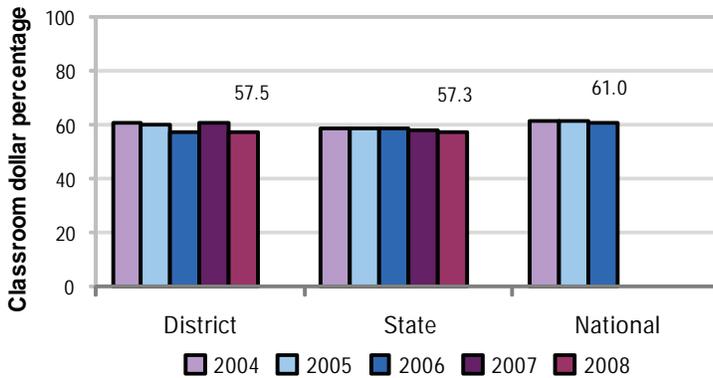
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	60.7	60.3	57.5	60.4	57.5	57.3	61.0
Nonclassroom dollars:							
Administration	9.4	11.2	10.7	10.7	10.4	9.2	10.8
Plant operations	9.0	7.2	8.1	8.3	9.2	11.3	9.9
Food service	7.7	6.8	6.9	6.5	7.1	4.8	3.8
Transportation	3.1	3.2	3.5	3.2	3.3	4.4	4.2
Student support	8.3	8.6	9.7	8.6	9.2	7.4	5.2
Instruction support	1.8	2.7	3.6	2.3	3.3	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	17.6	17.1	17.1	17.3
Average teacher salary	\$38,000	\$39,167	\$42,503	\$44,967
Average years' experience	6.6	5.7	6.0	8.1

Classroom dollar ranking: 71 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$4,730 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.
- Student achievement goals required an increased percentage of students to meet or exceed state standards in reading and math as measured by the AIMS test.
- Teachers completed classroom Web pages, 10 curriculum maps, and a district technology survey.

Menu

- Monies were used to increase eligible employee compensation.
- Monies were also used for a variety of AIMS intervention activities, and after-school and intersession tutoring.
- New teachers were compensated for attending a week-long orientation.

Classroom Dollars and Proposition 301 Results

Fredonia-Moccasin Unified School District

Coconino County

District size: Small
 Students attending: 320
 Number of schools: 2
 Number of certified teachers: 24

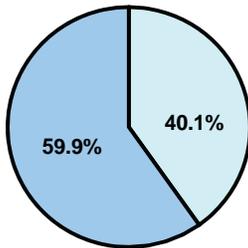
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

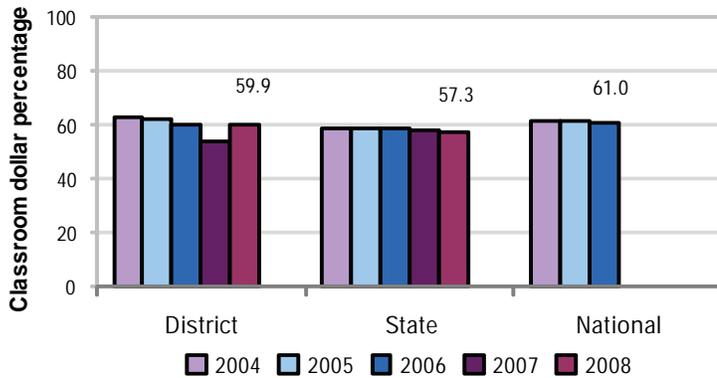
Classroom
 \$5,790
 \$4,480



Nonclassroom
 \$3,875
 \$3,333

Total
 \$9,665
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	62.8	62.4	59.8	53.6	59.9	57.3	61.0
Nonclassroom dollars:							
Administration	12.1	13.1	13.5	17.6	14.1	9.2	10.8
Plant operations	13.3	12.7	13.0	11.2	11.0	11.3	9.9
Food service	5.1	4.4	5.6	5.4	5.5	4.8	3.8
Transportation	2.9	3.0	3.1	4.7	3.6	4.4	4.2
Student support	3.0	3.5	3.8	3.4	3.0	7.4	5.2
Instruction support	0.8	0.9	1.2	4.1	2.9	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	13.6	18.0	13.3	17.3
Average teacher salary	\$39,769	\$47,974	\$46,159	\$44,967
Average years' experience	9.2	10.7	9.2	8.1

Classroom dollar ranking: 40 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$3,491 and \$3,503 in additional salary.

Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- 60 percent of students met or exceeded standards in reading, writing, and math on the AIMS test.
- Each teacher also selected an individual goal focused on either parent involvement, professional development, leadership, or tutoring.
- The graduation rate was at least 95 percent, and the student attendance rate was also 95 percent.

Menu

- Menu monies were primarily used to create additional reading, writing, and math classes for AIMS intervention.
- Monies were also used to increase eligible employee compensation.
- Additional monies were used for dropout prevention, class size reduction, and professional development.
- An instructional aide was hired to reduce 5th-grade class sizes from 30 to 15.

Classroom Dollars and Proposition 301 Results

Ft. Huachuca Accommodation School District

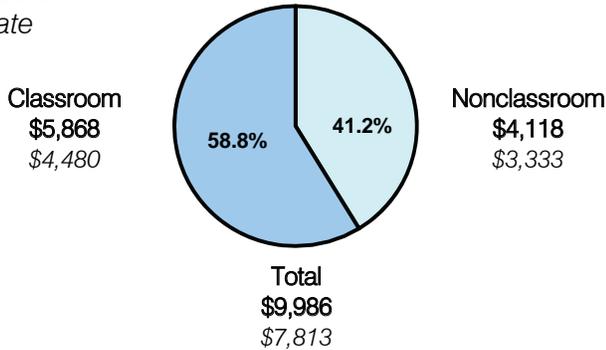
Cochise County

District size: Medium
 Students attending: 1067
 Number of schools: 3
 Number of certified teachers: 69

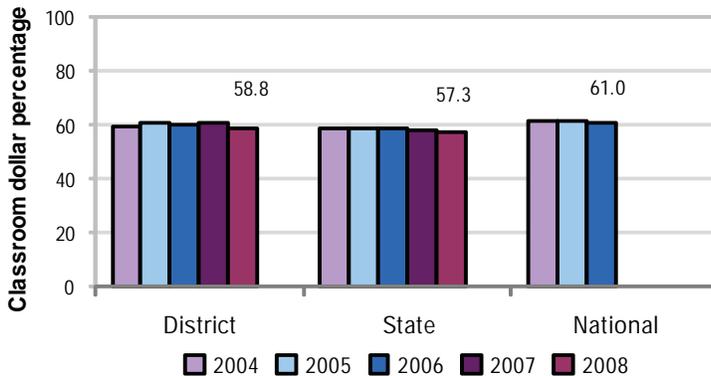
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	59.3	60.4	59.7	60.9	58.8	57.3	61.0
Nonclassroom dollars:							
Administration	12.7	12.2	12.4	12.6	12.1	9.2	10.8
Plant operations	10.9	9.4	10.9	10.7	12.1	11.3	9.9
Food service	3.9	4.1	4.1	4.1	4.3	4.8	3.8
Transportation	3.0	3.1	3.6	3.3	3.2	4.4	4.2
Student support	7.3	6.9	6.5	6.7	6.9	7.4	5.2
Instruction support	2.9	3.9	2.8	1.7	2.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	14.0	8.1	15.5	17.3
Average teacher salary	\$55,848	\$54,668	\$46,895	\$44,967
Average years' experience	12.2	12.6	13.2	8.1

Classroom dollar ranking: 52 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, occupational therapist, and nurse earned an additional \$4,370 in salary, and the psychologist earned an additional \$1,984.

Performance

- The District accomplished its goals, which were based on district and school performance.
- At least 70 percent of students met or exceeded standards on standardized tests.
- 95 percent of parents surveyed indicated satisfaction with the District.

Menu

- 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: 455
 Number of schools: 2
 Number of certified teachers: 39

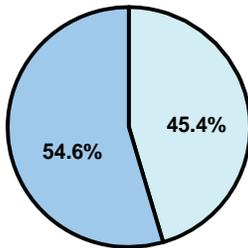
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

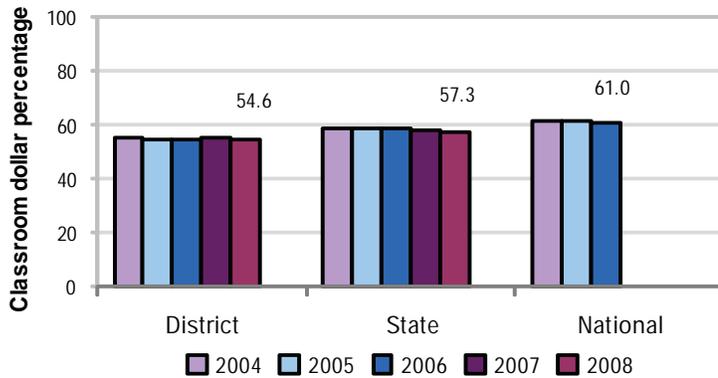
Classroom
 \$7,929
 \$4,480



Nonclassroom
 \$6,584
 \$3,333

Total
 \$14,513
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	55.2	54.5	54.7	55.3	54.6	57.3	61.0
Nonclassroom dollars:							
Administration	12.9	13.9	14.8	15.0	14.6	9.2	10.8
Plant operations	11.8	9.3	10.7	10.1	10.7	11.3	9.9
Food service	8.0	8.7	6.5	5.5	5.8	4.8	3.8
Transportation	5.1	4.9	5.1	4.6	5.6	4.4	4.2
Student support	1.5	3.4	2.7	4.5	3.0	7.4	5.2
Instruction support	5.5	5.2	5.5	5.0	5.7	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	12.3	10.9	11.7	17.3
Average teacher salary	\$37,950	\$37,719	\$40,646	\$44,967
Average years' experience	11.2	9.9	8.9	8.1

Classroom dollar ranking: 127 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned \$5,776 in additional salary, and each instructional aide earned an additional \$300.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- AIMS test scores were used to measure student achievement in reading and math.
- Teachers participated in monthly in-service meetings.

Menu

- Monies were solely used to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Gadsden Elementary School District

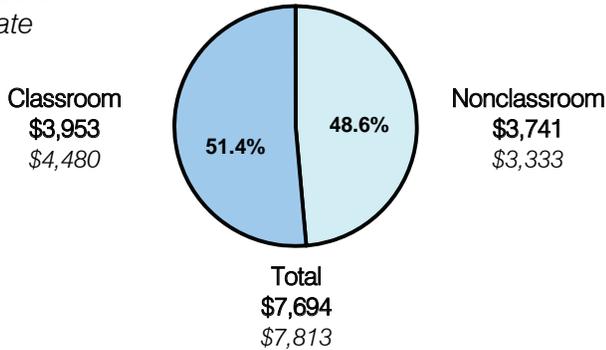
Yuma County

District size: Medium
 Students attending: 4,533
 Number of schools: 8
 Number of certified teachers: 219

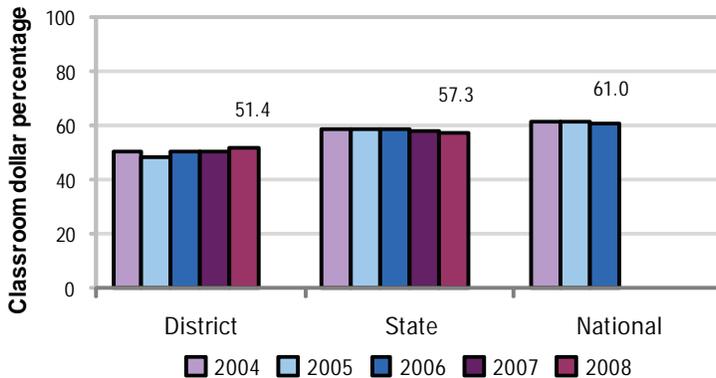
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	50.6	48.6	50.2	50.5	51.4	57.3	61.0
Nonclassroom dollars:							
Administration	11.7	11.9	12.2	12.2	13.3	9.2	10.8
Plant operations	11.7	11.1	10.5	10.5	10.2	11.3	9.9
Food service	8.1	8.6	8.3	8.3	8.1	4.8	3.8
Transportation	3.5	3.0	3.0	3.0	3.0	4.4	4.2
Student support	5.4	6.1	6.4	6.7	6.4	7.4	5.2
Instruction support	9.0	10.7	9.4	8.8	7.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	22.4	20.8	20.7	17.3
Average teacher salary	\$41,709	\$43,145	\$44,305	\$44,967
Average years' experience	7.5	7.8	7.7	8.1

Classroom dollar ranking: 166 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,810 in salary, each instructional aide, librarian, counselor, preschool director, reading specialist, and No Child Left Behind specialist earned an additional \$3,510 in salary, and each psychologist earned an additional \$1,180.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district performance.
- Standardized test scores were used to measure improvement in student achievement.
- Teachers received satisfactory performance evaluations and participated in leadership activities and tutoring.
- Student attendance rates averaged at least 95.8 percent.
- Parent involvement increased.

Menu

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

Classroom Dollars and Proposition 301 Results

Ganado Unified School District

Apache County

District size: Medium
 Students attending: 1,757
 Number of schools: 4
 Number of certified teachers: 121

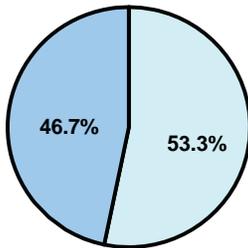
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

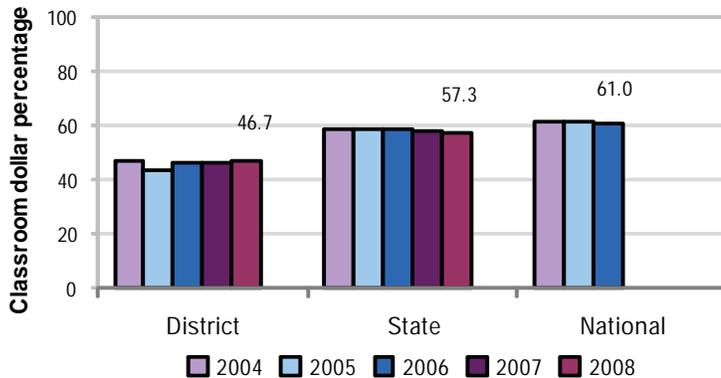
Classroom
 \$6,119
 \$4,480



Nonclassroom
 \$6,996
 \$3,333

Total
 \$13,115
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	47.0	43.5	46.3	46.0	46.7	57.3	61.0
Nonclassroom dollars:							
Administration	18.7	23.8	19.2	19.7	13.2	9.2	10.8
Plant operations	14.8	13.3	15.1	14.1	16.5	11.3	9.9
Food service	3.7	3.8	3.7	3.4	3.8	4.8	3.8
Transportation	6.7	6.8	6.7	7.3	7.6	4.4	4.2
Student support	5.5	5.7	5.5	6.4	8.2	7.4	5.2
Instruction support	3.6	3.0	3.5	3.1	4.0	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	15.5	15.1	14.5	17.3
Average teacher salary	\$41,850	\$38,948	\$40,866	\$44,967
Average years' experience	7.5	7.9	7.8	8.1

Classroom dollar ranking: 198 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, counselor, and academic coach earned between \$5,312 and \$5,629 in additional salary.

Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- 3 of 4 schools earned "Performing" labels and 1 school earned a "Performing Plus" label from ADE for AZ LEARNS.
- Students' AIMS test scores in reading, writing, or math increased by at least 3 percent.
- All schools maintained a student attendance rate of at least 90 percent.
- Other goals were linked to a satisfaction survey, teacher attendance, professional development, and performance evaluations.
- The goal not met required Ganado High School to increase the graduation rate by 1 percent over the previous year's graduation rate.

Menu

- Monies were used solely to increase eligible employee compensation, which the District reports has helped with recruiting highly qualified staff and increasing employee morale.

Classroom Dollars and Proposition 301 Results

Gila Bend Unified School District

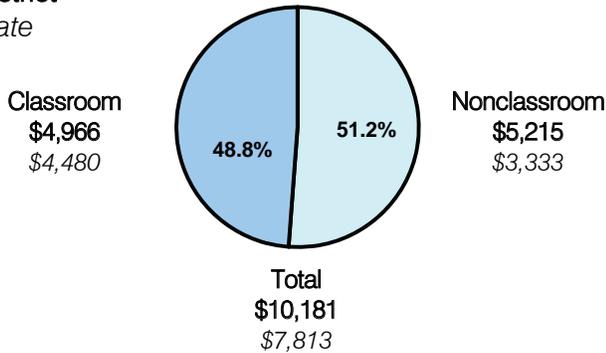
Maricopa County

District size: Small
 Students attending: 414
 Number of schools: 2
 Number of certified teachers: 29

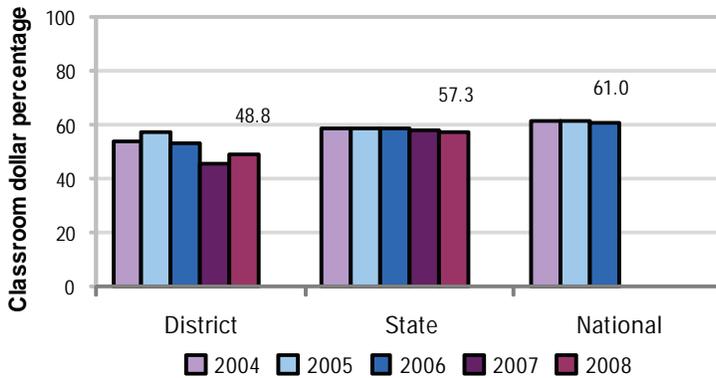
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	54.0	57.3	53.0	45.6	48.8	57.3	61.0
Nonclassroom dollars:							
Administration	14.9	12.5	15.7	21.3	17.9	9.2	10.8
Plant operations	17.2	14.6	13.1	14.9	14.6	11.3	9.9
Food service	5.4	6.6	5.9	6.6	6.1	4.8	3.8
Transportation	0.8	0.4	1.5	1.7	2.1	4.4	4.2
Student support	7.7	7.2	8.8	5.4	7.1	7.4	5.2
Instruction support		1.4	2.0	4.5	3.4	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	14.3	15.3	14.3	17.3
Average teacher salary	\$38,151	\$38,235	\$39,364	\$44,967
Average years' experience	7.6	8.3	6.3	8.1

Classroom dollar ranking: 187 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$6,488 in salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Student achievement was based on standardized test scores.
- Teachers were evaluated on criteria determined by a committee.
- Survey results indicated that students and parents were satisfied with teachers' and the District's performance.
- Student attendance was increased on standardized testing days.

Menu

- Monies were used to increase eligible employee compensation.
- A 3rd-grade teacher was hired to help reduce class sizes.
- A dropout prevention specialist was hired to help the District meet and maintain a 75 percent graduation rate.

Classroom Dollars and Proposition 301 Results

Gila County Regional School District

Gila County

District size: Very Small
 Students attending: 116
 Number of schools: 2
 Number of certified teachers: 7

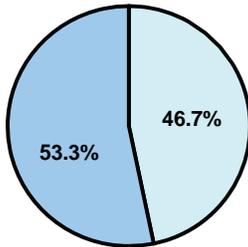
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

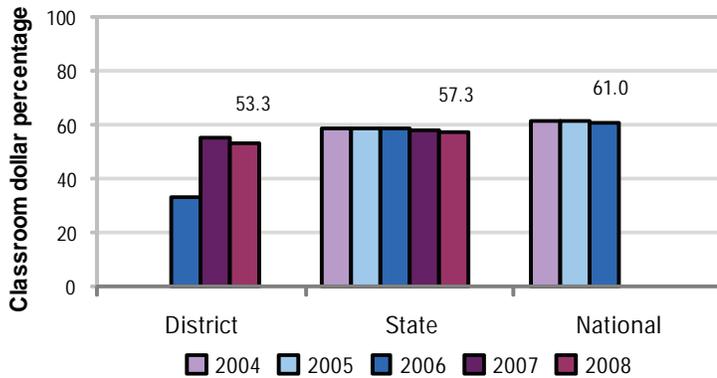
Classroom
\$4,003
\$4,480



Nonclassroom
\$3,500
\$3,333

Total
\$7,503
\$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	n/a	n/a	33.1	55.2	53.3	57.3	61.0
Nonclassroom dollars:	n/a	n/a					
Administration			38.7	23.2	19.0	9.2	10.8
Plant operations			3.5	6.3	8.6	11.3	9.9
Food service				1.9	3.2	4.8	3.8
Transportation			0.5	6.4	4.2	4.4	4.2
Student support			0.5	6.0	10.5	7.4	5.2
Instruction support			23.7	1.0	1.1	5.4	4.9
Other					0.1	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	24.0	45.9	16.6	17.3
Average teacher salary	\$24,194	\$36,867	\$46,962	\$44,967
Average years' experience	15.0	15.0	15.0	8.1

Classroom dollar ranking: 146 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$2,158 in salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- 1 of the District's schools met Adequate Yearly Progress objectives.
- Teachers attended and participated in weekly staff meetings at least 90 percent of the time and documented 2 to 4 weekly parent contacts.
- Each school's overall score on a parent satisfaction survey was at least 4, based on a scale of 0 to 5.

Menu

- 1 teacher was compensated for completion of curriculum development.

Classroom Dollars and Proposition 301 Results

Gila Institute for Technology

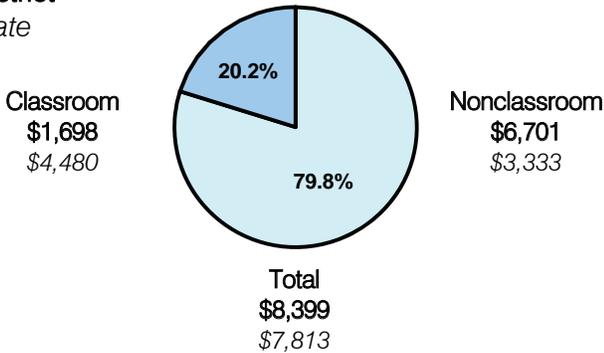
Graham County

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

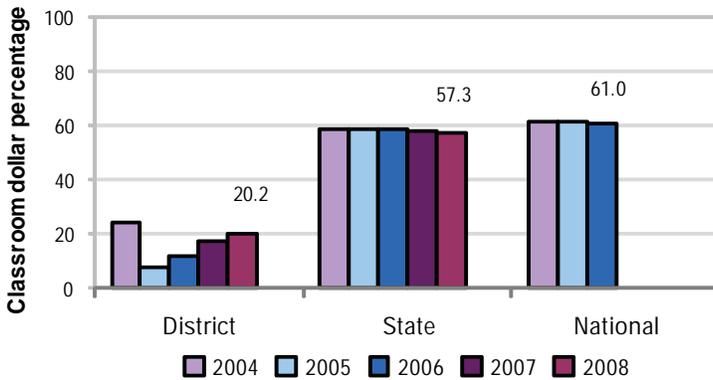
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	24.3	7.4	11.6	17.3	20.2	57.3	61.0
Nonclassroom dollars:							
Administration	60.5	55.5	83.8	76.5	64.2	9.2	10.8
Plant operations	5.2	5.2	4.6	5.4	4.2	11.3	9.9
Food service						4.8	3.8
Transportation						4.4	4.2
Student support	9.6	31.9		0.8		7.4	5.2
Instruction support	0.4				11.4	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	n/a	n/a	n/a	17.3
Average teacher salary	n/a	n/a	n/a	\$44,967
Average years' experience	n/a	n/a	n/a	8.1

Classroom dollar ranking: 224 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- The teacher earned an additional \$8,926 in salary.

Performance

- The District accomplished its goals, which were based on individual performance.
- The student attendance goal was achieved.
- 90 percent of students indicated satisfaction with the school.
- Tutoring was available daily and once a week at night.

Menu

- The teacher was compensated for participating in a summer dropout prevention program, which the District reports helped 9 at-risk students earn credits toward graduation.

Classroom Dollars and Proposition 301 Results

Gilbert Unified School District

Maricopa County

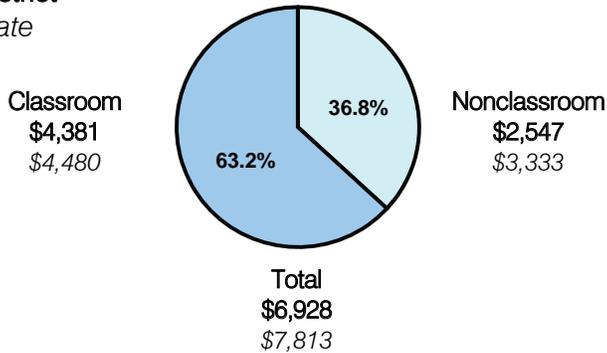
District size: Very Large
 Students attending: 36,545
 Number of schools: 40
 Number of certified teachers: 2,180

Classroom Dollars

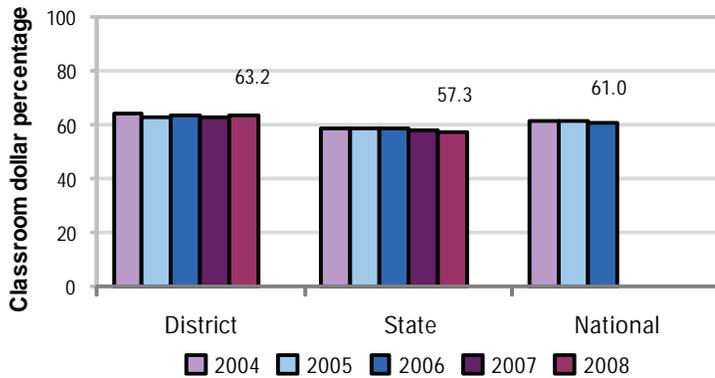
Fiscal year 2008 averages per pupil

District

State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	64.3	63.0	63.3	62.1	63.2	57.3	61.0
Nonclassroom dollars:							
Administration	7.8	7.4	7.4	7.5	7.5	9.2	10.8
Plant operations	12.3	12.0	11.4	11.5	11.0	11.3	9.9
Food service	4.0	4.3	4.4	4.4	4.3	4.8	3.8
Transportation	3.2	3.3	3.9	4.1	3.9	4.4	4.2
Student support	5.4	6.8	6.8	7.5	7.4	7.4	5.2
Instruction support	2.9	3.0	2.7	2.5	2.6	5.4	4.9
Other	0.1	0.2	0.1	0.4	0.1	0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	17.3	16.8	16.8	17.3
Average teacher salary	\$43,157	43,816	\$47,578	\$44,967
Average years' experience	7.2	7.1	8.3	8.1

Classroom dollar ranking: 9 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned between \$6,571 and \$7,739.

Performance

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

Menu

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

Classroom Dollars and Proposition 301 Results

Glendale Elementary School District

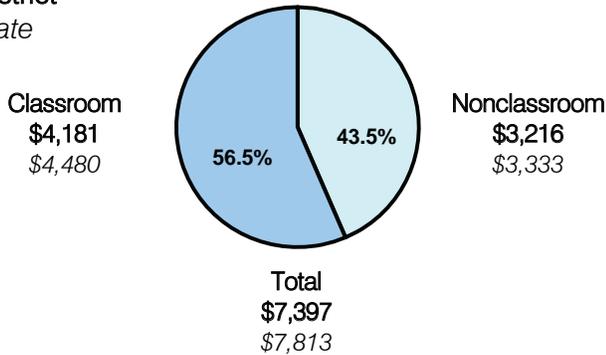
Maricopa County

District size: Large
 Students attending: 13,031
 Number of schools: 17
 Number of certified teachers: 745

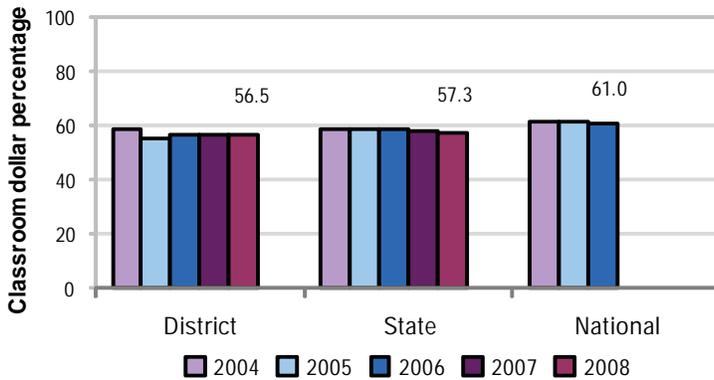
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	58.3	55.2	56.3	56.8	56.5	57.3	61.0
Nonclassroom dollars:							
Administration	10.0	10.6	10.8	11.2	10.9	9.2	10.8
Plant operations	9.9	10.1	9.8	10.0	9.7	11.3	9.9
Food service	6.0	6.5	6.3	6.6	7.0	4.8	3.8
Transportation	2.8	2.8	2.6	2.9	3.0	4.4	4.2
Student support	4.9	5.3	5.2	5.2	5.2	7.4	5.2
Instruction support	8.1	9.5	9.0	7.3	7.7	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	19.1	18.0	17.5	17.3
Average teacher salary	\$41,004	\$39,869	\$43,152	\$44,967
Average years' experience	7.0	6.3	5.9	8.1

Classroom dollar ranking: 90 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned \$6,926 in additional salary, and each librarian, counselor, advisor, reading coach, and trainer earned between \$869 and \$1,043 in additional salary.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- The student achievement goals required an increase in the percentage of students meeting or exceeding reading and math standards on the AIMS test. Half of these goals were achieved.
- Most teachers completed projects designed to increase student performance in reading, writing, or math.
- The results of a survey indicate that parents are satisfied with the District's performance.

Menu

- Monies were primarily used to increase eligible teacher compensation.
- Teachers participated in professional development activities.

Classroom Dollars and Proposition 301 Results

Glendale Union High School District

Maricopa County

District size: Large
 Students attending: 14,866
 Number of schools: 10
 Number of certified teachers: 738

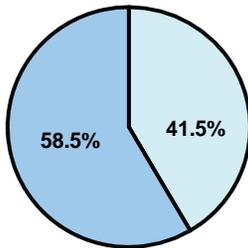
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

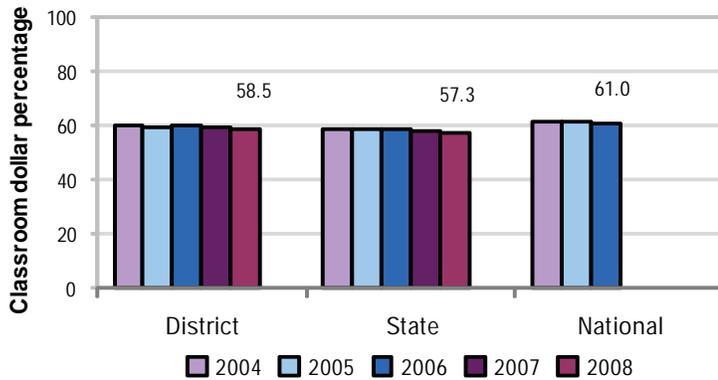
Classroom
 \$4,655
 \$4,480



Nonclassroom
 \$3,304
 \$3,333

Total
 \$7,959
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	60.1	59.4	59.8	59.5	58.5	57.3	61.0
Nonclassroom dollars:							
Administration	9.1	8.9	8.1	7.7	7.6	9.2	10.8
Plant operations	12.8	13.2	13.8	14.6	14.9	11.3	9.9
Food service	3.7	3.9	3.8	3.6	3.7	4.8	3.8
Transportation	2.7	2.9	2.9	3.0	3.1	4.4	4.2
Student support	5.6	5.7	5.9	5.9	6.4	7.4	5.2
Instruction support	5.5	5.5	5.3	5.3	5.4	5.4	4.9
Other	0.5	0.5	0.4	0.4	0.4	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	20.6	20.1	20.1	17.3
Average teacher salary	\$50,899	\$48,182	\$50,914	\$44,967
Average years' experience	9.2	8.9	8.9	8.1

Classroom dollar ranking: 58 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$8,190 and \$10,391 in additional salary, which included performance pay for fiscal year 2007 performance.

Performance

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

Menu

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

Classroom Dollars and Proposition 301 Results

Globe Unified School District

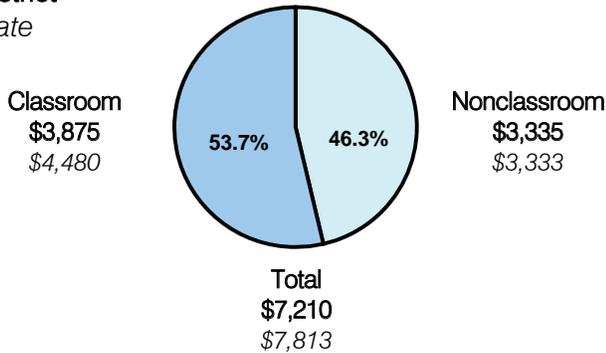
Gila County

District size: Medium
 Students attending: 1,811
 Number of schools: 3
 Number of certified teachers: 96

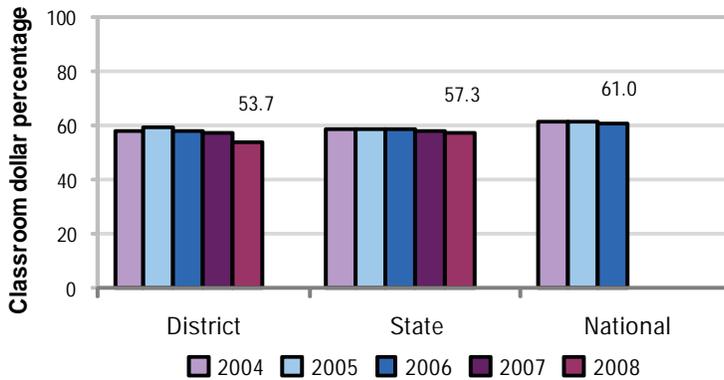
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	58.1	59.4	57.8	57.0	53.7	57.3	61.0
Nonclassroom dollars:							
Administration	13.4	11.8	12.4	12.9	12.9	9.2	10.8
Plant operations	11.7	12.6	13.7	14.2	14.7	11.3	9.9
Food service	5.4	5.6	5.2	4.9	5.2	4.8	3.8
Transportation	4.8	4.9	4.8	4.3	5.0	4.4	4.2
Student support	2.7	2.7	2.4	2.4	3.0	7.4	5.2
Instruction support	3.9	3.0	3.7	4.3	5.5	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.4	17.8	18.8	17.3
Average teacher salary	\$36,849	\$36,637	\$40,203	\$44,967
Average years' experience	9.2	9.3	9.9	8.1

Classroom dollar ranking: 141 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$6,811 in salary, and each librarian and counselor earned between \$6,749 and \$6,765.

Performance

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

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Graham County Special Services

Graham County

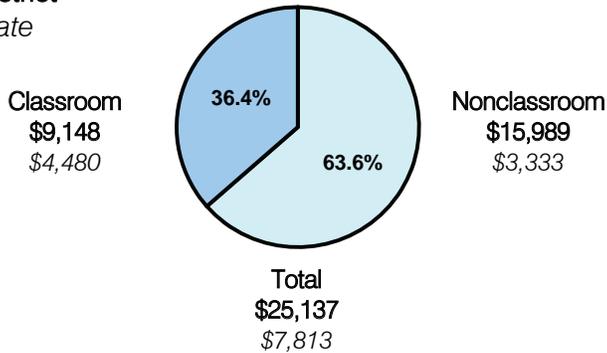
District size: Very Small
 Students attending: 50
 Number of schools: 1
 Number of certified teachers: 8

Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

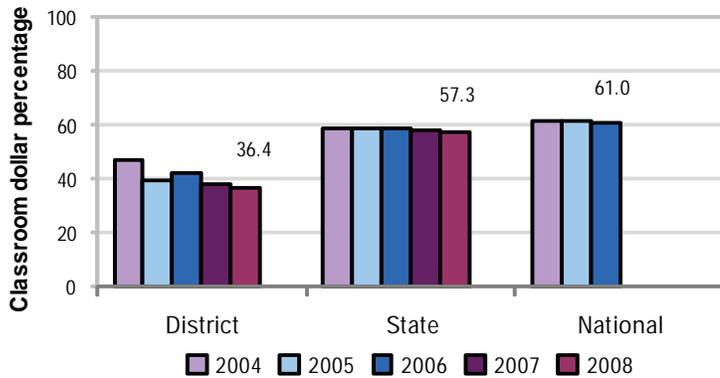


Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	5.0	5.5	5.9	17.3
Average teacher salary	\$36,133	\$37,060	\$37,567	\$44,967
Average years' experience	7.9	9.5	10.0	8.1

Classroom dollar ranking: 221 of 230 districts.

5-year comparison



Expenditures by function

	District					State	National
	2004	2005	2006	2007	2008	2008	2006
Classroom dollars	46.7	39.2	41.8	38.2	36.4	57.3	61.0
Nonclassroom dollars:							
Administration	6.1	6.7	6.8	10.6	13.4	9.2	10.8
Plant operations	3.0	8.0	8.9	8.8	7.5	11.3	9.9
Food service						4.8	3.8
Transportation	7.0	6.5	6.4	6.7	7.7	4.4	4.2
Student support	34.1	36.1	36.0	35.7	34.9	7.4	5.2
Instruction support			0.1		0.1	5.4	4.9
Other	3.1	3.5				0.2	0.2

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,007 in salary.

Performance

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

Menu

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

Classroom Dollars and Proposition 301 Results

Grand Canyon Unified School District

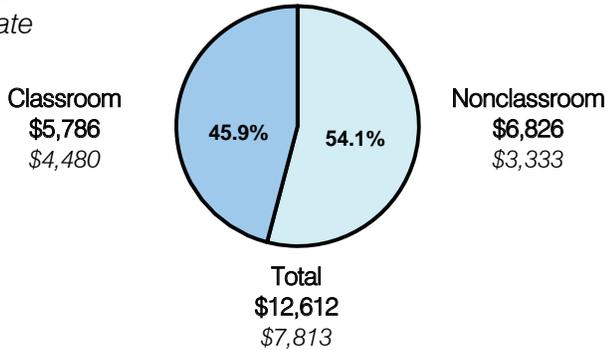
Coconino County

District size: Small
 Students attending: 288
 Number of schools: 2
 Number of certified teachers: 28

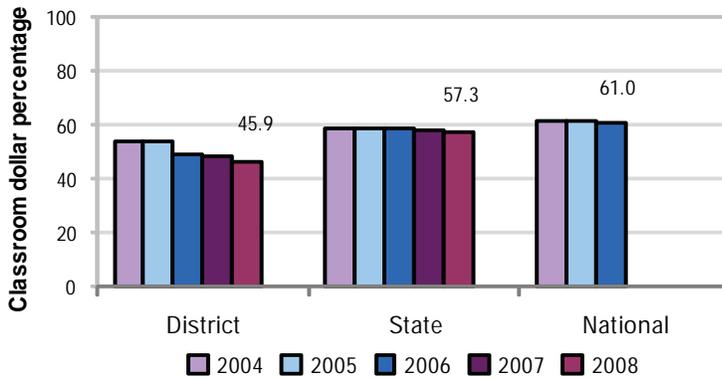
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	53.5	53.7	49.2	48.1	45.9	57.3	61.0
Nonclassroom dollars:	n/a						
Administration		12.8	12.5	12.4	18.3	9.2	10.8
Plant operations		18.7	21.5	20.3	21.2	11.3	9.9
Food service		2.7	2.3	2.5	2.3	4.8	3.8
Transportation		3.4	4.0	4.0	4.2	4.4	4.2
Student support		6.5	7.4	9.4	5.1	7.4	5.2
Instruction support		2.2	3.1	3.3	3.0	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	9.7	10.3	10.4	17.3
Average teacher salary	\$37,229	\$41,945	\$39,101	\$44,967
Average years' experience	9.3	8.3	8.2	8.1

Classroom dollar ranking: 199 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and librarian earned between \$3,084 and \$3,994 in additional salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Teachers each received \$500 if their school met Adequate Yearly Progress objectives.
- The District aimed to improve student achievement by reducing teacher absences. Teachers were paid incentive monies for having 1 or fewer absences.
- Eligible employees earned \$250 each day plus expenses for attending training on alignment with state standards and curriculum development.
- Teachers could also earn \$200 each semester for mentoring and tutoring at-risk students.

Menu

- Monies were primarily used to increase eligible employee compensation.
- 5 teachers were compensated for tutoring students struggling with the AIMS test.

Classroom Dollars and Proposition 301 Results

Hackberry Elementary School District

Mohave County

District size: Very Small
 Students attending: 64
 Number of schools: 1
 Number of certified teachers: 6

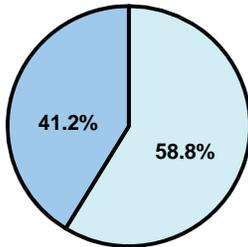
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

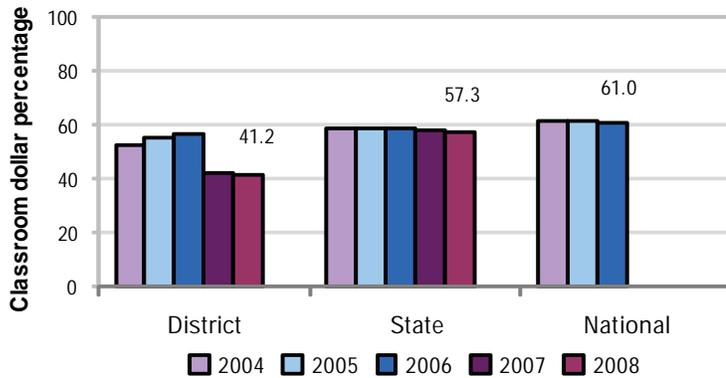
Classroom
 \$5,736
 \$4,480



Nonclassroom
 \$8,188
 \$3,333

Total
 \$13,924
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	52.5	55.0	56.7	41.9	41.2	57.3	61.0
Nonclassroom dollars:							
Administration	24.7	23.3	17.2	20.3	20.5	9.2	10.8
Plant operations	10.9	8.7	12.8	15.0	13.4	11.3	9.9
Food service	2.6	5.1	6.5	6.1	6.7	4.8	3.8
Transportation	6.3	5.5	5.1	4.7	5.3	4.4	4.2
Student support	1.6	0.4	0.4	1.6	1.5	7.4	5.2
Instruction support	1.4	1.9	1.3	10.4	11.4	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	11.8	9.0	9.1	17.3
Average teacher salary	\$35,267	\$43,647	\$39,410	\$44,967
Average years' experience	4.6	5.8	8.2	8.1

Classroom dollar ranking: 211 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned \$4,757 in additional salary.

Performance

- The District accomplished some of its goals, which were based on individual and school performance.
- Students showed 25 percent growth in reading, writing, and math as measured by quarterly district assessments.
- Teachers had to communicate with the parents of at least 2 students each week, and document this communication for administrative review.
- Teachers participated in various evaluation activities designed to improve classroom management and instruction.
- Other goals were linked to parent and community involvement and teachers' weekly lesson plans.

Menu

- Menu monies were used solely to increase teacher compensation.

Classroom Dollars and Proposition 301 Results

Hayden-Winkelman Unified School District

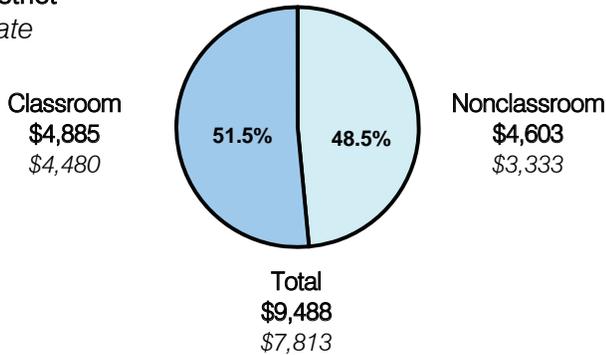
Gila County

District size: Small
 Students attending: 393
 Number of schools: 4
 Number of certified teachers: 24

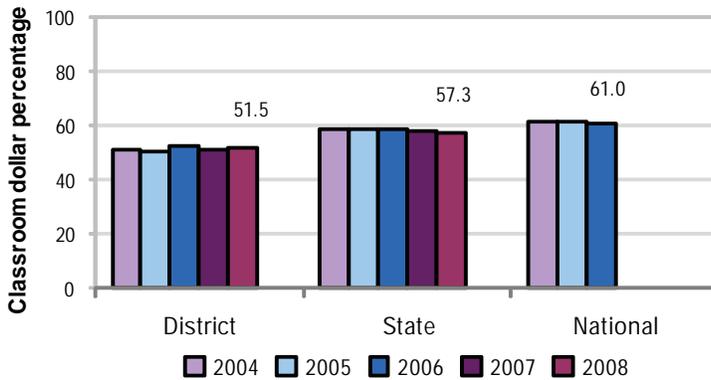
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	51.2	50.3	52.2	50.7	51.5	57.3	61.0
Nonclassroom dollars:							
Administration	15.4	15.5	13.9	14.4	13.1	9.2	10.8
Plant operations	13.3	15.5	14.7	15.5	15.8	11.3	9.9
Food service	7.0	7.3	6.1	7.2	6.1	4.8	3.8
Transportation	4.2	4.6	5.0	5.7	5.0	4.4	4.2
Student support	3.9	3.9	4.4	4.6	5.3	7.4	5.2
Instruction support	5.0	2.9	3.7	1.9	3.2	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	12.5	9.9	16.4	17.3
Average teacher salary	\$36,588	\$42,922	\$42,778	\$44,967
Average years' experience	10.5	11.2	8.9	8.1

Classroom dollar ranking: 164 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned \$6,709 in additional salary, and each counselor earned an additional \$3,806.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Primary and intermediate school teachers implemented a reading intervention program for all students struggling in reading. The teachers participated in intervention meetings and kept portfolios to track student progress.
- Middle school teachers developed goals based on each of the core areas assessed on the AIMS test. Teachers met biweekly to evaluate student progress in reading, writing, and math.
- High school teachers implemented a goal focused on improving student reading strategies across the curriculum and content areas.
- Teachers developed research-based lessons that emphasized developing reading vocabulary.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Heber-Overgaard Unified School District

Navajo County

District size: Small
 Students attending: 553
 Number of schools: 4
 Number of certified teachers: 35

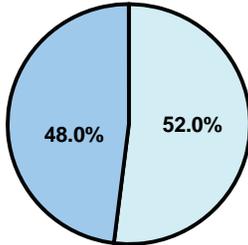
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

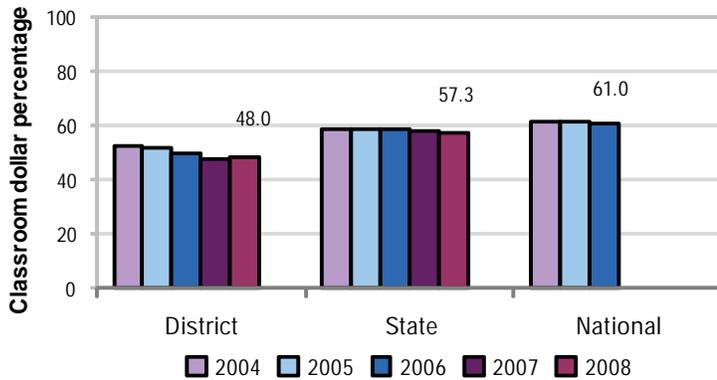
Classroom
 \$4,368
 \$4,480



Nonclassroom
 \$4,740
 \$3,333

Total
 \$9,108
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	52.3	51.7	49.8	47.7	48.0	57.3	61.0
Nonclassroom dollars:							
Administration	11.6	12.0	14.8	15.5	12.8	9.2	10.8
Plant operations	15.5	15.2	14.8	14.9	15.6	11.3	9.9
Food service	4.4	4.5	5.0	5.0	5.4	4.8	3.8
Transportation	6.6	7.1	7.6	7.5	6.5	4.4	4.2
Student support	5.9	6.3	4.8	6.1	6.0	7.4	5.2
Instruction support	3.3	2.7	2.8	2.9	5.3	5.4	4.9
Other	0.4	0.5	0.4	0.4	0.4	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	16.6	17.1	15.8	17.3
Average teacher salary	\$40,568	\$41,507	\$42,760	\$44,967
Average years' experience	9.3	9.9	9.0	8.1

Classroom dollar ranking: 191 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$8,574 and \$8,760 in additional salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Teachers met student achievement goals, which were based on the change in students' pre- and post-test scores.
- Each school developed individual goals focused on communication with parents.
- Teachers' performance was evaluated by principals' classroom observations.
- 1 goal required teachers to perform observations of other teachers' classrooms.

Menu

- Monies were used primarily to increase eligible employee compensation.
- 28 teachers were compensated for attending a professional development workshop on a non-school day.

Classroom Dollars and Proposition 301 Results

Higley Unified School District

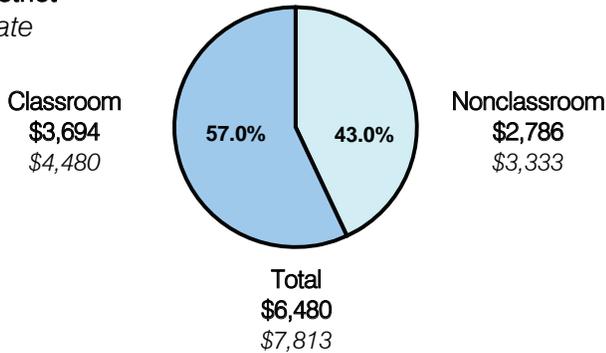
Maricopa County

District size: Large
 Students attending: 8,765
 Number of schools: 9
 Number of certified teachers: 456

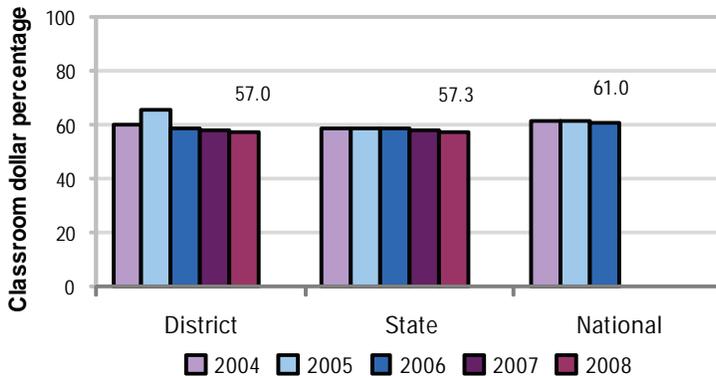
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	59.9	65.4	58.6	57.7	57.0	57.3	61.0
Nonclassroom dollars:							
Administration	13.0	10.2	11.0	11.6	10.6	9.2	10.8
Plant operations	11.4	8.8	10.4	11.3	11.6	11.3	9.9
Food service	4.0	3.9	4.2	4.3	3.9	4.8	3.8
Transportation	4.3	4.7	5.3	4.7	5.1	4.4	4.2
Student support	5.0	4.7	7.0	6.8	7.3	7.4	5.2
Instruction support	2.4	2.3	3.5	3.6	4.4	5.4	4.9
Other					0.1	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.6	18.4	19.1	17.3
Average teacher salary	\$37,712	\$37,901	\$40,611	\$44,967
Average years' experience	5.3	5.4	5.3	8.1

Classroom dollar ranking: 81 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, counselor, speech pathologist, and teacher-on-assignment earned an additional \$5,329 in salary, which includes performance pay for fiscal year 2007 performance.

Performance

- The District accomplished its goals, which were based on individual performance.
- Teachers were required to develop a professional growth plan and maintain a current and accurate portfolio of their individual professional growth.
- Teachers also completed 24 hours of professional development, which aligned with a professional growth plan that each teacher developed with his/her principal.

Menu

- Monies were used solely to increase teacher compensation.

Classroom Dollars and Proposition 301 Results

Hillside Elementary School District

Yavapai County

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

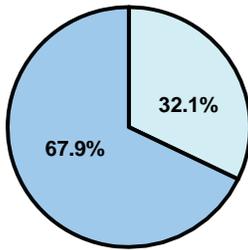
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

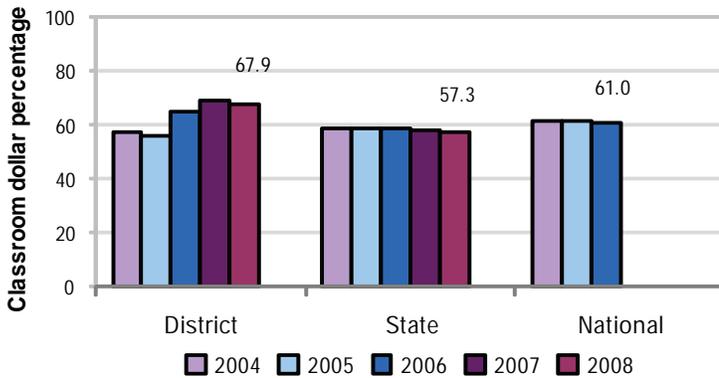
Classroom
 \$6,975
 \$4,480



Nonclassroom
 \$3,295
 \$3,333

Total
 \$10,270
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	57.5	56.0	64.5	68.9	67.9	57.3	61.0
Nonclassroom dollars:							
Administration	11.6	12.5	8.0	6.1	10.9	9.2	10.8
Plant operations	12.4	13.4	10.6	12.9	14.7	11.3	9.9
Food service						4.8	3.8
Transportation	15.2	13.2	11.3	10.2	5.0	4.4	4.2
Student support	3.3	4.7	5.3	1.6	1.2	7.4	5.2
Instruction support		0.2	0.3	0.3	0.3	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	16.0	14.0	13.8	17.3
Average teacher salary	n/a	\$37,367	\$39,215	\$44,967
Average years' experience	6.0	15.0	10.5	8.1

Classroom dollar ranking: 4 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned \$4,379 in additional salary, and each instructional aide earned \$1,113.

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 on standardized tests.
- The District met Adequate Yearly Progress objectives.
- Special needs students met Individual Education Plan goals.

Menu

- Eligible employees were compensated for completing a professional development class.

Classroom Dollars and Proposition 301 Results

Holbrook Unified School District

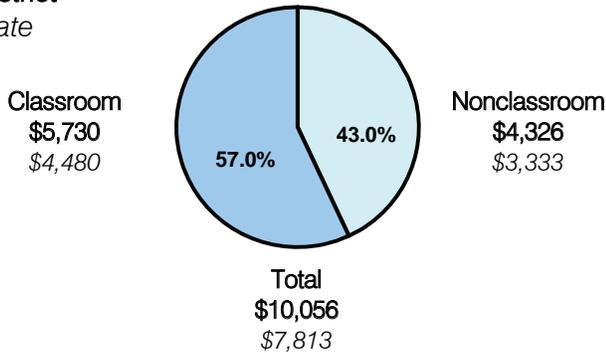
Navajo County

District size: Medium
 Students attending: 1,930
 Number of schools: 6
 Number of certified teachers: 146

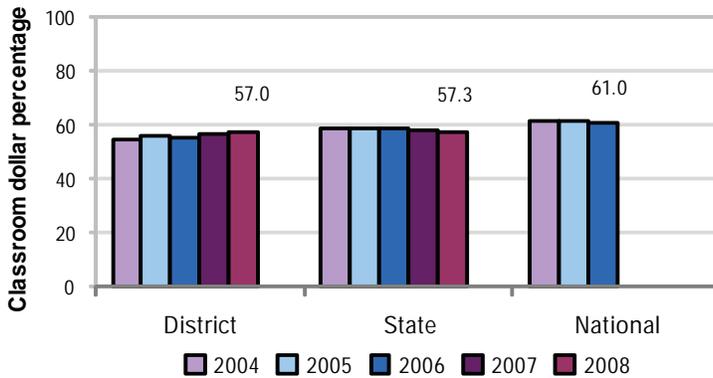
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	54.6	55.6	55.4	56.7	57.0	57.3	61.0
Nonclassroom dollars:							
Administration	11.6	10.1	10.0	9.5	9.4	9.2	10.8
Plant operations	12.7	12.4	12.8	11.4	11.7	11.3	9.9
Food service	4.5	4.5	4.0	4.5	4.0	4.8	3.8
Transportation	4.2	5.5	5.2	5.3	5.5	4.4	4.2
Student support	6.7	6.9	6.7	7.2	7.1	7.4	5.2
Instruction support	5.7	4.9	5.8	5.4	5.3	5.4	4.9
Other		0.1	0.1			0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	14.0	13.0	13.3	17.3
Average teacher salary	\$42,569	\$45,135	\$48,009	\$44,967
Average years' experience	8.5	9.1	9.0	8.1

Classroom dollar ranking: 82 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$10,009 in salary, and each librarian and counselor earned between \$5,747 and \$7,582 in additional salary, which includes performance pay for fiscal year 2007 performance.

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 or exceeded grade-level benchmarks.
- The District's graduation rate exceeded 90 percent.
- Other goals were linked to teacher evaluations and professional development.

Menu

- Monies were used solely to enhance teacher compensation in an effort to recruit and retain teachers.

Classroom Dollars and Proposition 301 Results

Humboldt Unified School District

Yavapai County

District size: Large
 Students attending: 6,126
 Number of schools: 10
 Number of certified teachers: 352

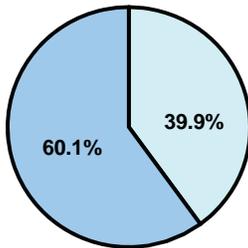
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

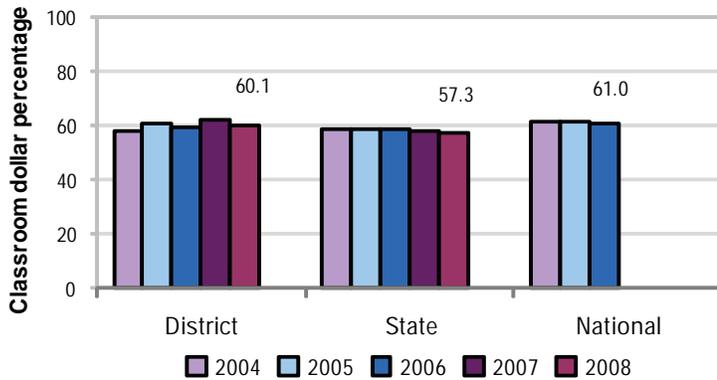
Classroom
 \$4,211
 \$4,480



Nonclassroom
 \$2,799
 \$3,333

Total
 \$7,010
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	57.6	60.5	59.3	61.8	60.1	57.3	61.0
Nonclassroom dollars:							
Administration	9.3	8.3	8.3	9.0	8.1	9.2	10.8
Plant operations	11.6	10.1	10.8	9.9	10.3	11.3	9.9
Food service	5.3	5.5	5.4	5.4	5.5	4.8	3.8
Transportation	7.0	6.9	6.6	5.2	6.0	4.4	4.2
Student support	7.4	6.7	6.8	5.9	6.5	7.4	5.2
Instruction support	1.8	2.0	2.8	2.8	3.5	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	19.6	17.3	17.4	17.3
Average teacher salary	\$37,830	\$42,214	\$43,437	\$44,967
Average years' experience	9.7	8.8	9.0	8.1

Classroom dollar ranking: 36 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, and nurse earned an additional \$5,756 in salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- AIMS remediation and counseling activities were implemented to reduce the dropout rate.
- Each school's attendance rate was maintained or increased.
- Teachers participated in professional development activities, such as curriculum mapping, and used standardized test data analysis to provide strategies and improvements to educational delivery methods.
- The District provided a mentoring program for teachers requiring assistance in improving student achievement.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Monies were also used to pay for substitutes for teachers attending training sessions.

Classroom Dollars and Proposition 301 Results

Hyder Elementary School District

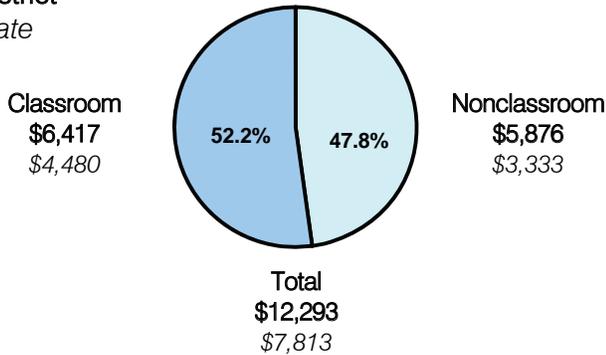
Yuma County

District size: Very Small
 Students attending: 139
 Number of schools: 1
 Number of certified teachers: 9

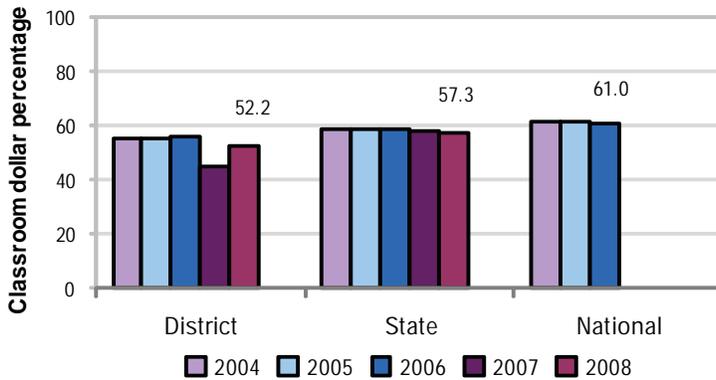
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	55.1	55.1	55.8	44.9	52.2	57.3	61.0
Nonclassroom dollars:							
Administration	11.3	11.3	9.9	25.3	12.1	9.2	10.8
Plant operations	15.1	16.2	16.2	14.7	18.4	11.3	9.9
Food service	8.1	7.8	8.1	7.3	7.5	4.8	3.8
Transportation	7.6	7.4	8.7	6.4	8.0	4.4	4.2
Student support	1.1	0.8	0.6	0.5	0.5	7.4	5.2
Instruction support	1.7	1.4	0.7	0.9	1.3	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	15.9	16.2	15.4	17.3
Average teacher salary	\$39,660	\$47,924	\$48,927	\$44,967
Average years' experience	12.9	13.1	13.4	8.1

Classroom dollar ranking: 157 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,922 in salary, and each instructional aide earned an additional \$1,484, which includes fiscal year 2007 performance pay.

Performance

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

Menu

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

Classroom Dollars and Proposition 301 Results

Indian Oasis-Baboquivari Unified School District

Pima County

District size: Medium
 Students attending: 986
 Number of schools: 4
 Number of certified teachers: 75

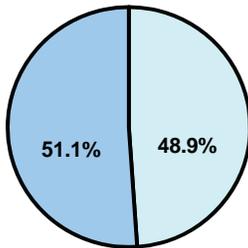
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

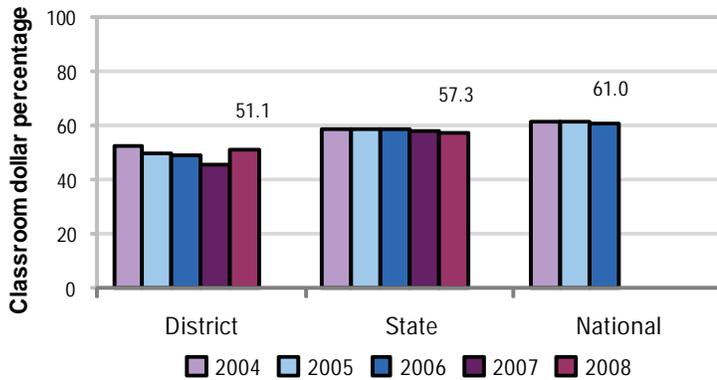
Classroom
 \$6,151
 \$4,480



Nonclassroom
 \$5,893
 \$3,333

Total
 \$12,044
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	52.2	49.6	49.3	45.2	51.1	57.3	61.0
Nonclassroom dollars:							
Administration	10.0	11.2	11.2	11.2	8.9	9.2	10.8
Plant operations	13.4	11.0	14.4	12.9	13.5	11.3	9.9
Food service	4.1	5.6	3.4	4.0	4.1	4.8	3.8
Transportation	6.3	7.2	7.4	7.2	7.1	4.4	4.2
Student support	10.9	10.5	8.7	13.0	10.7	7.4	5.2
Instruction support	3.1	4.8	5.6	6.5	4.6	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	12.9	13.0	13.1	17.3
Average teacher salary	\$39,957	\$39,738	\$39,528	\$44,967
Average years' experience	7.4	7.8	8.4	8.1

Classroom dollar ranking: 169 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and librarian earned an additional \$4,101 in salary, and each instructional aide, audiologist, and counselor earned between \$1,674 and \$2,427 in additional salary.

Performance

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

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Isaac Elementary School District

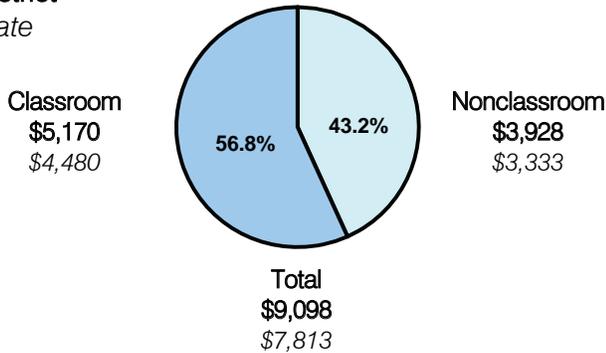
Maricopa County

District size: Large
 Students attending: 7,498
 Number of schools: 12
 Number of certified teachers: 454

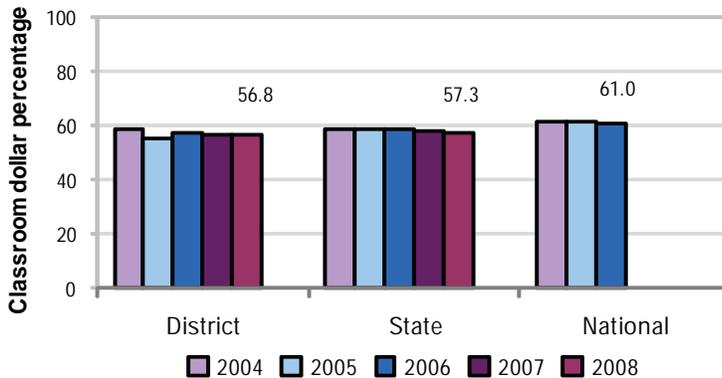
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	58.3	55.5	56.9	56.3	56.8	57.3	61.0
Nonclassroom dollars:							
Administration	8.2	8.9	8.6	9.0	8.9	9.2	10.8
Plant operations	11.2	11.9	10.0	10.7	10.5	11.3	9.9
Food service	7.0	7.2	6.9	6.5	6.9	4.8	3.8
Transportation	1.9	1.9	1.9	1.9	2.3	4.4	4.2
Student support	9.4	9.8	9.8	10.0	9.0	7.4	5.2
Instruction support	4.0	4.8	5.9	5.6	5.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.3	17.8	16.5	17.3
Average teacher salary	\$44,493	\$45,552	\$47,538	\$44,967
Average years' experience	7.9	7.7	7.7	8.1

Classroom dollar ranking: 86 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, counselor, and language acquisition specialist earned an additional \$6,389 in salary, and each speech pathologist, nurse, and social worker earned an additional \$2,405 in salary.

Performance

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

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

J.O. Combs Unified School District

Pinal County

District size: Medium
 Students attending: 3,050
 Number of schools: 5
 Number of certified teachers: 160

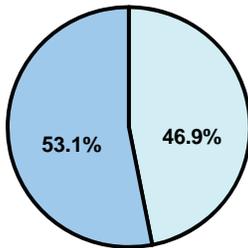
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

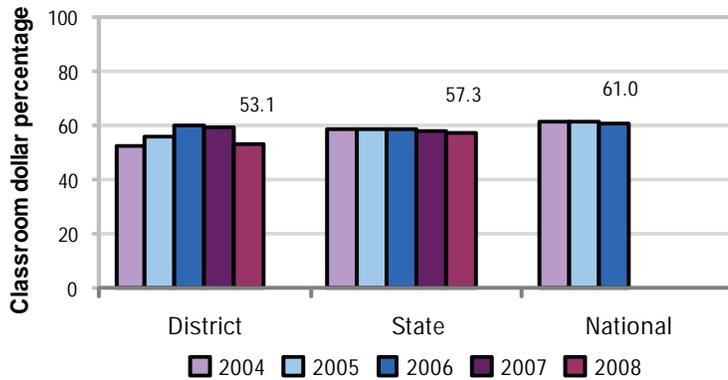
Classroom
 \$3,198
 \$4,480



Nonclassroom
 \$2,821
 \$3,333

Total
 \$6,019
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	52.3	56.2	59.8	59.1	53.1	57.3	61.0
Nonclassroom dollars:							
Administration	16.2	14.5	13.6	13.6	13.9	9.2	10.8
Plant operations	12.7	9.9	9.5	10.3	12.3	11.3	9.9
Food service	3.9	4.5	4.1	4.1	4.1	4.8	3.8
Transportation	8.1	7.2	5.6	5.6	5.7	4.4	4.2
Student support	5.8	4.1	3.4	3.3	7.1	7.4	5.2
Instruction support	1.0	3.6	4.0	4.0	3.8	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	18.2	20.1	19.1	17.3
Average teacher salary	\$31,980	\$33,782	\$37,187	\$44,967
Average years' experience	4.0	4.3	4.8	8.1

Classroom dollar ranking: 147 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned between \$2,314 and \$3,721 in additional salary, and each instructional aide earned an additional \$170.

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.
- 2 out of 4 schools met their goal to improve standardized test scores in math and to maintain or exceed 1 year's growth in reading.
- Teachers completed professional development courses, received acceptable performance evaluations, completed lesson plans using a standards-based format, and helped improve student performance by tutoring or sponsoring after-school curricular activities.

Menu

- Menu monies were used primarily to increase eligible employee compensation.
- Additional monies were used for professional development activities, including stipends for 35 teachers mentoring first-year teachers.
- 18 teachers were compensated for participating in AIMS intervention activities such as a Saturday school tutoring program.

Classroom Dollars and Proposition 301 Results

Joseph City Unified School District

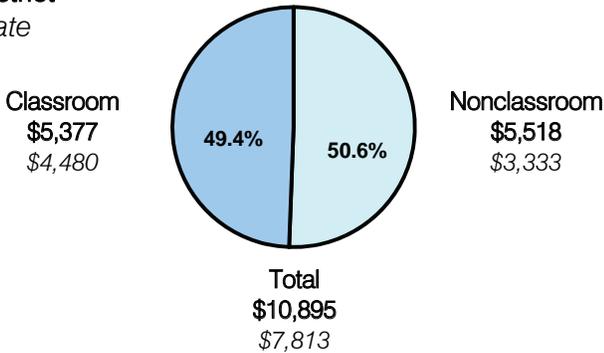
Navajo County

District size: Small
 Students attending: 477
 Number of schools: 2
 Number of certified teachers: 33

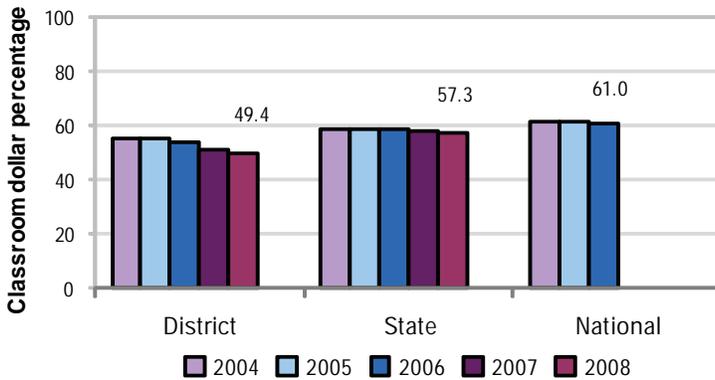
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	55.5	55.0	54.0	50.9	49.4	57.3	61.0
Nonclassroom dollars:							
Administration	13.3	14.4	11.8	10.8	13.3	9.2	10.8
Plant operations	15.1	14.7	14.2	16.6	17.5	11.3	9.9
Food service	2.3	2.0	2.3	2.7	2.7	4.8	3.8
Transportation	6.1	7.3	6.5	6.6	7.3	4.4	4.2
Student support	6.7	5.8	7.1	8.5	6.2	7.4	5.2
Instruction support	1.0	0.8	4.1	3.9	3.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	14.1	13.9	14.4	17.3
Average teacher salary	\$40,796	\$42,390	\$43,849	\$44,967
Average years' experience	11.0	10.0	9.9	8.1

Classroom dollar ranking: 183 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and counselor earned \$6,312 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.
- Student achievement goals were based on standardized test results.
- Teachers were compensated based on the percentage of students who achieved stated standards on performance tests.
- Teachers participated in a minimum of 15 hours of professional development activities including attending conferences and teaching workshops.

Menu

- 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: 2,107
 Number of schools: 4
 Number of certified teachers: 152

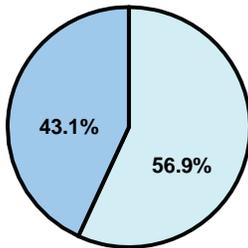
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

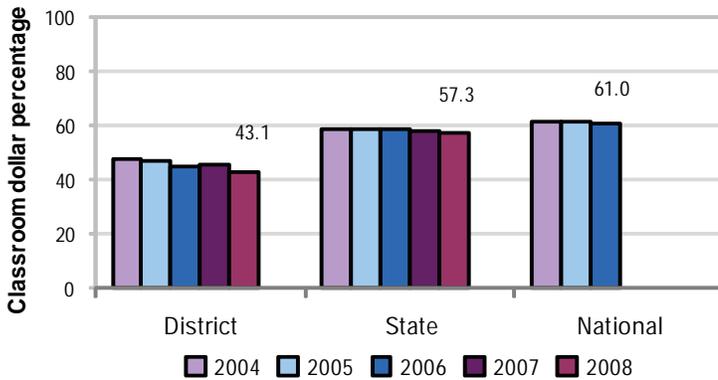
Classroom
\$4,809
\$4,480



Nonclassroom
\$6,336
\$3,333

Total
\$11,145
\$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	47.9	46.9	44.5	45.3	43.1	57.3	61.0
Nonclassroom dollars:							
Administration	9.7	10.8	12.0	11.6	9.6	9.2	10.8
Plant operations	17.9	18.0	18.5	18.2	19.3	11.3	9.9
Food service	4.7	4.5	4.5	4.4	4.5	4.8	3.8
Transportation	6.4	6.7	7.4	7.3	8.1	4.4	4.2
Student support	6.0	6.5	7.0	7.3	10.1	7.4	5.2
Instruction support	7.1	6.6	6.1	5.9	5.3	5.4	4.9
Other	0.3					0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	15.4	14.3	13.9	17.3
Average teacher salary	\$39,530	\$40,520	\$43,197	\$44,967
Average years' experience	8.8	9.2	9.1	8.1

Classroom dollar ranking: 206 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$6,115 in salary, and each librarian, counselor, social worker, psychologist, advisor, and literacy coach earned between \$1,486 and \$3,480 in additional pay.

Performance

- The District accomplished most of its goals, which were based on district and school performance.
- 2 of the District's 4 schools met Adequate Yearly Progress objectives.
- Student achievement was measured through assessments aligned with state standards.
- The graduation rate increased to 78 percent.
- Other goals included participation in leadership and professional development activities.

Menu

- Monies were used to pay for 2.5 counselors to assist students with dropout prevention techniques such as transcript review and credit recovery.
- 4 staff development specialists were paid to assist teachers on improving instruction strategies, and also to mentor new teachers in the District.
- Monies were also used to pay for AIMS intervention tutors and classroom supplies.

Classroom Dollars and Proposition 301 Results

Kingman Unified School District

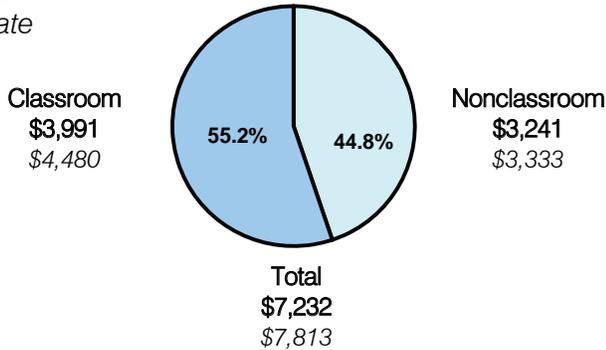
Mohave County

District size: Large
 Students attending: 7,168
 Number of schools: 10
 Number of certified teachers: 405

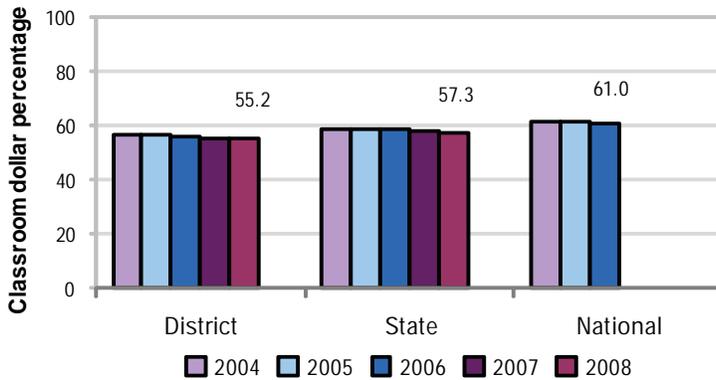
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	56.4	56.7	55.8	54.9	55.2	57.3	61.0
Nonclassroom dollars:							
Administration	10.2	9.4	9.7	9.9	10.4	9.2	10.8
Plant operations	12.1	12.7	12.6	12.7	10.7	11.3	9.9
Food service	3.7	3.6	4.1	4.2	4.1	4.8	3.8
Transportation	5.7	6.0	6.1	6.2	6.3	4.4	4.2
Student support	8.0	7.4	7.9	8.3	9.6	7.4	5.2
Instruction support	3.8	4.2	3.7	3.7	3.6	5.4	4.9
Other	0.1		0.1	0.1	0.1	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	19.8	18.7	17.7	17.3
Average teacher salary	\$40,925	\$39,339	\$53,113	\$44,967
Average years' experience	8.1	7.9	7.8	8.1

Classroom dollar ranking: 114 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, counselor, and technology coordinator earned between \$7,814 and \$8,940 in additional salary, and each speech pathologist earned an additional \$1,845.

Performance

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

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Kirkland Elementary School District

Yavapai County

District size: Very Small
 Students attending: 62
 Number of schools: 1
 Number of certified teachers: 5

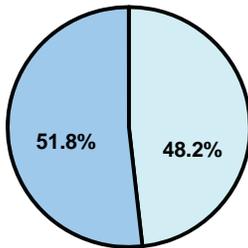
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

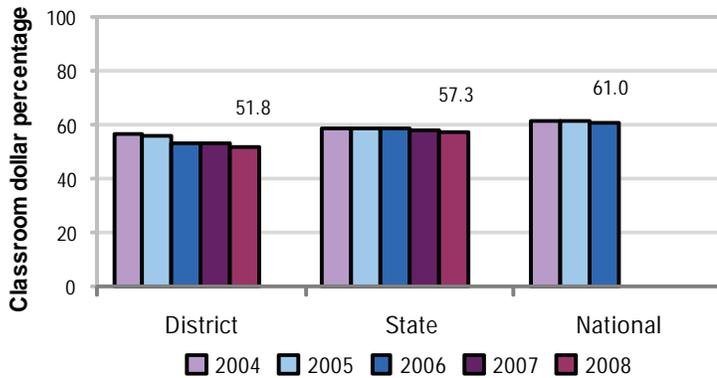
Classroom
 \$6,827
 \$4,480



Nonclassroom
 \$6,346
 \$3,333

Total
 \$13,173
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	56.7	55.6	53.0	52.9	51.8	57.3	61.0
Nonclassroom dollars:							
Administration	16.7	17.1	18.8	18.0	17.5	9.2	10.8
Plant operations	10.3	8.6	9.1	10.1	10.9	11.3	9.9
Food service	8.5	8.2	7.8	7.0	5.5	4.8	3.8
Transportation	6.3	6.1	7.4	8.0	9.8	4.4	4.2
Student support	1.4	3.6	3.1	3.3	4.1	7.4	5.2
Instruction support	0.1	0.8	0.8	0.7	0.4	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	14.0	11.9	12.3	17.3
Average teacher salary	\$36,005	\$41,585	\$44,841	\$44,967
Average years' experience	8.8	9.8	8.9	8.1

Classroom dollar ranking: 160 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$6,482 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.
- The school met Adequate Yearly Progress objectives.
- All students demonstrated at least 1 year's progress on standardized tests.
- Teachers received acceptable ratings on performance evaluations.
- Of the parents and students responding to a survey, 95 percent were satisfied with the District.

Menu

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

Classroom Dollars and Proposition 301 Results

Kyrene Elementary School District

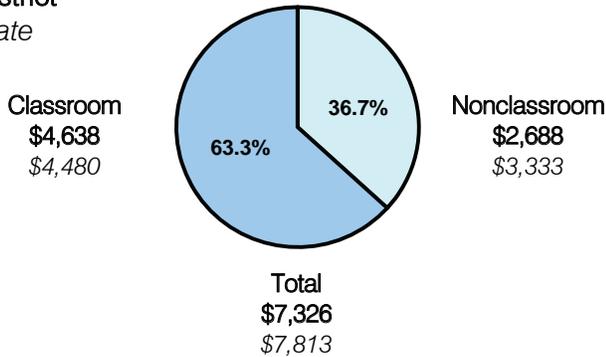
Maricopa County

District size: Large
 Students attending: 17,036
 Number of schools: 25
 Number of certified teachers: 985

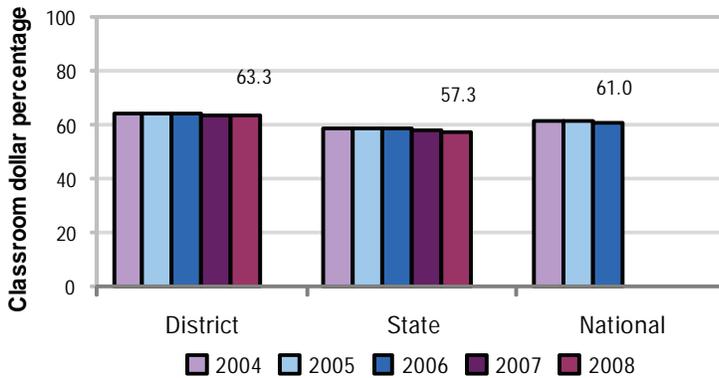
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	64.4	64.3	64.0	63.5	63.3	57.3	61.0
Nonclassroom dollars:							
Administration	7.6	7.5	7.3	7.4	7.4	9.2	10.8
Plant operations	10.3	9.8	10.1	10.1	10.4	11.3	9.9
Food service	4.5	4.5	4.3	4.3	4.6	4.8	3.8
Transportation	2.9	2.9	3.1	3.5	3.9	4.4	4.2
Student support	6.2	6.5	6.6	6.6	5.8	7.4	5.2
Instruction support	4.1	4.5	4.6	4.6	4.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	16.6	15.8	16.1	17.3
Average teacher salary	\$45,734	\$45,615	\$46,432	\$44,967
Average years' experience	9.4	9.3	9.1	8.1

Classroom dollar ranking: 8 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned an additional \$5,425 to \$5,874 in salary.

Performance

- The District accomplished most of its goals, which were the same as the prior fiscal year's goals and were based on district performance.
- Student achievement goals were based on students' reading, writing, and math scores on state and district assessments.
- The percentage of parents who reported high levels of satisfaction with the District on a survey increased.

Menu

- Monies were used primarily to increase eligible employee compensation.
- The District also used monies to pay 22 teachers to reduce class sizes, and provided teachers and instructional aides for AIMS intervention activities.
- Teachers participated in professional development activities to increase their knowledge of instructional strategies to help increase overall student achievement.
- Monies were also used for dropout prevention programs to address students' academic difficulties, attendance, and discipline.

Classroom Dollars and Proposition 301 Results

Lake Havasu Unified School District

Mohave County

District size: Large
 Students attending: 6,150
 Number of schools: 9
 Number of certified teachers: 349

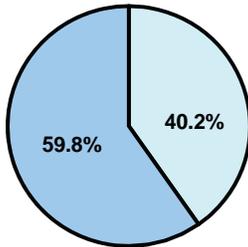
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

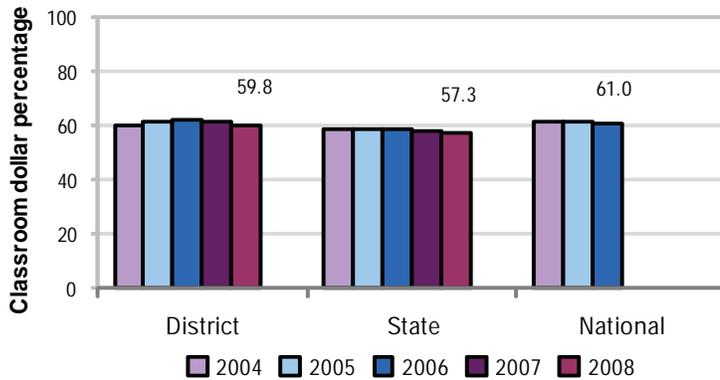
Classroom
 \$3,980
 \$4,480



Nonclassroom
 \$2,680
 \$3,333

Total
 \$6,660
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	60.1	61.1	61.8	60.2	59.8	57.3	61.0
Nonclassroom dollars:							
Administration	10.8	9.7	8.6	10.2	9.7	9.2	10.8
Plant operations	12.8	12.3	11.9	11.7	12.1	11.3	9.9
Food service	6.4	6.7	6.1	6.5	6.1	4.8	3.8
Transportation	2.3	2.5	2.6	2.7	2.6	4.4	4.2
Student support	5.6	5.7	6.5	5.6	5.8	7.4	5.2
Instruction support	1.9	1.9	2.3	2.8	3.8	5.4	4.9
Other	0.1	0.1	0.2	0.3	0.1	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	19.8	18.3	17.6	17.3
Average teacher salary	\$43,597	\$43,090	\$42,388	\$44,967
Average years' experience	8.0	7.3	8.1	8.1

Classroom dollar ranking: 42 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned between \$1,203 and \$2,738 in additional salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Each school met student achievement goals that were based on measures such as standardized tests or pre- and post-tests.
- Each school met goals requiring regular, documented communication with parents.
- Teachers participated in professional development activities in support of student achievement, including curriculum mapping projects to enhance classroom planning and developing teacher leadership through elementary academic coaches and secondary teacher leaders.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Laveen Elementary School District

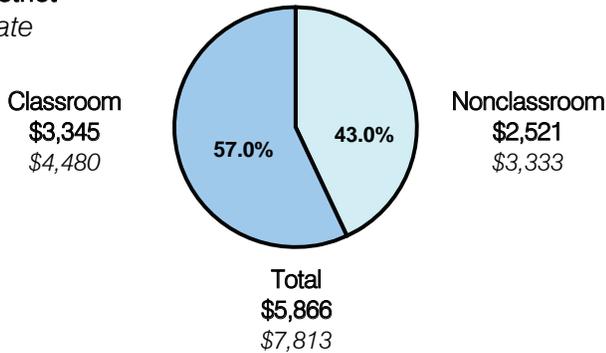
Maricopa County

District size: Medium
 Students attending: 4,413
 Number of schools: 6
 Number of certified teachers: 213

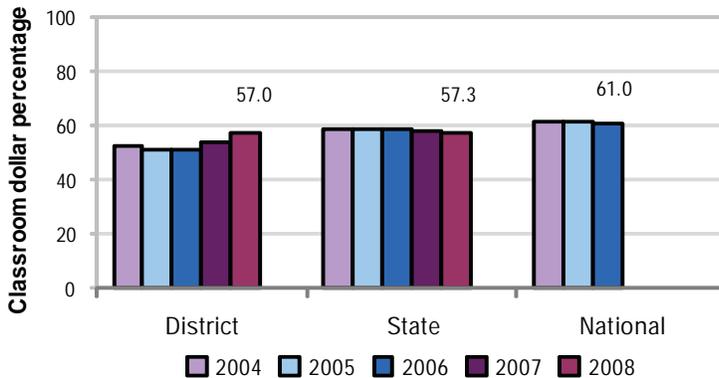
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	52.3	50.7	51.0	53.6	57.0	57.3	61.0
Nonclassroom dollars:							
Administration	14.9	14.5	13.6	13.8	11.1	9.2	10.8
Plant operations	8.6	7.9	11.3	10.4	10.4	11.3	9.9
Food service	6.6	6.1	6.3	6.0	6.1	4.8	3.8
Transportation	3.5	2.9	3.0	3.1	3.1	4.4	4.2
Student support	8.2	7.8	9.1	6.2	6.3	7.4	5.2
Instruction support	5.9	10.1	5.7	6.9	6.0	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.8	22.8	20.8	17.3
Average teacher salary	\$36,342	\$38,922	\$40,029	\$44,967
Average years' experience	4.3	5.1	4.2	8.1

Classroom dollar ranking: 80 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and librarian earned an additional \$3,328 in salary, which includes performance pay for fiscal year 2007 performance.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on district and individual performance.
- The District did not meet its goals of having its schools each achieve Adequate Yearly Progress and be labeled as "Performing" or better by ADE for AZ LEARNS.
- The student attendance rate was at least 93.5 percent.
- 176 teachers completed at least 30 hours of governing board-approved leadership activities.
- 76 teachers completed 15 to 30 hours of professional development activities.

Menu

- Monies were used to increase eligible employee compensation by paying for an increase in medical insurance premiums. Monies were also used to hire 5 full-time instructional aides to increase staff/student ratio.

Classroom Dollars and Proposition 301 Results

Liberty Elementary School District

Maricopa County

District size: Medium
 Students attending: 3,584
 Number of schools: 5
 Number of certified teachers: 221

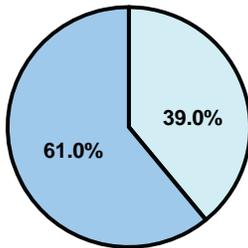
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

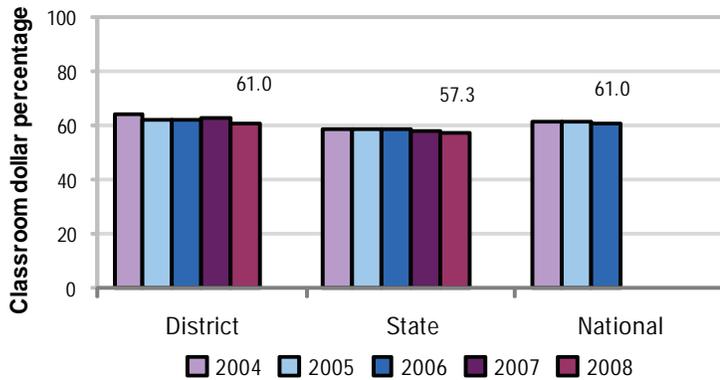
Classroom
 \$3,956
 \$4,480



Nonclassroom
 \$2,534
 \$3,333

Total
 \$6,490
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	64.3	62.4	62.1	62.9	61.0	57.3	61.0
Nonclassroom dollars:							
Administration	9.7	9.5	9.4	9.9	10.5	9.2	10.8
Plant operations	8.2	8.0	8.1	8.6	7.7	11.3	9.9
Food service	4.3	4.5	4.8	4.3	4.3	4.8	3.8
Transportation	4.5	3.8	4.5	4.6	4.3	4.4	4.2
Student support	4.6	4.0	4.1	3.9	5.3	7.4	5.2
Instruction support	4.4	7.7	7.0	5.8	6.9	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	16.4	16.2	16.2	17.3
Average teacher salary	\$39,023	\$39,371	\$42,556	\$44,967
Average years' experience	4.7	5.2	4.2	8.1

Classroom dollar ranking: 29 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned between \$5,435 and \$5,843 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.
- All schools received "Performing" or better labels from ADE for AZ LEARNS.
- Responses from a parent-student survey showed at least an 80 percent satisfaction rating for each school.
- Other goals focused on teacher evaluations, professional development, leadership, student management, and aligning lessons to state standards.

Menu

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

Classroom Dollars and Proposition 301 Results

Litchfield Elementary School District

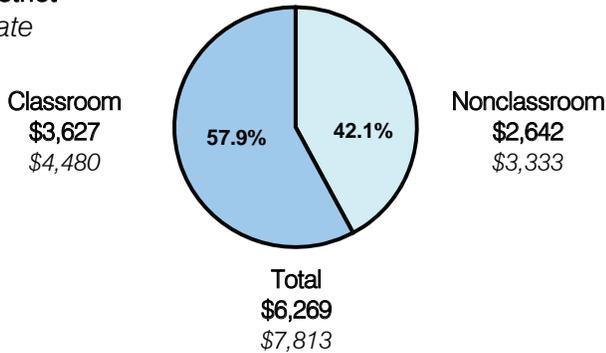
Maricopa County

District size: Large
 Students attending: 8,946
 Number of schools: 11
 Number of certified teachers: 450

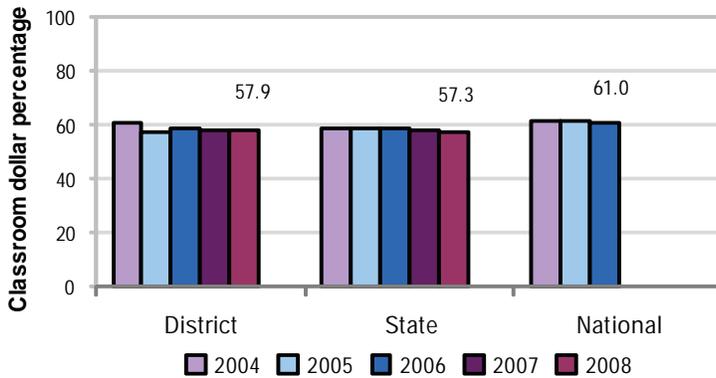
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	60.7	57.2	58.4	58.0	57.9	57.3	61.0
Nonclassroom dollars:							
Administration	10.1	10.0	9.8	10.2	8.3	9.2	10.8
Plant operations	12.8	12.5	12.1	12.6	13.5	11.3	9.9
Food service	4.7	5.0	5.7	5.2	5.9	4.8	3.8
Transportation	5.2	4.3	4.7	5.0	4.9	4.4	4.2
Student support	4.3	5.7	6.1	6.2	5.8	7.4	5.2
Instruction support	2.2	5.3	3.2	2.8	3.7	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	19.0	19.3	19.9	17.3
Average teacher salary	\$37,933	\$41,014	\$45,891	\$44,967
Average years' experience	6.1	6.6	6.0	8.1

Classroom dollar ranking: 64 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, counselor, speech pathologist, and instructional coach earned between \$5,136 and \$5,200 in additional salary.

Performance

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

Menu

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

Classroom Dollars and Proposition 301 Results

Littlefield Unified School District

Mohave County

District size: Small
 Students attending: 535
 Number of schools: 2
 Number of certified teachers: 40

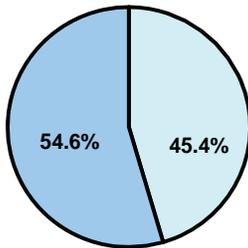
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

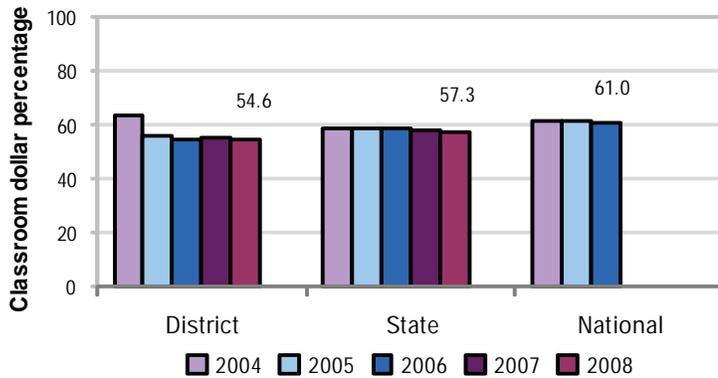
Classroom
 \$4,345
 \$4,480



Nonclassroom
 \$3,608
 \$3,333

Total
 \$7,953
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	63.7	55.6	54.4	55.4	54.6	57.3	61.0
Nonclassroom dollars:							
Administration	10.5	15.6	15.3	15.7	18.0	9.2	10.8
Plant operations	9.0	10.8	10.6	10.1	8.7	11.3	9.9
Food service	6.7	6.6	7.7	5.9	5.8	4.8	3.8
Transportation	5.6	6.6	6.1	6.7	6.2	4.4	4.2
Student support	1.1	1.6	2.3	3.3	3.8	7.4	5.2
Instruction support	3.4	3.2	3.6	2.9	2.9	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	15.9	14.4	13.5	17.3
Average teacher salary	\$34,348	\$37,675	\$38,347	\$44,967
Average years' experience	6.4	6.8	6.8	8.1

Classroom dollar ranking: 126 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$3,368 in salary, and each librarian earned an additional \$3,242.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- The District used end-of-the-year tests to measure student achievement.
- Student attendance was maintained at 94 percent, and 85 percent of eligible students graduated.
- Parents and students participated in school-sponsored committees, programs, and activities.
- Teachers actively participated in professional development activities, faculty meetings, grade level/department meetings, and at least 1 committee, tutored if necessary, and received satisfactory performance evaluations.

Menu

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

Classroom Dollars and Proposition 301 Results

Littleton Elementary School District

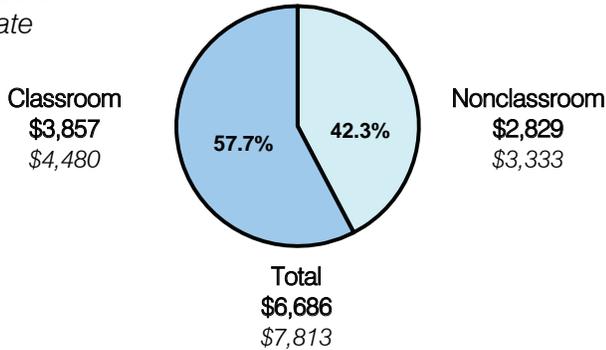
Maricopa County

District size: Medium
 Students attending: 4,678
 Number of schools: 6
 Number of certified teachers: 250

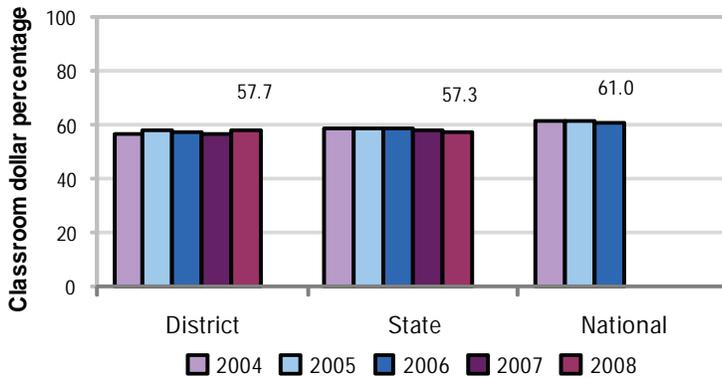
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	56.4	58.2	57.0	56.8	57.7	57.3	61.0
Nonclassroom dollars:							
Administration	9.4	9.0	10.1	9.6	8.9	9.2	10.8
Plant operations	9.6	8.8	9.8	9.4	9.2	11.3	9.9
Food service	7.2	6.7	6.3	6.6	6.1	4.8	3.8
Transportation	5.7	5.5	4.9	4.6	4.1	4.4	4.2
Student support	5.2	6.1	7.8	8.7	8.6	7.4	5.2
Instruction support	6.5	5.7	4.1	4.3	5.4	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	20.9	21.0	18.7	17.3
Average teacher salary	\$38,664	\$37,630	\$40,565	\$44,967
Average years' experience	4.5	3.9	3.4	8.1

Classroom dollar ranking: 66 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,628 in salary, and each counselor earned an additional \$4,012, which includes performance pay for fiscal year 2007 performance.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- All schools met Adequate Yearly Progress objectives.
- Schools maintained at least a 95 percent attendance rate.
- Teachers participated in professional development activities and developed individual growth goals.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Madison Elementary School District

Maricopa County

District size: Large
 Students attending: 5,050
 Number of schools: 8
 Number of certified teachers: 262

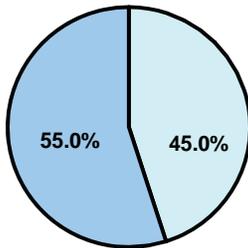
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

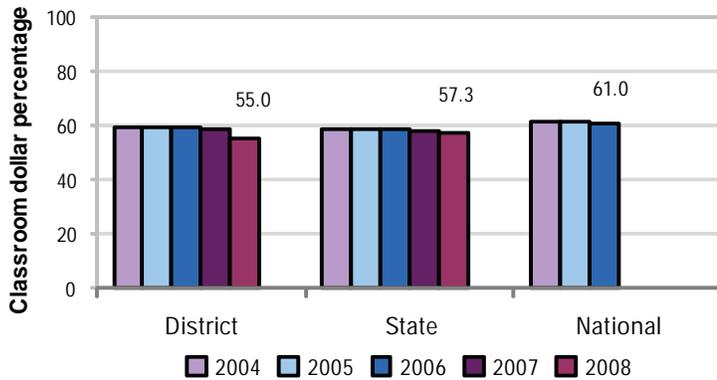
Classroom
 \$4,078
 \$4,480



Nonclassroom
 \$3,335
 \$3,333

Total
 \$7,413
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	59.5	59.3	59.2	58.4	55.0	57.3	61.0
Nonclassroom dollars:							
Administration	9.3	9.7	9.1	10.0	10.1	9.2	10.8
Plant operations	10.1	10.3	10.3	10.6	10.9	11.3	9.9
Food service	6.1	6.4	5.9	6.0	5.7	4.8	3.8
Transportation	3.9	3.3	3.1	3.0	4.0	4.4	4.2
Student support	7.1	7.6	8.5	7.1	7.2	7.4	5.2
Instruction support	4.0	3.4	3.9	4.9	7.1	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	17.4	16.2	18.4	17.3
Average teacher salary	\$42,440	\$42,723	\$42,411	\$44,967
Average years' experience	7.1	6.2	6.4	8.1

Classroom dollar ranking: 119 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, counselor, and speech pathologist earned between \$4,137 and \$5,033 in additional salary, which includes fiscal year 2007 performance pay.

Performance

- The District accomplished most of its goals, which were the same as the prior year's goals and were based on district, school, and individual performance.
- Student achievement in reading, writing, and math improved, as measured by standardized tests and schools achieving Adequate Yearly Progress objectives.
- Student attendance was at least 93 percent.
- An annual parent satisfaction survey showed a 90 percent approval rating at all but 1 school.

Menu

- Monies continue to be used to compensate teachers for attending 3 days of training on data-based decision making, analysis of student achievement data, and training related to reading adoption materials.
- The District continued to use monies to pay a coordinator to work with families and students to help improve AIMS test scores.
- Monies were also used for professional development activities.

Classroom Dollars and Proposition 301 Results

Maine Consolidated School District

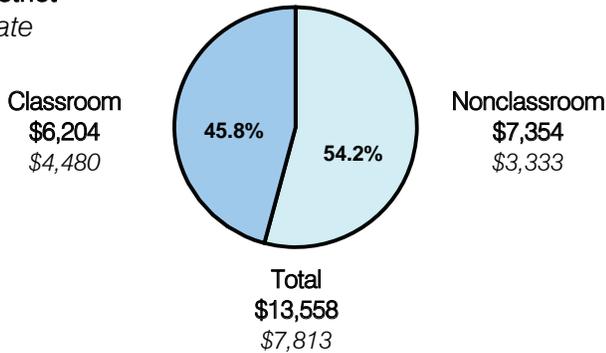
Coconino County

District size: Very Small
 Students attending: 114
 Number of schools: 1
 Number of certified teachers: 13

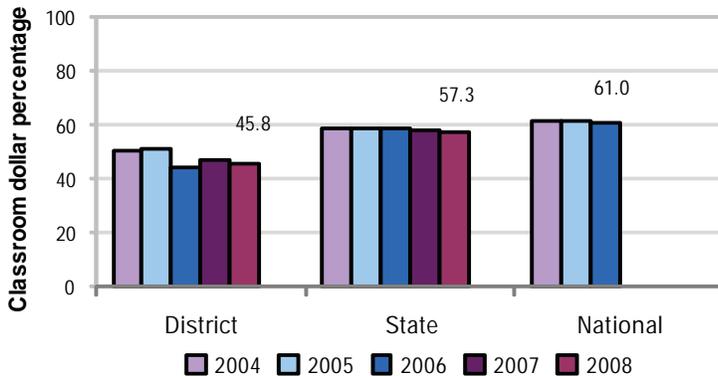
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	50.6	50.7	43.8	46.8	45.8	57.3	61.0
Nonclassroom dollars:							
Administration	13.8	14.5	18.3	16.1	13.8	9.2	10.8
Plant operations	14.3	8.4	12.5	13.3	12.9	11.3	9.9
Food service	2.9	4.5	5.2	5.4	6.1	4.8	3.8
Transportation	12.3	13.7	13.0	12.7	13.0	4.4	4.2
Student support	4.1	4.5	3.8	2.8	4.9	7.4	5.2
Instruction support	2.0	3.6	3.4	2.9	3.5	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	9.6	8.9	9.1	17.3
Average teacher salary	\$33,639	\$37,717	\$37,130	\$44,967
Average years' experience	4.5	3.8	5.0	8.1

Classroom dollar ranking: 201 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$3,163 in salary, and the librarian and counselor earned an additional \$1,192, which includes fiscal year 2007 performance pay.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Schools met Adequate Yearly Progress requirements.
- Teachers mapped science curriculum to state standards, and also attended conferences on differentiated instruction, gifted instruction, and special education modification.
- At least 75 percent of employees, students, and parents responded to a satisfaction survey.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Mammoth-San Manuel Unified School District

Pinal County

District size: Medium
 Students attending: 1,165
 Number of schools: 5
 Number of certified teachers: 74

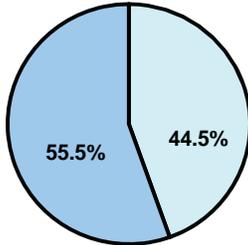
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

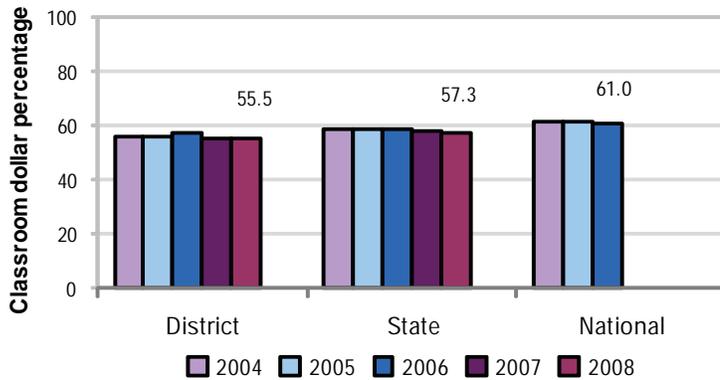
Classroom
 \$4,319
 \$4,480



Nonclassroom
 \$3,461
 \$3,333

Total
 \$7,780
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	55.9	56.2	57.1	54.9	55.5	57.3	61.0
Nonclassroom dollars:							
Administration	10.5	10.6	10.5	11.3	11.8	9.2	10.8
Plant operations	12.2	12.9	13.8	14.0	13.9	11.3	9.9
Food service	5.9	6.7	6.3	6.2	6.2	4.8	3.8
Transportation	3.2	3.7	3.2	4.3	4.1	4.4	4.2
Student support	8.2	5.9	5.3	5.4	5.2	7.4	5.2
Instruction support	4.1	4.0	3.8	3.9	3.3	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	15.7	15.0	15.7	17.3
Average teacher salary	\$41,602	\$41,949	\$43,129	\$44,967
Average years' experience	10.6	10.5	9.9	8.1

Classroom dollar ranking: 108 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$5,850 and \$6,022 in additional salary.

Performance

- The District accomplished most of its goals, which were based on school performance.
- 4 of 5 schools met Adequate Yearly Progress objectives, and all schools were labeled "Performing" or better by ADE for AZ LEARNS.
- The high school's graduation and dropout rates were at least equal to the state average.
- Student attendance was at least 94 percent.
- Students' AIMS test reading, writing, and math scores improved from the prior year's scores.
- Instructional strategies were implemented to address concerns identified in parent surveys.
- The District reports that homeroom tutoring helped students improve AIMS scores.

Menu

- Monies were used solely for increasing eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Marana Unified School District

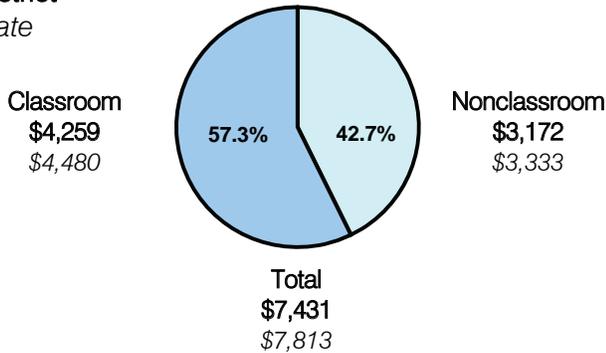
Pima County

District size: Large
 Students attending: 12,498
 Number of schools: 16
 Number of certified teachers: 757

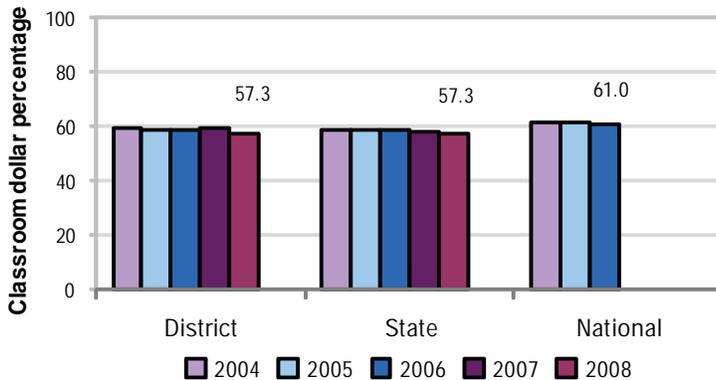
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	59.2	58.8	58.7	59.1	57.3	57.3	61.0
Nonclassroom dollars:							
Administration	7.6	8.1	8.0	8.0	8.5	9.2	10.8
Plant operations	14.0	13.0	12.1	12.5	12.3	11.3	9.9
Food service	3.9	3.6	4.1	3.4	3.6	4.8	3.8
Transportation	7.5	7.8	7.6	7.7	7.7	4.4	4.2
Student support	4.8	5.7	5.9	5.7	6.6	7.4	5.2
Instruction support	2.8	2.7	3.5	3.5	3.9	5.4	4.9
Other	0.2	0.3	0.1	0.1	0.1	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.4	16.7	16.5	17.3
Average teacher salary	\$40,025	\$43,440	\$43,182	\$44,967
Average years' experience	9.5	9.1	8.7	8.1

Classroom dollar ranking: 74 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned \$6,339 in additional salary, and each librarian, speech pathologist, and counselor earned between \$3,453 and \$5,874 in additional salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals, and were based on district, school, and individual performance.
- Goals were linked to district and school performance, student achievement, professional development, and leadership.

Menu

- Monies were used primarily to increase eligible employee compensation.
- Monies were used to pay approximately 145 tutors for AIMS intervention activities.
- The District hired 1 teacher and 5 instructional aides to reduce class sizes.
- As part of professional development, the District also hired a data research evaluation specialist and an instructional coach to work with teachers.

Classroom Dollars and Proposition 301 Results

Maricopa County Regional School District

Maricopa County

District size: Medium
 Students attending: 927
 Number of schools: 9
 Number of certified teachers: 59

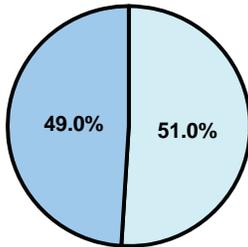
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

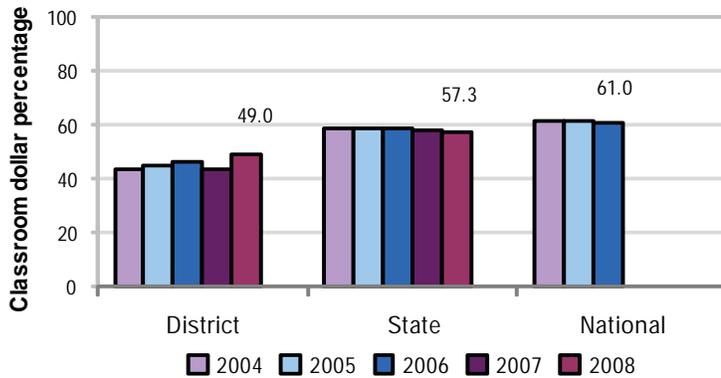
Classroom
 \$4,643
 \$4,480



Nonclassroom
 \$4,836
 \$3,333

Total
 \$9,479
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	43.6	44.7	45.9	43.6	49.0	57.3	61.0
Nonclassroom dollars:							
Administration	26.2	23.8	21.0	21.4	19.2	9.2	10.8
Plant operations	15.5	13.1	12.6	10.7	9.7	11.3	9.9
Food service	0.2	0.1	0.2			4.8	3.8
Transportation	7.9	9.9	11.0	8.5	6.6	4.4	4.2
Student support	5.7	7.2	8.1	10.8	10.7	7.4	5.2
Instruction support	0.9	1.2	1.2	5.0	4.8	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	22.0	19.9	15.6	17.3
Average teacher salary	\$40,308	\$46,700	\$53,689	\$44,967
Average years' experience	5.0	5.5	6.3	8.1

Classroom dollar ranking: 186 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$8,185 in salary.

Performance

- The District accomplished most of its goals, which were the same as the prior fiscal year's goals and were based on district and school performance.
- Teachers developed projects which benefited students, the school, or the District.
- Teachers completed at least 30 hours of professional development activities.

Menu

- Monies were used to increase eligible employee compensation.
- 2 part-time teachers and one instructional aide were hired to reduce class sizes.

Classroom Dollars and Proposition 301 Results

Maricopa Unified School District

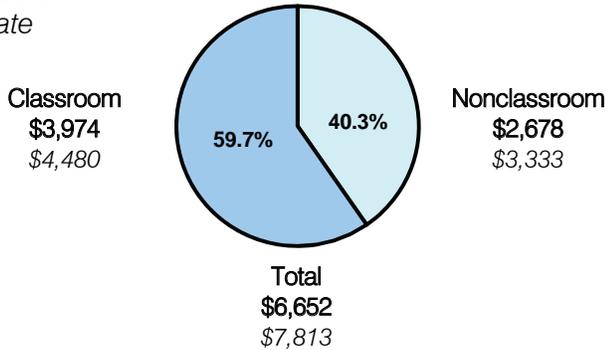
Pinal County

District size: Large
 Students attending: 5,116
 Number of schools: 6
 Number of certified teachers: 248

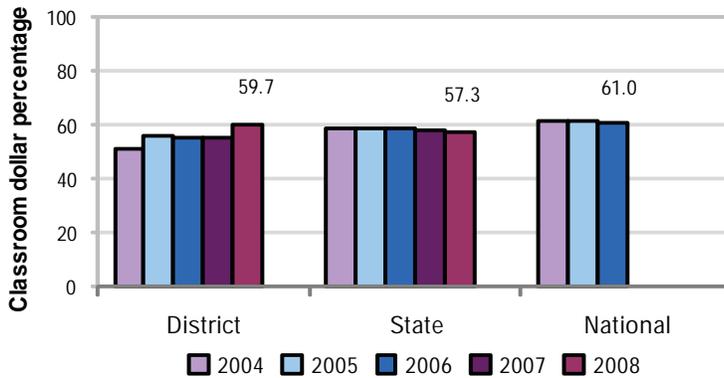
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	51.1	55.8	55.5	55.2	59.7	57.3	61.0
Nonclassroom dollars:							
Administration	14.7	12.8	13.7	11.0	8.8	9.2	10.8
Plant operations	12.0	10.6	9.9	9.5	8.9	11.3	9.9
Food service	5.7	5.3	5.2	5.5	4.8	4.8	3.8
Transportation	6.2	5.9	5.6	4.8	4.8	4.4	4.2
Student support	7.6	6.6	7.2	9.4	8.5	7.4	5.2
Instruction support	2.7	2.9	2.9	4.6	4.5	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	20.8	22.2	20.5	17.3
Average teacher salary	\$36,292	\$35,687	\$40,244	\$44,967
Average years' experience	4.9	5.0	5.2	8.1

Classroom dollar ranking: 43 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$3,452 in salary, and each librarian, counselor, speech pathologist, and peer collaboration teacher earned between \$1,749 and \$2,953 in additional salary.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- The goals called for students to improve scores on standardized tests and district assessments.
- The high school's attendance rate was at least 94 percent and the dropout and graduation rates improved from the previous year.
- Teachers maintained an attendance rate of at least 90 percent for the year.
- Leadership goals required teachers to supervise at least 6 events or sponsor a school club.
- Other goals were linked to parent-student satisfaction, teacher evaluations, and professional development.

Menu

- The District continued to use these monies to pay for additional teachers to reduce class sizes.

Classroom Dollars and Proposition 301 Results

Mary C. O'Brien Accommodation School District

Pinal County

District size: Small
 Students attending: 207
 Number of schools: 2
 Number of certified teachers: 16

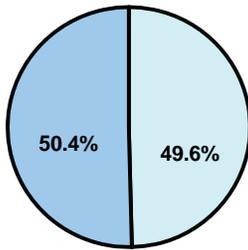
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

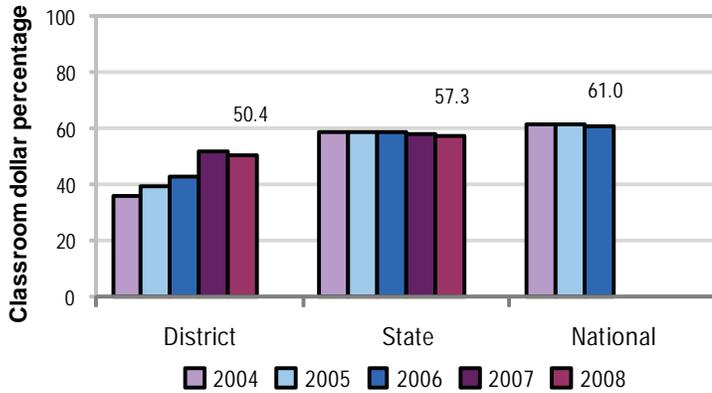
Classroom
 \$12,487
 \$4,480



Nonclassroom
 \$12,297
 \$3,333

Total
 \$24,784
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	36.0	39.2	42.8	51.6	50.4	57.3	61.0
Nonclassroom dollars:							
Administration	15.5	14.5	16.4	8.8	11.1	9.2	10.8
Plant operations	13.9	15.4	14.3	12.8	12.6	11.3	9.9
Food service	3.6	5.5	5.3	3.6	2.9	4.8	3.8
Transportation	9.6	9.2	9.4	7.9	8.1	4.4	4.2
Student support	18.1	13.6	9.0	7.5	6.3	7.4	5.2
Instruction support	3.3	2.6	2.8	7.8	8.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	13.0	12.5	13.0	17.3
Average teacher salary	\$46,386	\$53,180	\$56,099	\$44,967
Average years' experience	9.5	9.8	10.1	8.1

Classroom dollar ranking: 176 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and counselor earned an additional \$6,249 in salary, which includes performance pay for fiscal year 2007 performance.

Performance

- The District accomplished most of its goals, which were the same as the prior fiscal year's goals and were based on district performance.
- The District met 4 of its 5 goals requiring the percentage of students meeting or exceeding reading, math, and writing standards on standardized tests to increase from the prior fiscal year.
- The goal not met required the District to decrease its dropout rate.

Menu

- 50 percent of monies were distributed to teachers who have received an evaluation with no areas needing improvement and/or rated as unsatisfactory.
- The remaining 50 percent of monies were distributed to teachers who completed 24 hours of extracurricular instruction or activities with students and/or parents.

Classroom Dollars and Proposition 301 Results

Mayer Unified School District

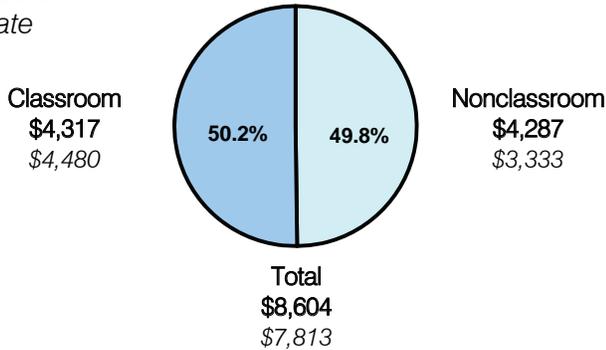
Yavapai County

District size: Small
 Students attending: 533
 Number of schools: 2
 Number of certified teachers: 35

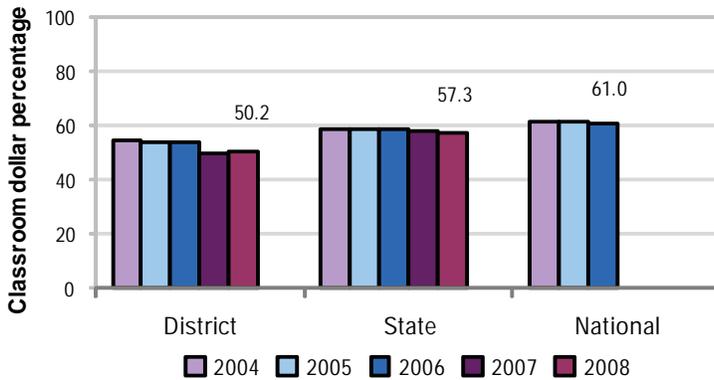
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	54.4	53.7	53.9	49.8	50.2	57.3	61.0
Nonclassroom dollars:							
Administration	15.0	15.2	12.7	15.4	12.1	9.2	10.8
Plant operations	11.3	12.4	13.3	14.7	13.2	11.3	9.9
Food service	5.4	5.7	6.2	5.9	5.9	4.8	3.8
Transportation	6.9	6.6	7.1	7.2	9.6	4.4	4.2
Student support	3.6	5.5	5.9	5.1	6.6	7.4	5.2
Instruction support	3.0	0.9	0.9	1.9	2.4	5.4	4.9
Other	0.4					0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	15.8	15.8	15.0	17.3
Average teacher salary	\$35,866	\$35,620	\$36,375	\$44,967
Average years' experience	8.6	9.0	7.3	8.1

Classroom dollar ranking: 178 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and counselor earned between \$5,500 and \$5,608 in additional salary.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Schools achieved Adequate Yearly Progress, and were labeled "Performing" by ADE for AZ LEARNS.
- Eligible employees participated in tutoring to help improve student achievement.
- Parents and students responding to a survey indicated that they were satisfied with the District.
- Counselors helped students work toward graduation and college by reviewing transcripts and escorting students on college visits.
- Other goals were linked to student attendance, teacher attendance and evaluations, professional development, parent involvement, leadership, and counseling progress.

Menu

- Monies were used solely to increase eligible employee compensation to attract and retain the best possible employees.

Classroom Dollars and Proposition 301 Results

McNary Elementary School District

Apache County

District size: Very Small
 Students attending: 152
 Number of schools: 1
 Number of certified teachers: 12

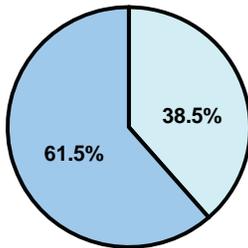
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

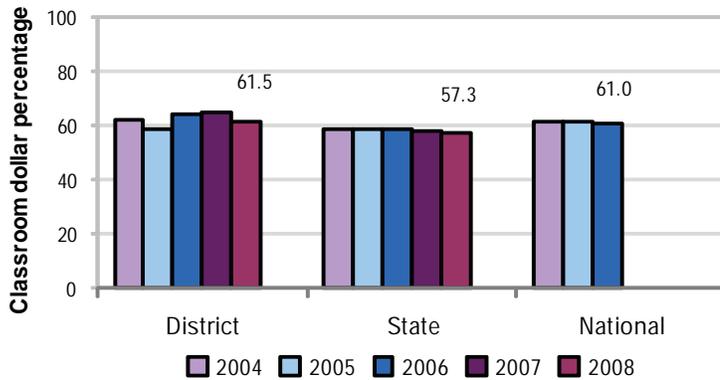
Classroom
\$6,831
\$4,480



Nonclassroom
\$4,278
\$3,333

Total
\$11,109
\$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	61.8	58.8	64.0	64.9	61.5	57.3	61.0
Nonclassroom dollars:							
Administration	10.6	9.4	9.5	10.8	11.4	9.2	10.8
Plant operations	13.1	18.5	14.4	11.4	13.0	11.3	9.9
Food service	6.2	4.9	3.9	5.8	7.0	4.8	3.8
Transportation	0.2	0.7	0.4	0.4	0.5	4.4	4.2
Student support	3.6	3.6	3.4	4.8	4.0	7.4	5.2
Instruction support	4.5	4.0	4.4	1.9	2.6	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	12.3	12.5	12.7	17.3
Average teacher salary	\$37,135	\$40,396	\$37,833	\$44,967
Average years' experience	8.4	7.8	7.3	8.1

Classroom dollar ranking: 23 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$6,423 in salary.

Performance

- The District accomplished its goals, which were based on district performance.
- 65 percent of students scored 65 percent or better on district math assessments each quarter.
- Teachers developed and maintained curriculum maps and district assessments for reading and math.
- The District maintained an average daily attendance rate of at least 90 percent by the 100th day of school.
- Parents surveyed about teacher performance by the District indicated a 70 percent or higher satisfaction rate, and students indicated an 80 percent or higher satisfaction rate.

Menu

- The District continued to compensate teachers for participating in extra activities, such as overseeing student activities and tutoring.
- Some monies continued to be used to pay for benefits.

Classroom Dollars and Proposition 301 Results

McNeal Elementary School District

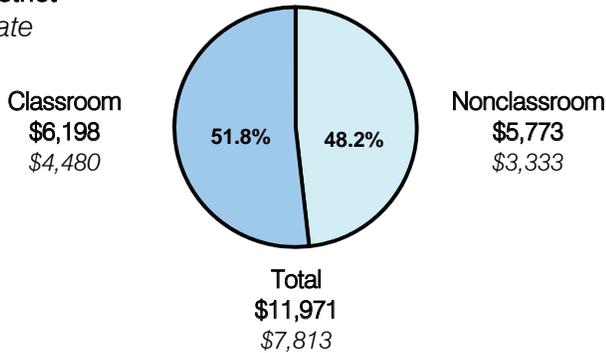
Cochise County

District size: Very Small
 Students attending: 56
 Number of schools: 1
 Number of certified teachers: 4

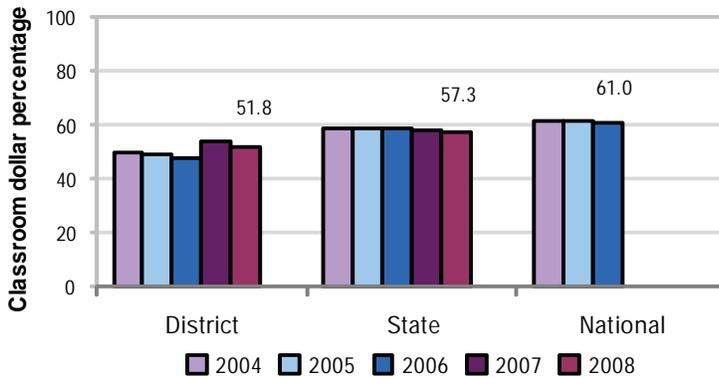
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	49.9	49.2	47.7	54.0	51.8	57.3	61.0
Nonclassroom dollars:							
Administration	22.6	24.6	17.1	14.8	20.6	9.2	10.8
Plant operations	16.3	19.2	15.3	13.8	11.0	11.3	9.9
Food service			6.1	7.3	7.9	4.8	3.8
Transportation	5.3	5.1	4.2	4.9	3.9	4.4	4.2
Student support	5.2	1.9	9.2	5.0	3.7	7.4	5.2
Instruction support	0.7		0.4	0.2	1.1	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	12.3	9.5	11.3	17.3
Average teacher salary	\$48,113	\$39,208	\$48,040	\$44,967
Average years' experience	11.0	10.7	13.0	8.1

Classroom dollar ranking: 161 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$3,785 in salary, which includes performance pay for fiscal year 2007 performance.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- At least 60 percent of 3rd- through 8th-grade students met or exceeded standards on the AIMS test.
- The District's performance was rated as "good" or "excellent" by at least 75 percent of the parents and students responding to a survey.
- At least 60 percent of parents attended conferences and Back-to-School Night.

Menu

- Monies were used solely to increase teacher compensation.

Classroom Dollars and Proposition 301 Results

Mesa Unified School District

Maricopa County

District size: Very Large
 Students attending: 67,620
 Number of schools: 89
 Number of certified teachers: 3,808

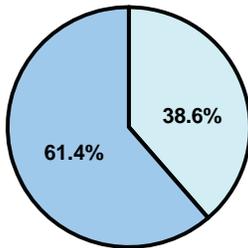
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

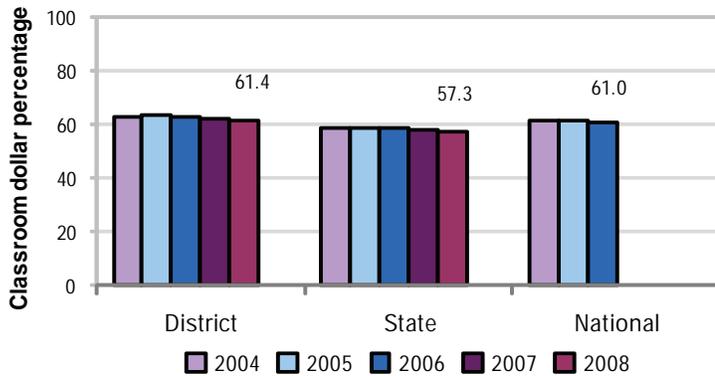
Classroom
\$4,828
\$4,480



Nonclassroom
\$3,039
\$3,333

Total
\$7,867
\$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	63.1	63.3	62.7	62.1	61.4	57.3	61.0
Nonclassroom dollars:							
Administration	8.2	8.2	8.2	8.3	7.6	9.2	10.8
Plant operations	10.7	10.1	10.2	10.3	10.1	11.3	9.9
Food service	4.3	4.4	4.4	4.5	4.7	4.8	3.8
Transportation	3.8	4.1	4.3	4.7	5.0	4.4	4.2
Student support	5.9	5.8	5.9	5.8	5.9	7.4	5.2
Instruction support	3.5	3.5	3.7	3.9	5.0	5.4	4.9
Other	0.5	0.6	0.6	0.4	0.3	0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	18.4	17.9	17.8	17.3
Average teacher salary	\$48,507	\$55,527	\$58,442	\$44,967
Average years' experience	10.4	10.4	10.3	8.1

Classroom dollar ranking: 24 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$7,384 and \$8,044 in additional salary, and each instructional aide earned an additional \$1,622.

Performance

- The District accomplished most of its goals, which were based on district and school performance.
- Students' AIMS test scores increased.
- Graduation and attendance rates increased.
- Site-specific teacher development goals were developed and achieved throughout the District.

Menu

- Monies were used to increase eligible employee compensation.
- Monies continued to pay for 7 teachers and 60 instructional assistants to reduce class sizes at 30 schools.
- For AIMS intervention, 59 percent of schools provided before- and after-school tutoring, and 9 schools provided summer and/or Saturday schools.
- Monies were also used for professional development, such as trainings and conferences.
- 24 schools provided dropout prevention alternative learning centers for at-risk students.

Classroom Dollars and Proposition 301 Results

Miami Unified School District

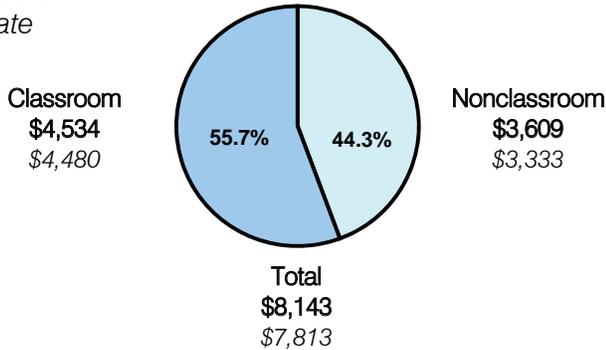
Gila County

District size: Medium
 Students attending: 1,134
 Number of schools: 4
 Number of certified teachers: 72

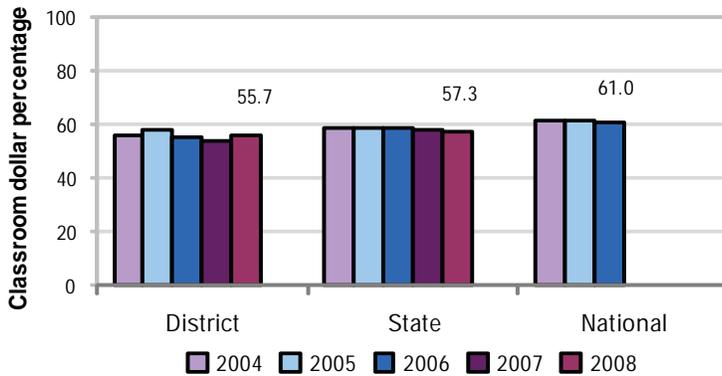
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	56.1	57.7	55.1	53.5	55.7	57.3	61.0
Nonclassroom dollars:							
Administration	12.7	14.3	15.3	15.5	15.0	9.2	10.8
Plant operations	15.0	13.3	12.8	13.3	13.2	11.3	9.9
Food service	5.2	4.7	4.8	6.0	5.4	4.8	3.8
Transportation	3.0	2.7	3.4	3.4	3.7	4.4	4.2
Student support	6.2	4.9	5.1	6.2	5.4	7.4	5.2
Instruction support	1.8	2.3	3.5	2.1	1.6	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	15.2	16.9	15.8	17.3
Average teacher salary	\$40,023	\$43,516	\$41,576	\$44,967
Average years' experience	11.3	11.2	11.6	8.1

Classroom dollar ranking: 106 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and counselor earned between \$6,042 and \$6,212 in additional salary, and each instructional aide earned an additional \$544.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school and individual performance.
- 70 percent of high school students achieved 70 percent or better on semester exams, and 75 percent of kindergarten through 8th-grade students met 75 percent or more of the class objectives.
- Eligible employees participated in at least 8 hours of professional development activities, received acceptable performance evaluations, attended at least 80 percent of curriculum and committee meetings, and provided 8 hours of tutoring.

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: 1,223
 Number of schools: 1
 Number of certified teachers: 62

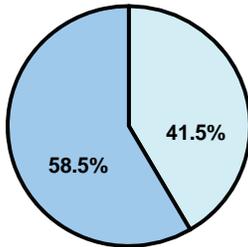
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

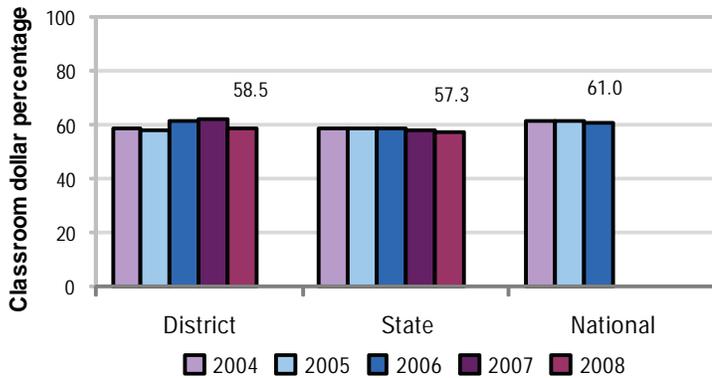
Classroom
 \$4,302
 \$4,480



Nonclassroom
 \$3,046
 \$3,333

Total
 \$7,348
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	58.6	58.1	61.3	62.4	58.5	57.3	61.0
Nonclassroom dollars:							
Administration	9.7	12.1	9.9	9.8	11.6	9.2	10.8
Plant operations	13.4	12.8	11.4	11.8	13.4	11.3	9.9
Food service	0.1					4.8	3.8
Transportation	4.1	4.7	4.2	4.3	4.8	4.4	4.2
Student support	12.1	9.7	11.3	10.1	9.7	7.4	5.2
Instruction support	2.0	2.6	1.9	1.6	2.0	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	21.1	20.3	19.9	17.3
Average teacher salary	\$49,189	\$49,539	\$49,632	\$44,967
Average years' experience	7.6	7.6	7.9	8.1

Classroom dollar ranking: 56 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$7,530 and \$7,652 in additional salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district performance.
- Students' written communication, math, and reading skills improved.
- Teachers completed 35 hours of professional development activities focused on teacher effectiveness, classroom instruction, "Writing to Learn" techniques, and technology utilization.
- Parent communication was improved through such techniques as Web-based homework, electronic grade books, parent-teacher conferences, and written communications.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Mobile Elementary School District

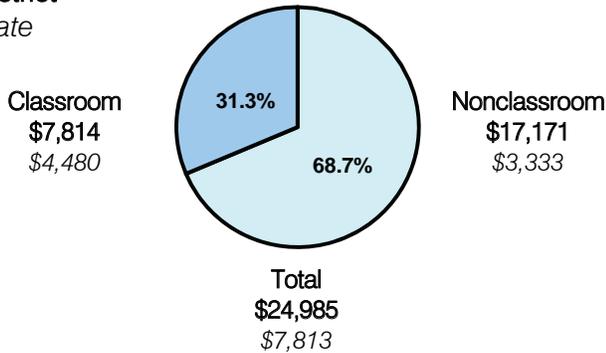
Maricopa County

District size: Very Small
 Students attending: 31
 Number of schools: 1
 Number of certified teachers: 4

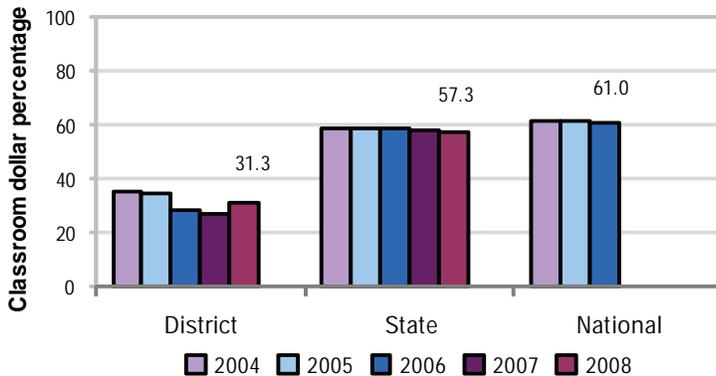
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	34.9	34.2	28.6	26.9	31.3	57.3	61.0
Nonclassroom dollars:							
Administration	21.8	24.9	33.3	36.6	34.2	9.2	10.8
Plant operations	19.7	22.2	22.3	22.7	18.9	11.3	9.9
Food service	6.9	8.9	5.7	5.5	6.7	4.8	3.8
Transportation	16.3	7.8	8.8	5.7	7.3	4.4	4.2
Student support	0.1	0.2	0.3	1.7	0.8	7.4	5.2
Instruction support	0.3	1.8	1.0	0.9	0.8	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	5.5	9.5	8.8	17.3
Average teacher salary	\$42,047	\$43,558	\$39,742	\$44,967
Average years' experience	15.0	15.0	3.4	8.1

Classroom dollar ranking: 223 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$919 in salary, which includes performance pay for fiscal year 2007 performance.

Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- The District met Adequate Yearly Progress objectives and earned a "Performing" label from ADE for AZ LEARNS.
- Students achieved one year's growth in the areas of reading and mathematics as measured by the AIMS test.
- Teachers participated in school and district in-service trainings as well as Structured English Immersion trainings.

Menu

- As in the past 3 fiscal years, 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: 1,876
 Number of schools: 4
 Number of certified teachers: 99

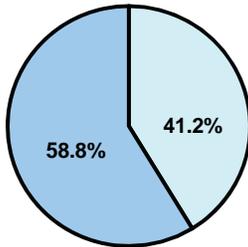
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

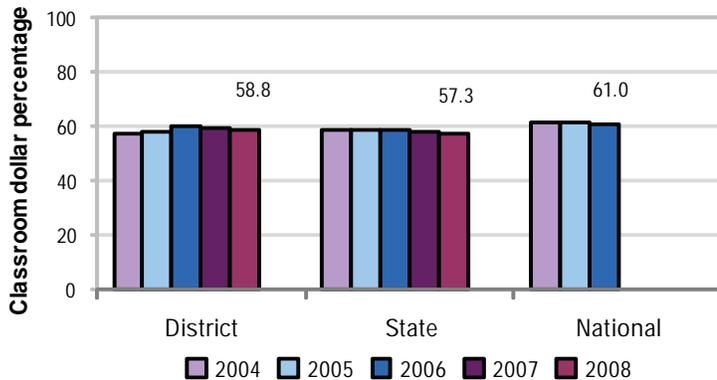
Classroom
 \$4,097
 \$4,480



Nonclassroom
 \$2,868
 \$3,333

Total
 \$6,965
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	57.2	58.0	59.9	59.3	58.8	57.3	61.0
Nonclassroom dollars:							
Administration	10.9	9.4	8.3	9.1	9.2	9.2	10.8
Plant operations	11.5	11.0	11.9	11.5	10.8	11.3	9.9
Food service	5.9	6.0	5.8	5.9	6.1	4.8	3.8
Transportation	5.3	5.1	4.6	4.5	4.7	4.4	4.2
Student support	3.9	5.2	5.0	5.0	5.8	7.4	5.2
Instruction support	5.3	5.3	4.5	4.7	4.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	20.2	20.3	18.9	17.3
Average teacher salary	\$43,846	\$47,588	\$50,445	\$44,967
Average years' experience	7.9	9.1	7.9	8.1

Classroom dollar ranking: 51 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned \$7,256 in additional salary, which include performance pay for fiscal year 2007 performance.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district performance.
- Teachers earned performance pay based on the percentage of students who maintained or improved scores on standardized tests.
- Teachers received satisfactory performance evaluations.
- Teachers could also earn additional monies by participating in professional development, leadership, tutoring, or extracurricular activities.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Mohawk Valley Elementary School District

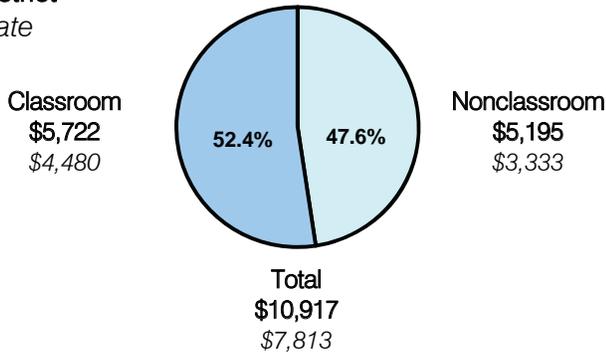
Yuma County

District size: Very Small
 Students attending: 165
 Number of schools: 1
 Number of certified teachers: 12

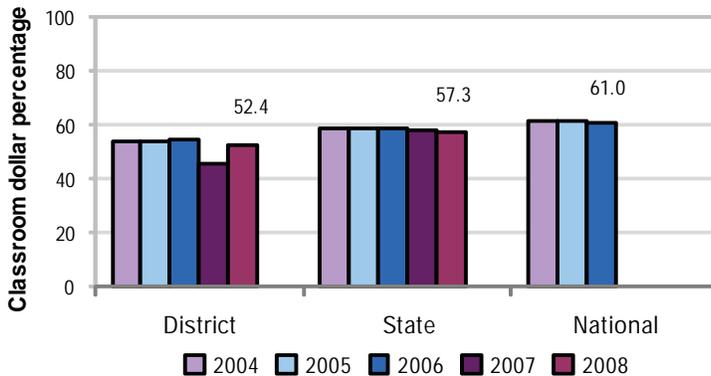
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	54.0	53.6	54.5	45.6	52.4	57.3	61.0
Nonclassroom dollars:							
Administration	14.8	15.3	14.7	29.2	17.7	9.2	10.8
Plant operations	12.4	12.0	10.7	11.7	14.6	11.3	9.9
Food service	7.9	8.2	7.5	5.6	6.2	4.8	3.8
Transportation	5.6	7.2	8.4	4.9	6.0	4.4	4.2
Student support	3.1	1.8	2.1	1.1	1.3	7.4	5.2
Instruction support	2.2	1.9	2.1	1.9	1.8	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	14.4	13.5	13.8	17.3
Average teacher salary	\$40,395	\$41,873	\$39,467	\$44,967
Average years' experience	9.4	13.3	11.3	8.1

Classroom dollar ranking: 155 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,563 in salary, which includes performance pay for fiscal year 2007 performance.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Teachers earned \$10 for each student scoring between the 55th- and 64th-percentile on standardized tests, and \$20 for each student scoring at or above the 65th-percentile.
- Teachers also earned performance pay because the District's school made Adequate Yearly Progress and was labeled as "Performing Plus" by ADE for AZ LEARNS.

Menu

- The District continued to pay 1 additional teacher to reduce class sizes and afford more opportunities to address individual learning needs.

Classroom Dollars and Proposition 301 Results

Morenci Unified School District

Greenlee County

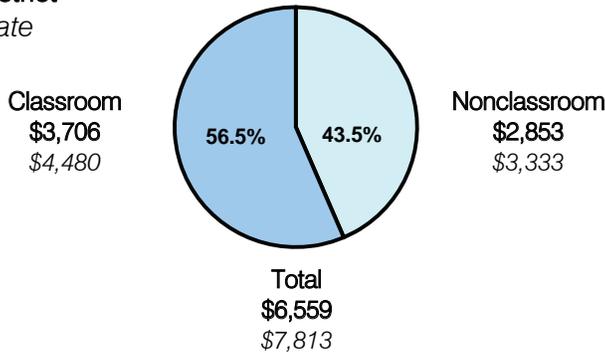
District size: Medium
 Students attending: 1,102
 Number of schools: 2
 Number of certified teachers: 61

Classroom Dollars

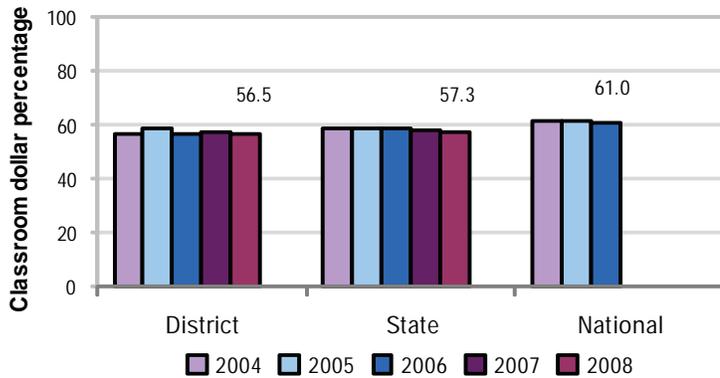
Fiscal year 2008 averages per pupil

District

State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	56.8	58.3	56.3	56.9	56.5	57.3	61.0
Nonclassroom dollars:							
Administration	14.8	13.6	14.1	13.9	14.5	9.2	10.8
Plant operations	15.5	14.7	15.3	15.8	14.7	11.3	9.9
Food service	4.1	4.6	4.9	4.8	5.1	4.8	3.8
Transportation	3.6	3.3	4.1	3.3	3.5	4.4	4.2
Student support	4.0	3.9	3.8	4.2	4.6	7.4	5.2
Instruction support	1.2	1.6	1.5	1.0	1.0	5.4	4.9
Other				0.1	0.1	0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	17.4	17.4	17.7	17.3
Average teacher salary	\$37,460	\$38,103	\$38,293	\$44,967
Average years' experience	9.4	9.2	9.2	8.1

Classroom dollar ranking: 91 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and the speech pathologist earned an additional \$5,700 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district, school, and individual performance.
- The elementary school was labeled as "Highly Performing" by ADE for AZ LEARNS, and the high school was labeled as "Performing" or better for the third year in a row. Both schools met Adequate Yearly Progress objectives.
- Students scored at or above the state averages on standardized tests.
- The student attendance rate and the graduation rate both met or exceeded state averages.
- Parents and students responding to a quality of education survey rated the District as satisfactory or better.
- Teachers attended 8 hours of professional development activities and received satisfactory performance evaluations.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Morristown Elementary School District

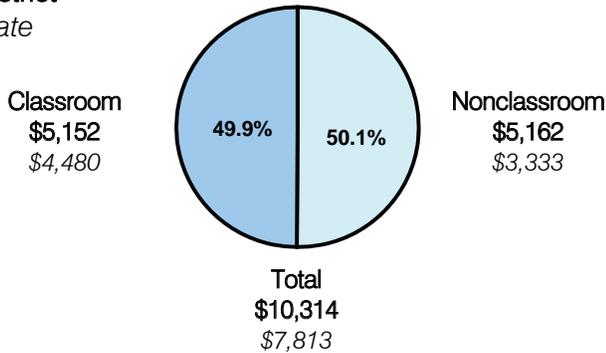
Maricopa County

District size: Very Small
 Students attending: 137
 Number of schools: 1
 Number of certified teachers: 9

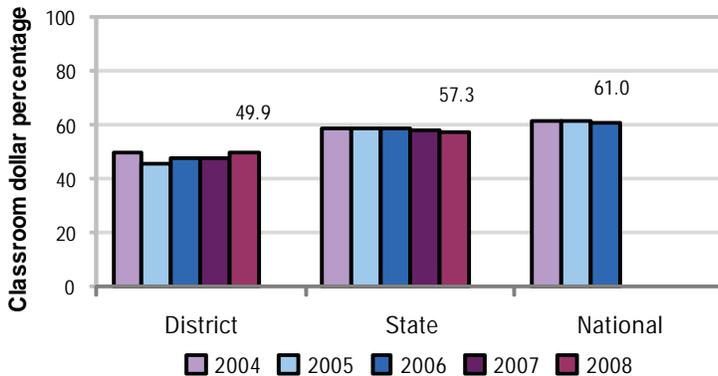
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	49.8	45.8	47.8	47.8	49.9	57.3	61.0
Nonclassroom dollars:							
Administration	14.6	17.6	17.7	15.7	13.2	9.2	10.8
Plant operations	15.2	14.6	11.9	13.2	13.3	11.3	9.9
Food service	8.1	7.9	8.1	7.4	7.9	4.8	3.8
Transportation	7.9	6.3	6.8	8.2	8.2	4.4	4.2
Student support	0.7	4.5	4.7	4.5	4.5	7.4	5.2
Instruction support	3.7	3.3	3.0	3.2	3.0	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	13.6	13.6	15.8	17.3
Average teacher salary	\$40,636	\$36,487	\$45,225	\$44,967
Average years' experience	7.3	8.6	9.6	8.1

Classroom dollar ranking: 181 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$6,153 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on individual and school performance.
- Students achieved 1 year's growth in the areas of reading and math as measured by pre- and post-tests.
- The District achieved at least an 80 percent parent-student satisfaction rating as measured by a school-wide survey.
- Teachers made a minimum of 8 parent contacts each grading period.
- Teachers achieved professional development goals from their individual teacher growth plans.

Menu

- Monies were used to increase eligible employee compensation.
- 8 teachers participated in 45 hours of training for Structured English Immersion certification.

Classroom Dollars and Proposition 301 Results

Murphy Elementary School District

Maricopa County

District size: Medium
 Students attending: 2,332
 Number of schools: 4
 Number of certified teachers: 134

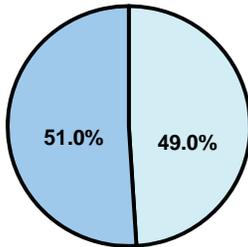
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

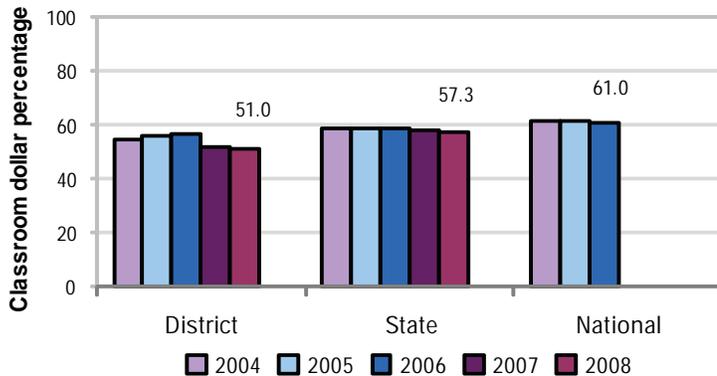
Classroom
 \$5,213
 \$4,480



Nonclassroom
 \$5,012
 \$3,333

Total
 \$10,225
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	54.4	55.7	56.4	51.8	51.0	57.3	61.0
Nonclassroom dollars:							
Administration	16.1	14.2	13.6	14.1	14.4	9.2	10.8
Plant operations	10.8	11.8	11.1	11.5	11.8	11.3	9.9
Food service	7.1	6.8	6.9	6.2	7.0	4.8	3.8
Transportation	1.8	1.7	1.6	1.9	1.9	4.4	4.2
Student support	6.1	5.8	5.7	8.0	7.9	7.4	5.2
Instruction support	3.7	3.9	4.7	6.5	6.0	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.8	15.6	16.4	17.3
Average teacher salary	\$41,847	\$43,647	\$43,062	\$44,967
Average years' experience	7.6	7.0	6.2	8.1

Classroom dollar ranking: 171 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned between \$5,159 and \$5,653 in additional salary, which includes performance pay for fiscal year 2007 performance.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school and individual performance.
- 2 of the District's 4 schools were labeled "Performing" by ADE for AZ LEARNS.
- Schools received positive ratings on parent satisfaction surveys.
- Most teachers participated in 4 parent activity nights.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Teachers participated in after-school AIMS intervention tutoring and summer school instruction.

Classroom Dollars and Proposition 301 Results

Naco Elementary School District

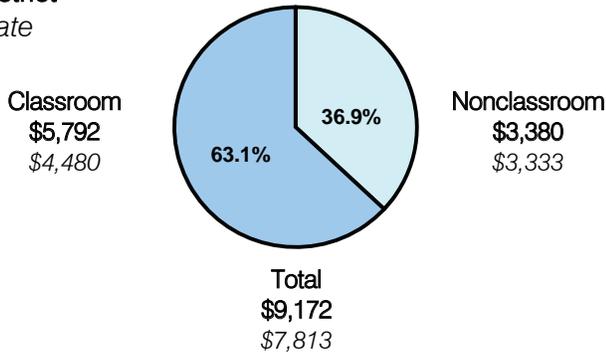
Cochise County

District size: Small
 Students attending: 256
 Number of schools: 1
 Number of certified teachers: 17

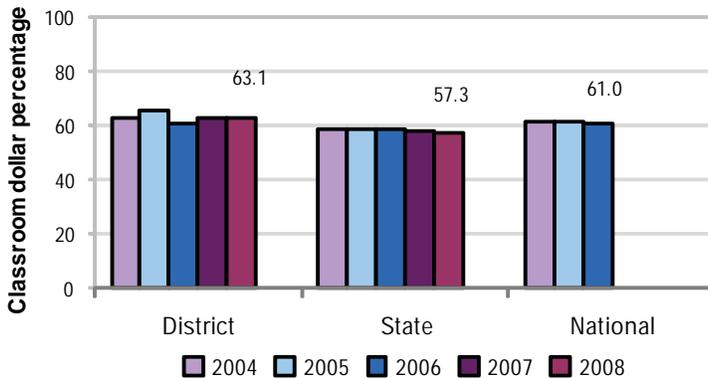
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	62.7	65.3	61.0	63.0	63.1	57.3	61.0
Nonclassroom dollars:							
Administration	8.9	9.2	11.0	8.1	8.7	9.2	10.8
Plant operations	13.1	11.2	12.7	13.5	12.0	11.3	9.9
Food service	5.0	5.6	6.0	5.9	5.9	4.8	3.8
Transportation	2.6	2.6	1.9	1.7	2.1	4.4	4.2
Student support	2.1	1.2	0.4	2.2	1.7	7.4	5.2
Instruction support	5.6	4.9	7.0	5.4	6.5	5.4	4.9
Other				0.2		0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	14.9	14.8	15.1	17.3
Average teacher salary	\$45,685	\$43,881	\$49,366	\$44,967
Average years' experience	10.0	10.4	10.6	8.1

Classroom dollar ranking: 10 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$7,852 in salary.

Performance

- The District accomplished its goals, which were based on individual and district performance.
- The attendance rate during AIMS testing days was 95 percent.
- At least 80 percent of parents responding to a survey were satisfied with the District's performance.
- Teachers made more than 25 positive parent contacts each semester.

Menu

- Teachers were compensated for attending professional development activities, and completing 12 hours of professional development focused on reading.

Classroom Dollars and Proposition 301 Results

Nadaburg Unified School District

Maricopa County

District size: Medium
 Students attending: 781
 Number of schools: 1
 Number of certified teachers: 44

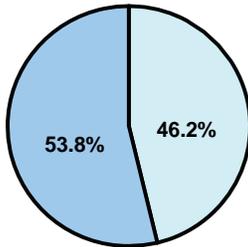
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

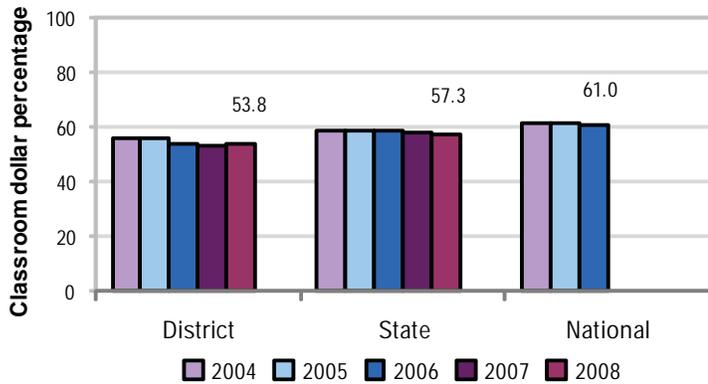
Classroom
 \$4,633
 \$4,480



Nonclassroom
 \$3,986
 \$3,333

Total
 \$8,619
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	56.1	55.6	54.1	53.4	53.8	57.3	61.0
Nonclassroom dollars:							
Administration	8.2	7.7	9.9	11.0	11.1	9.2	10.8
Plant operations	9.0	10.3	10.7	10.8	10.0	11.3	9.9
Food service	5.0	4.6	4.9	5.0	5.0	4.8	3.8
Transportation	10.6	10.5	10.8	11.7	12.6	4.4	4.2
Student support	9.5	9.6	8.4	6.8	6.3	7.4	5.2
Instruction support	1.6	1.7	1.2	1.3	1.2	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	17.1	16.0	17.9	17.3
Average teacher salary	\$41,650	\$40,668	\$41,630	\$44,967
Average years' experience	8.8	9.2	9.1	8.1

Classroom dollar ranking: 139 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$5,237 in salary, and each speech pathologist and counselor earned an additional \$2,700 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- 71 percent of students demonstrated 1 year's growth in reading and math on pre- and post-tests.
- The District earned a "Performing Plus" label from ADE for AZ LEARNS.
- Teachers participated in various professional development activities.
- Other goals were linked to parent-student satisfaction, parent involvement, teacher evaluations, and leadership.

Menu

- Monies were used primarily to increase teacher compensation for working up to four additional days and/or performing additional duties, such as strategic planning, science curriculum mapping, mentoring other teachers, and tutoring.
- Menu monies continued to be used to pay for a 3rd-grade teacher to reduce that grade's class size from 33 to 25 students.

Classroom Dollars and Proposition 301 Results

Nogales Unified School District

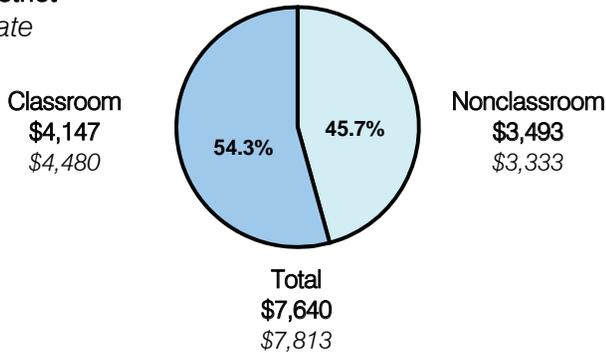
Santa Cruz County

District size: Large
 Students attending: 5,821
 Number of schools: 10
 Number of certified teachers: 321

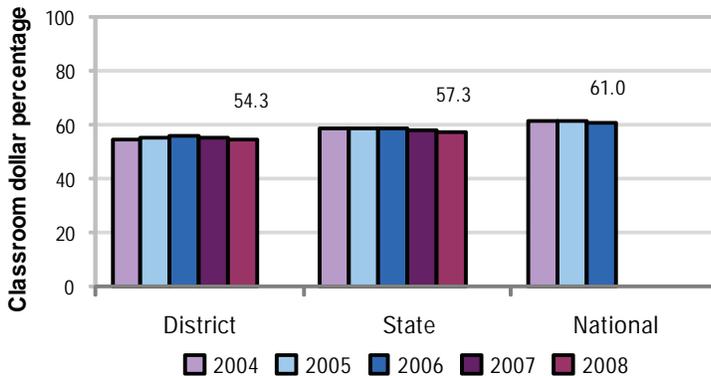
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	54.7	54.9	56.1	55.0	54.3	57.3	61.0
Nonclassroom dollars:							
Administration	7.9	7.9	8.1	8.8	9.5	9.2	10.8
Plant operations	13.6	12.4	12.0	13.3	13.3	11.3	9.9
Food service	6.5	6.5	6.1	6.2	6.6	4.8	3.8
Transportation	1.6	1.6	1.5	1.6	1.8	4.4	4.2
Student support	13.9	15.1	14.4	13.3	8.3	7.4	5.2
Instruction support	1.7	1.2	1.5	1.6	6.0	5.4	4.9
Other	0.1	0.4	0.3	0.2	0.2	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.6	19.5	18.1	17.3
Average teacher salary	\$40,057	\$42,763	\$43,906	\$44,967
Average years' experience	9.0	9.9	9.5	8.1

Classroom dollar ranking: 131 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, Title I coordinator, and reading coach earned between \$4,063 and \$5,622 in additional salary.

Performance

- The District accomplished some of its goals, which were based on district and individual performance.
- The number of students in grades 3 through 10 that met or exceeded reading standards on the AIMS test improved by 9 percent from the prior year.
- Teacher development goals called for teachers to pass a master's-level course, or accumulate 45 hours of continuing professional development, or provide/attend 2 in-service trainings.
- Other goals were linked to teacher attendance, leadership, tutoring, and teacher referral.

Menu

- The District continued to pay 6 physical education and 5 music teachers to reduce class sizes. This also allowed grade-level teachers time to work on implementing state standards.
- Monies were also used to pay for a portion of eligible employees' health insurance premiums.
- The District also continued a tuition reimbursement program for eligible staff.

Classroom Dollars and Proposition 301 Results

Northern Arizona Vocational Institute of Technology

Navajo County

District size: Small
 Students attending: 334
 Number of schools: n/a
 Number of certified teachers: n/a

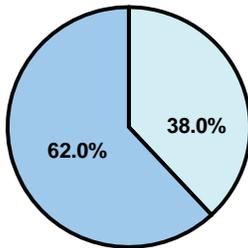
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

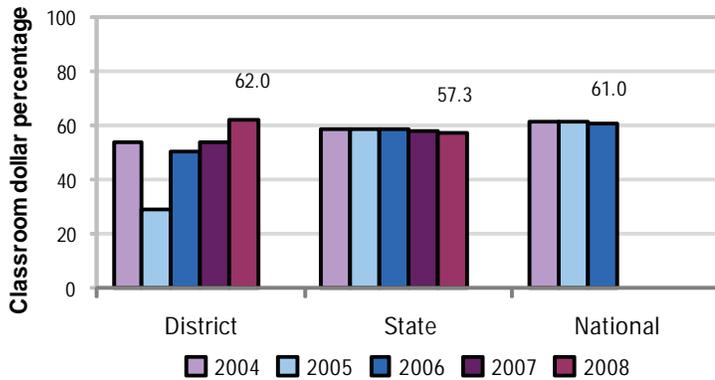
Classroom
 \$4,768
 \$4,480



Nonclassroom
 \$2,918
 \$3,333

Total
 \$7,686
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	53.6	28.7	50.3	53.5	62.0	57.3	61.0
Nonclassroom dollars:							
Administration	37.1	58.2	29.3	29.4	23.1	9.2	10.8
Plant operations	9.3	12.3	17.8	11.4	6.8	11.3	9.9
Food service						4.8	3.8
Transportation						4.4	4.2
Student support		0.7	2.5	5.3	5.8	7.4	5.2
Instruction support		0.1	0.1	0.4	2.3	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	n/a	n/a	n/a	17.3
Average teacher salary	n/a	n/a	n/a	\$44,967
Average years' experience	n/a	n/a	n/a	8.1

Classroom dollar ranking: 16 of 230 districts.

Proposition 301

District-reported 2008 results

- The District did not employ any teachers, and thus, did not spend base and performance pay monies. However, the District used approximately \$15,046 in menu monies to pay for a dropout prevention program for 127 students through Northland Pioneer College.
- The District continues to seek ADE guidance on the allowable uses of its accumulated \$595,436 balance of Proposition 301 monies. Base and performance pay monies account for \$419,515 of the accumulated balance.
- The District's students attend NAVIT courses held at Northland Pioneer College. Therefore, the District does not employ any teachers, and its classroom expenditures consist primarily of tuition payments to the college.

Classroom Dollars and Proposition 301 Results

Oracle Elementary School District

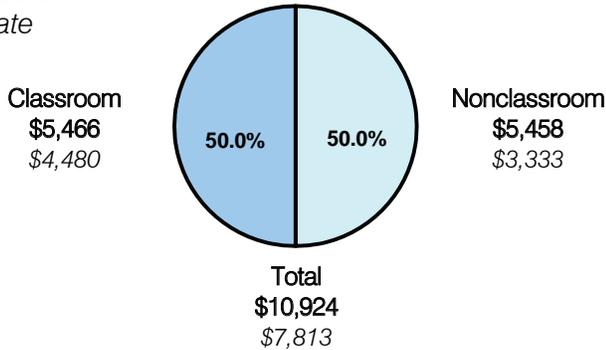
Pinal County

District size: Small
 Students attending: 394
 Number of schools: 2
 Number of certified teachers: 30

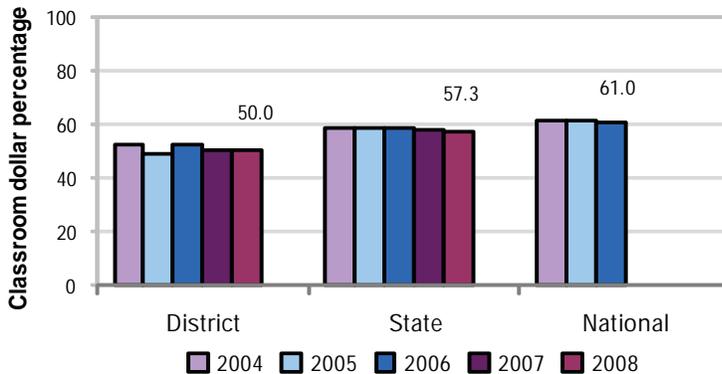
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	52.4	48.7	52.7	50.2	50.0	57.3	61.0
Nonclassroom dollars:							
Administration	15.4	14.4	13.3	15.4	15.9	9.2	10.8
Plant operations	12.0	16.3	13.6	14.0	14.3	11.3	9.9
Food service	4.2	4.7	4.6	4.5	4.6	4.8	3.8
Transportation	8.1	8.7	8.9	9.1	7.8	4.4	4.2
Student support	5.2	5.8	5.5	5.4	6.4	7.4	5.2
Instruction support	2.7	1.4	1.4	1.4	1.0	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	13.0	13.8	13.3	17.3
Average teacher salary	\$39,197	\$41,100	\$46,164	\$44,967
Average years' experience	9.7	9.2	9.7	8.1

Classroom dollar ranking: 179 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$6,665 in salary, which included performance pay for fiscal year 2007 performance.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Students improved their reading, writing, and math scores on standardized tests and district assessments.
- Teachers received acceptable performance evaluations and participated in school improvement activities.
- The District received a "Meets" or "Exceeds" rating in at least 4 of the 7 areas of a parent-student satisfaction survey.

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: 3,328
 Number of schools: 6
 Number of certified teachers: 230

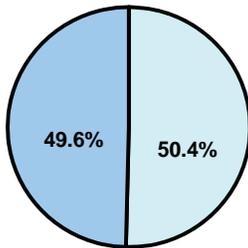
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

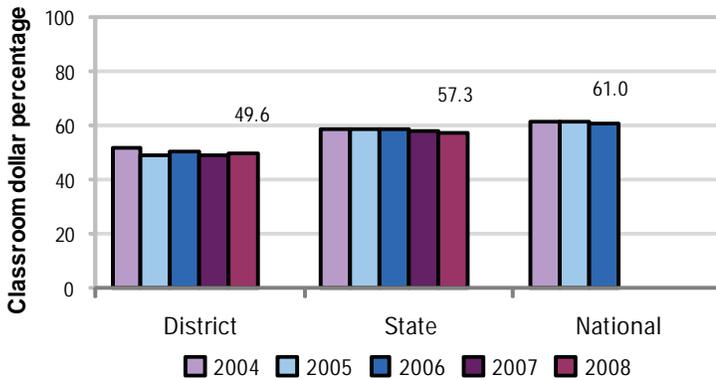
Classroom
 \$4,465
 \$4,480



Nonclassroom
 \$4,539
 \$3,333

Total
 \$9,004
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	51.5	49.1	50.0	49.0	49.6	57.3	61.0
Nonclassroom dollars:							
Administration	8.2	9.2	9.2	8.7	8.3	9.2	10.8
Plant operations	12.6	12.6	12.9	13.8	13.1	11.3	9.9
Food service	6.3	6.6	6.3	6.1	6.6	4.8	3.8
Transportation	2.9	2.9	3.2	3.3	3.7	4.4	4.2
Student support	11.4	12.8	11.1	11.4	10.7	7.4	5.2
Instruction support	7.1	6.7	7.3	7.7	8.0	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	16.5	16.7	14.5	17.3
Average teacher salary	\$38,067	\$42,471	\$41,704	\$44,967
Average years' experience	6.9	7.5	5.8	8.1

Classroom dollar ranking: 182 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and speech pathologist earned between \$4,986 and \$5,877 in additional salary, which includes performance pay for fiscal year 2007 performance.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school and individual performance.
- The District's schools earned labels of "Performing" or better from ADE for AZ LEARNS.
- There was increased communication with parents and increased overall parental involvement in school activities and events.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Owens-Whitney Elementary School District

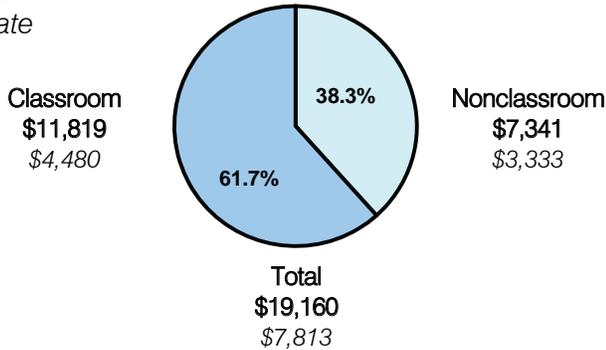
Mohave County

District size: Very Small
 Students attending: 32
 Number of schools: 1
 Number of certified teachers: 3

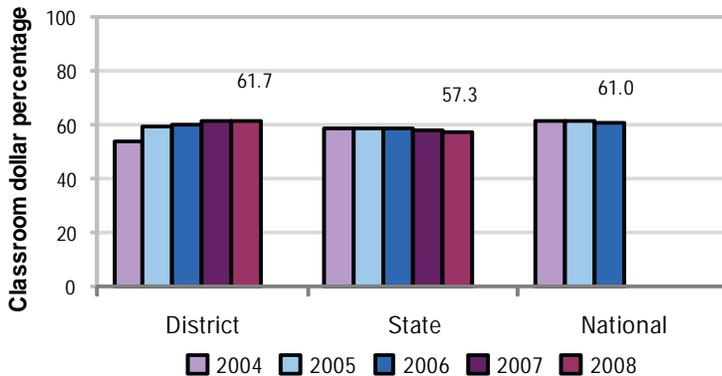
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	53.7	59.6	60.2	61.4	61.7	57.3	61.0
Nonclassroom dollars:							
Administration	14.3	11.4	11.9	13.0	11.2	9.2	10.8
Plant operations	18.3	15.0	14.6	13.6	15.9	11.3	9.9
Food service	9.0	8.3	8.3	7.4	8.0	4.8	3.8
Transportation	1.7	1.7	1.8	2.1	1.2	4.4	4.2
Student support	2.1	2.4	2.2	0.7	0.5	7.4	5.2
Instruction support	0.9	1.6	1.0	1.8	1.5	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	10.1	10.1	10.7	17.3
Average teacher salary	\$46,646	\$62,800	\$56,495	\$44,967
Average years' experience	12.3	12.7	13.0	8.1

Classroom dollar ranking: 19 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$2,772 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.
- 6 of the 10 goals related to student achievement were met, which included requiring students to read a certain number of non-fiction books, meet or exceed state standards on the 3 parts of the AIMS test, and set their own achievement goals.
- Teachers participated in 2 professional development activities, and received acceptable ratings from parents.
- 90 percent of parents attended 4 major activities throughout the school year.

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: 2,861
 Number of schools: 4
 Number of certified teachers: 189

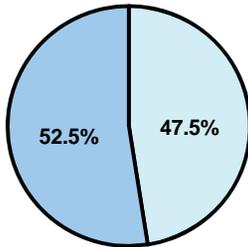
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

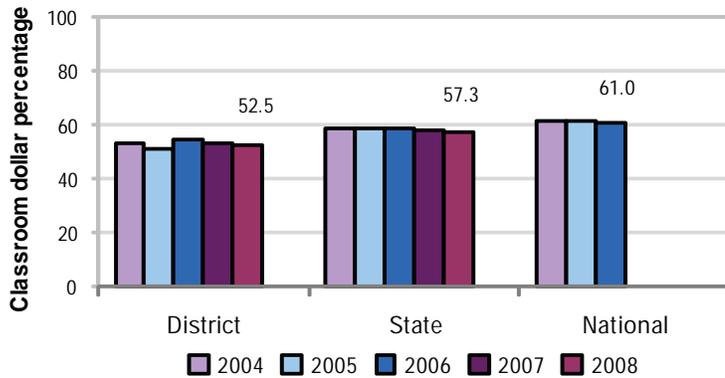
Classroom
 \$5,136
 \$4,480



Nonclassroom
 \$4,645
 \$3,333

Total
 \$9,781
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	53.0	51.3	54.8	53.1	52.5	57.3	61.0
Nonclassroom dollars:							
Administration	7.6	9.1	8.7	9.6	7.6	9.2	10.8
Plant operations	15.5	15.0	11.1	12.3	12.8	11.3	9.9
Food service	4.1	4.4	4.4	4.3	4.4	4.8	3.8
Transportation	4.1	3.6	4.0	3.7	3.9	4.4	4.2
Student support	9.3	9.7	10.4	11.2	12.3	7.4	5.2
Instruction support	6.4	6.7	6.4	5.6	6.3	5.4	4.9
Other		0.2	0.2	0.2	0.2	0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	15.1	15.3	15.1	17.3
Average teacher salary	\$48,242	\$48,242	\$49,836	\$44,967
Average years' experience	8.5	8.6	8.9	8.1

Classroom dollar ranking: 153 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, gifted coordinator, program evaluator, and career and technology education director earned between \$4,391 and \$8,193 in additional salary.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- 3 of the 4 schools maintained their AZ LEARNS label of "Performing" or "Performing Plus."
- All teachers improved their knowledge and demonstrated understanding of state academic standards, and received acceptable performance evaluations.

Menu

- Monies were used to increase eligible employee compensation.
- 180 eligible employees participated in professional development activities designed to improve student achievement and meet state Structured English Immersion requirements.
- The District's dropout prevention program focused on helping students recover credits and working with students who have excessive absentee rates.

Classroom Dollars and Proposition 301 Results

Palo Verde Elementary School District

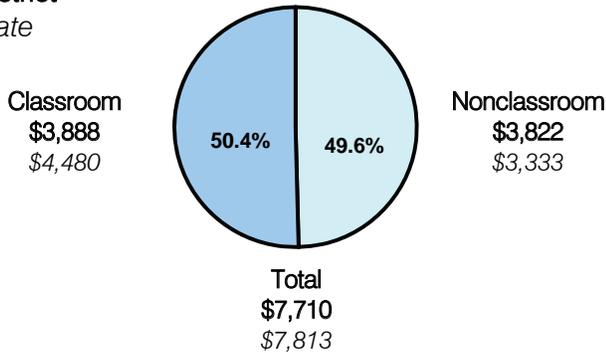
Maricopa County

District size: Small
 Students attending: 431
 Number of schools: 1
 Number of certified teachers: 22

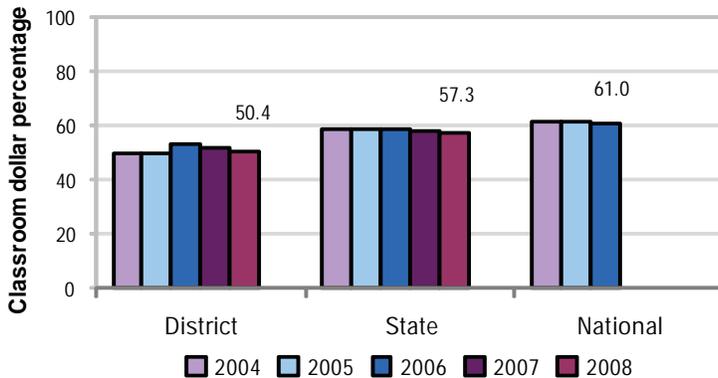
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	49.9	49.6	53.4	51.4	50.4	57.3	61.0
Nonclassroom dollars:							
Administration	15.8	15.7	15.0	17.8	17.0	9.2	10.8
Plant operations	12.1	12.5	11.2	10.9	10.9	11.3	9.9
Food service	6.6	6.5	6.2	6.4	6.8	4.8	3.8
Transportation	6.8	6.8	6.5	7.6	7.8	4.4	4.2
Student support	6.7	6.5	6.2	4.4	5.3	7.4	5.2
Instruction support	2.1	2.4	1.5	1.5	1.8	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	19.0	18.6	19.6	17.3
Average teacher salary	\$42,878	\$42,364	\$44,120	\$44,967
Average years' experience	6.6	6.6	7.6	8.1

Classroom dollar ranking: 174 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,597 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school and individual performance.
- 70 percent of students had to exceed their grade level or demonstrate 1 year's academic growth through language, math, and reading standardized test scores.
- Teachers' performance was evaluated based on 15 effective teaching strategies.
- The District achieved the minimum state-required absence rate.
- The results of a parent satisfaction survey were positive.

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: 77
 Number of schools: 1
 Number of certified teachers: 5

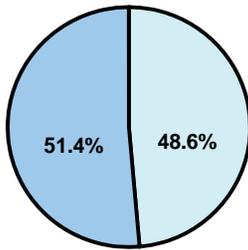
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

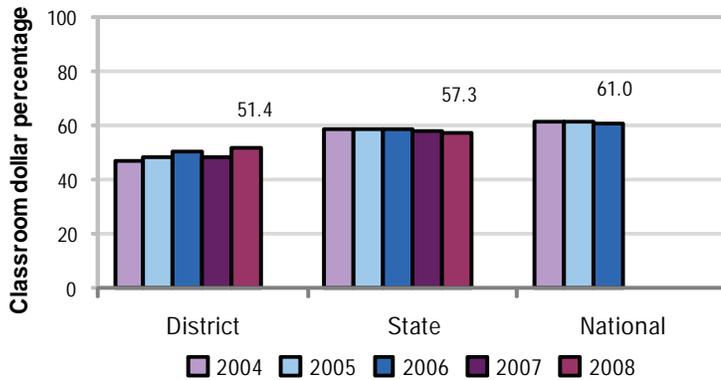
Classroom
\$5,850
\$4,480



Nonclassroom
\$5,534
\$3,333

Total
\$11,384
\$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	46.6	48.1	50.5	48.4	51.4	57.3	61.0
Nonclassroom dollars:							
Administration	18.5	14.1	14.6	14.3	14.8	9.2	10.8
Plant operations	20.8	24.1	22.8	22.9	21.9	11.3	9.9
Food service	7.9	7.4	6.5	9.1	7.3	4.8	3.8
Transportation	4.7	4.9	3.9	2.4	2.7	4.4	4.2
Student support				1.5		7.4	5.2
Instruction support	1.5	1.4	1.7	1.4	1.9	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	8.4	12.4	15.4	17.3
Average teacher salary	\$34,717	\$37,064	\$41,050	\$44,967
Average years' experience	9.8	8.2	10.6	8.1

Classroom dollar ranking: 165 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$7,723 in salary, and each instructional aide earned an additional \$452.

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 met most of the student achievement goals, which were based on standardized test scores.
- Teachers also attended at least 90 percent of all district in-service hours or completed at least 50 hours of approved professional development, which could include conferences, workshops, college courses, and district curriculum development.
- At least 70 percent of parents surveyed gave the District satisfactory ratings.
- Teachers made at least 8 contacts with each student's parents during the school year.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Palominas Elementary School District

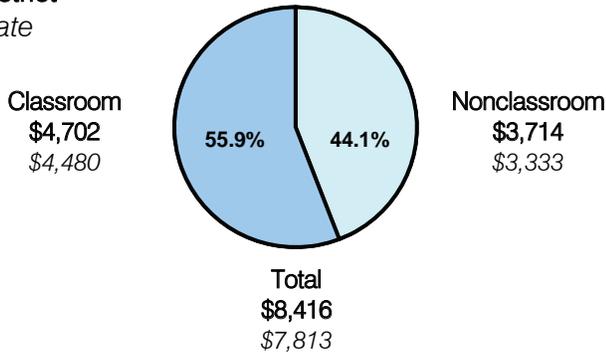
Cochise County

District size: Medium
 Students attending: 1,004
 Number of schools: 3
 Number of certified teachers: 65

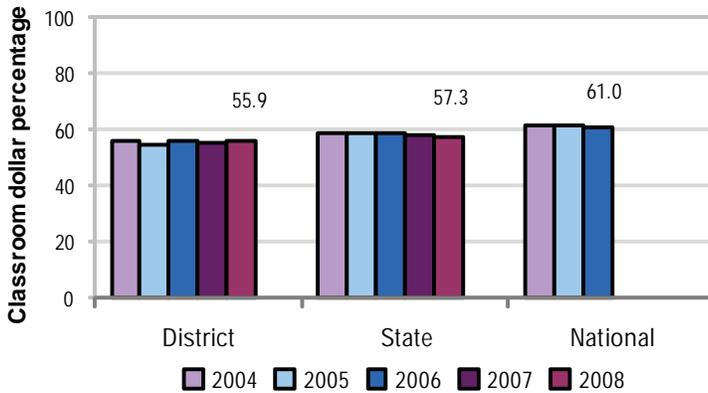
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	55.7	54.3	55.6	55.5	55.9	57.3	61.0
Nonclassroom dollars:							
Administration	9.9	11.5	10.1	10.5	10.4	9.2	10.8
Plant operations	11.5	10.7	10.8	10.8	11.1	11.3	9.9
Food service	3.9	3.9	4.0	4.1	4.2	4.8	3.8
Transportation	11.5	12.1	12.5	11.5	10.8	4.4	4.2
Student support	4.9	4.9	4.2	4.6	4.7	7.4	5.2
Instruction support	2.6	2.5	2.8	3.0	2.9	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	16.5	15.5	15.3	17.3
Average teacher salary	\$36,707	\$37,995	\$46,078	\$44,967
Average years' experience	10.2	10.2	10.2	8.1

Classroom dollar ranking: 103 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, counselor, and speech pathologist earned between \$7,520 and \$7,669 in additional salary, which includes performance pay for fiscal year 2007 performance.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district performance.
- Students demonstrated 1 year's academic growth.
- Teachers met twice yearly with the curriculum director to monitor student progress.
- Teachers increased the number of parental contacts through phone calls, conferences, surveys, and newsletters.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Paradise Valley Unified School District

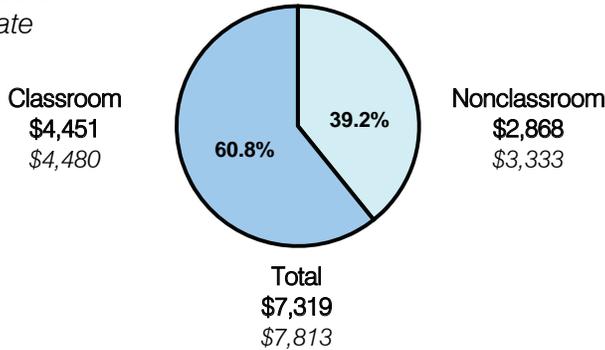
Maricopa County

District size: Very Large
 Students attending: 32,415
 Number of schools: 46
 Number of certified teachers: 1,949

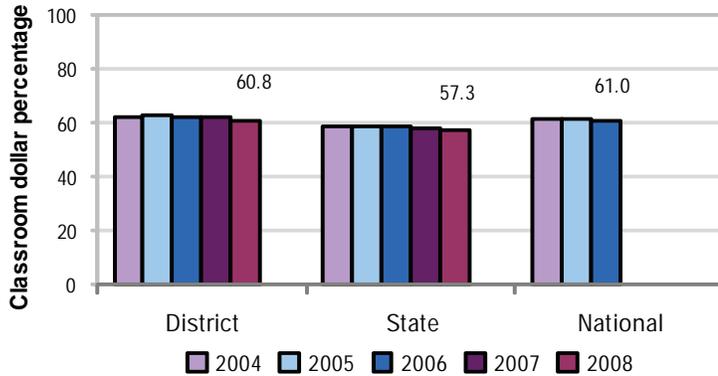
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	61.8	63.0	62.1	62.4	60.8	57.3	61.0
Nonclassroom dollars:							
Administration	7.2	6.9	7.1	7.3	7.0	9.2	10.8
Plant operations	12.7	11.1	11.7	10.4	10.8	11.3	9.9
Food service	3.2	3.4	3.3	3.1	3.1	4.8	3.8
Transportation	3.2	3.2	3.2	3.4	3.6	4.4	4.2
Student support	6.7	7.0	7.3	8.0	8.1	7.4	5.2
Instruction support	5.0	5.1	5.1	5.2	6.4	5.4	4.9
Other	0.2	0.3	0.2	0.2	0.2	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	17.6	17.0	16.6	17.3
Average teacher salary	\$48,382	\$48,517	\$51,317	\$44,967
Average years' experience	9.5	9.4	9.3	8.1

Classroom dollar ranking: 31 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned \$6,741 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.
- Each school site set group goals to plan, implement, and measure strategies to raise student achievement in math, reading, or writing.
- Teachers attended professional development activities, worked with students individually or in small groups to help them achieve academically, served on district-wide committees, and acted as department leads in the curriculum or instructional areas.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Parker Unified School District

La Paz County

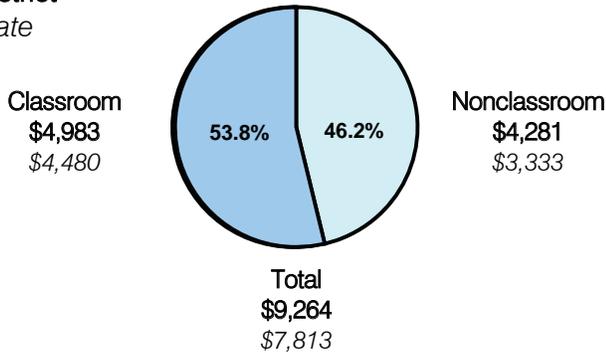
District size: Medium
 Students attending: 1,837
 Number of schools: 6
 Number of certified teachers: 112

Classroom Dollars

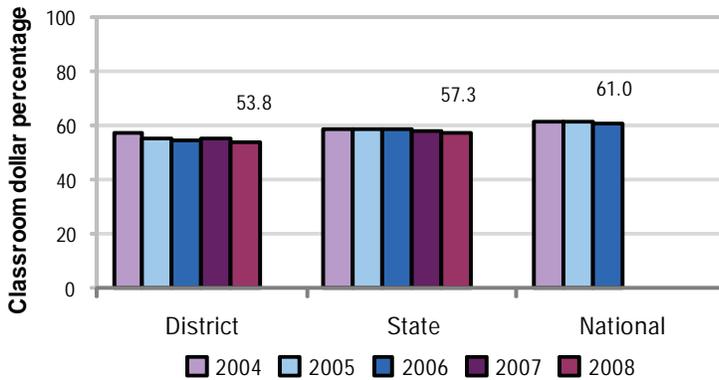
Fiscal year 2008 averages per pupil

District

State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	57.0	55.1	54.7	54.9	53.8	57.3	61.0
Nonclassroom dollars:							
Administration	10.2	10.3	10.4	9.8	9.7	9.2	10.8
Plant operations	11.1	11.7	12.4	12.1	12.3	11.3	9.9
Food service	3.7	4.4	4.6	5.0	5.1	4.8	3.8
Transportation	4.8	4.6	4.7	4.6	4.3	4.4	4.2
Student support	8.8	9.5	9.4	9.0	9.6	7.4	5.2
Instruction support	4.4	4.4	3.8	4.6	5.2	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	16.2	15.5	15.5	17.3
Average teacher salary	\$40,979	\$44,123	\$44,294	\$44,967
Average years' experience	8.8	8.4	8.3	8.1

Classroom dollar ranking: 138 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$6,000 and \$7,700 in additional salary, and each instructional specialist earned an average of \$1,900.

Performance

- The District accomplished most of its goals, which were the same as the prior fiscal year's goals and were based on school and individual performance.
- Each school earned a "Performing" or better label from ADE for AZ LEARNS.
- Most teachers participated in professional development activities focused on peer observations and made a specific number of interactive parent contacts.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Patagonia Elementary School District

Santa Cruz County

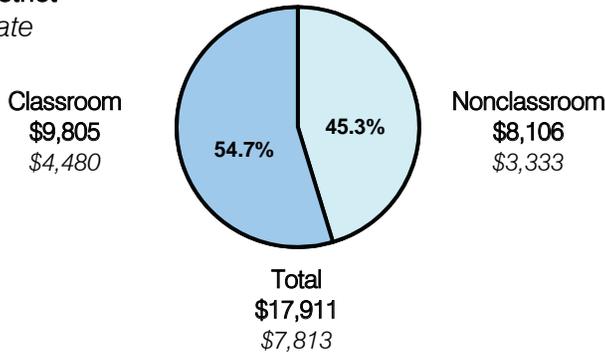
District size: Very Small
 Students attending: 62
 Number of schools: 1
 Number of certified teachers: 6

Classroom Dollars

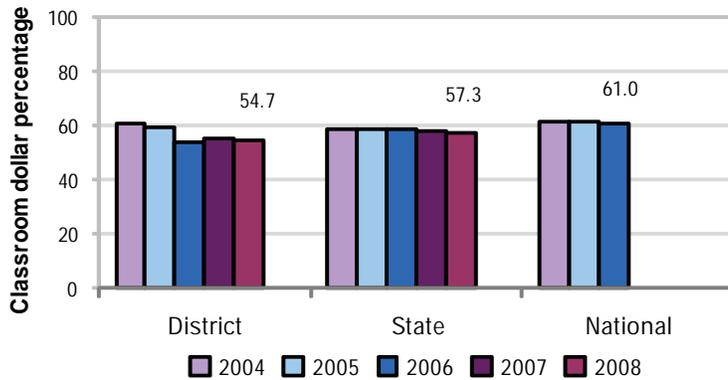
Fiscal year 2008 averages per pupil

District

State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	60.4	59.0	53.9	55.0	54.7	57.3	61.0
Nonclassroom dollars:							
Administration	15.8	13.7	15.1	13.9	18.6	9.2	10.8
Plant operations	6.9	6.8	8.6	8.7	9.4	11.3	9.9
Food service	2.0	0.9	1.3	1.4	1.4	4.8	3.8
Transportation	10.7	11.6	11.5	12.7	9.3	4.4	4.2
Student support	3.0	3.9	3.1	2.9	2.0	7.4	5.2
Instruction support	1.2	4.1	6.5	5.4	4.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	15.0	17.6	9.8	17.3
Average teacher salary	\$45,537	\$53,775	\$50,186	\$44,967
Average years' experience	12.3	12.7	10.6	8.1

Classroom dollar ranking: 122 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$5,392 in salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Teachers reviewed each student's needs and progress so that instruction and support services could be modified accordingly.
- Teachers attended character education training and implemented character education lessons in the classroom.
- The student attendance rate was at least 95 percent.
- Other goals were linked to parent involvement and extracurricular activities.

Menu

- Monies were used to provide one-on-one instruction in math, science, and reading for AIMS intervention.
- 1 teacher earned additional compensation for having excellent attendance, and 1 teacher earned additional compensation for curriculum mapping.
- Monies were also used to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Patagonia Union High School District

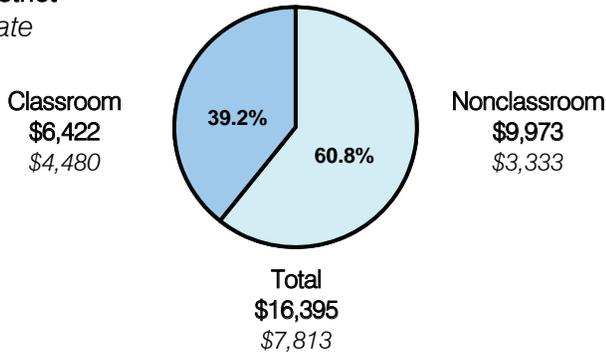
Santa Cruz County

District size: Very Small
 Students attending: 87
 Number of schools: 1
 Number of certified teachers: 6

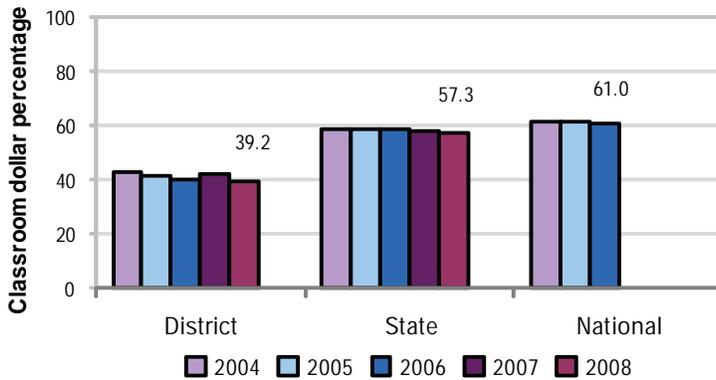
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	42.5	41.7	40.2	42.2	39.2	57.3	61.0
Nonclassroom dollars:							
Administration	17.4	16.5	15.8	15.0	16.7	9.2	10.8
Plant operations	15.9	15.8	16.8	17.1	18.6	11.3	9.9
Food service	7.0	6.2	6.7	7.1	6.8	4.8	3.8
Transportation	10.8	11.0	11.6	11.8	12.9	4.4	4.2
Student support	3.3	4.0	3.0	2.4	3.0	7.4	5.2
Instruction support	3.1	4.8	5.9	4.4	2.8	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	13.2	15.3	14.8	17.3
Average teacher salary	\$40,160	\$49,781	\$47,190	\$44,967
Average years' experience	8.9	9.0	8.0	8.1

Classroom dollar ranking: 214 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$3,343 in salary, the counselor earned an additional \$2,960, and the librarian earned \$540.

Performance

- The District accomplished some of its goals, which were based on district and individual performance.
- Teachers reviewed each student's needs and progress so that instruction and support services could be modified accordingly.
- Student attendance increased over the previous year, and parent attendance increased during open houses, parent information meetings, and parent-teacher conferences.
- Teachers attended character education training and implemented character education lessons in the classroom.
- Teachers also coordinated extracurricular activities at the school.

Menu

- Monies were used to provide one-on-one instruction in the areas of math, science, and reading for AIMS intervention.
- Monies were also used to increase eligible employee compensation.
- 1 counselor earned additional money for an attendance incentive.

Classroom Dollars and Proposition 301 Results

Payson Unified School District

Gila County

District size: Medium
 Students attending: 2,611
 Number of schools: 6
 Number of certified teachers: 164

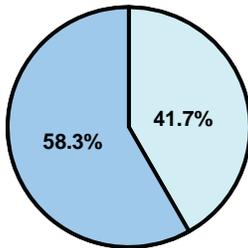
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

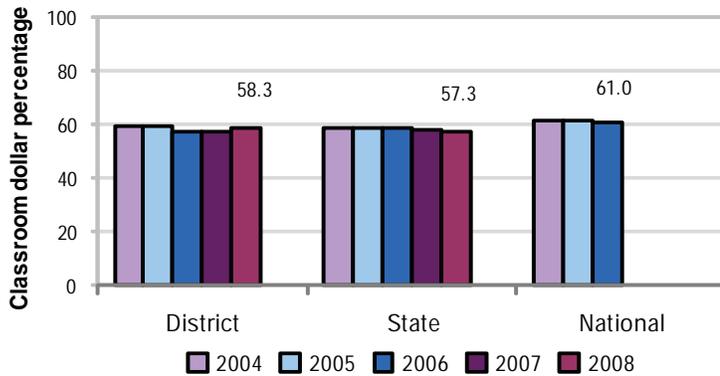
Classroom
 \$4,546
 \$4,480



Nonclassroom
 \$3,258
 \$3,333

Total
 \$7,804
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	59.5	59.3	57.4	57.0	58.3	57.3	61.0
Nonclassroom dollars:							
Administration	10.1	10.5	9.9	11.0	8.9	9.2	10.8
Plant operations	11.1	11.1	11.7	11.6	11.7	11.3	9.9
Food service	3.6	3.7	5.0	4.7	4.7	4.8	3.8
Transportation	3.1	3.6	3.4	3.4	4.0	4.4	4.2
Student support	9.0	8.7	8.9	8.7	7.7	7.4	5.2
Instruction support	3.4	3.0	3.5	3.4	4.6	5.4	4.9
Other	0.2	0.1	0.2	0.2	0.1	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	17.7	16.2	15.7	17.3
Average teacher salary	\$42,891	\$44,711	\$47,367	\$44,967
Average years' experience	8.9	7.8	7.9	8.1

Classroom dollar ranking: 60 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned \$8,056 in additional salary, and each librarian, counselor, and speech pathologist earned between \$2,696 and \$8,118.

Performance

- The District accomplished all of its goals, which were based on individual performance.
- Teachers attended at least 80 percent of school in-service trainings and professional development activities.
- High school students' AIMS reading scores and middle school students' AIMS writing scores increased.
- 75 percent of elementary students met or exceeded the AIMS math standards.
- Each school received an 80 percent parent satisfaction rating.

Menu

- Monies continued to be primarily used to increase eligible employee compensation.
- 1 teacher was hired to reduce vocational education class sizes.
- 19 teachers were compensated for participating in after-school AIMS intervention classes.

Classroom Dollars and Proposition 301 Results

Peach Springs Unified School District

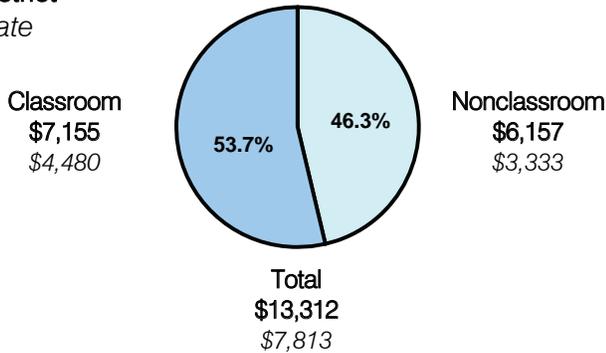
Mohave County

District size: Very Small
 Students attending: 181
 Number of schools: 2
 Number of certified teachers: 14

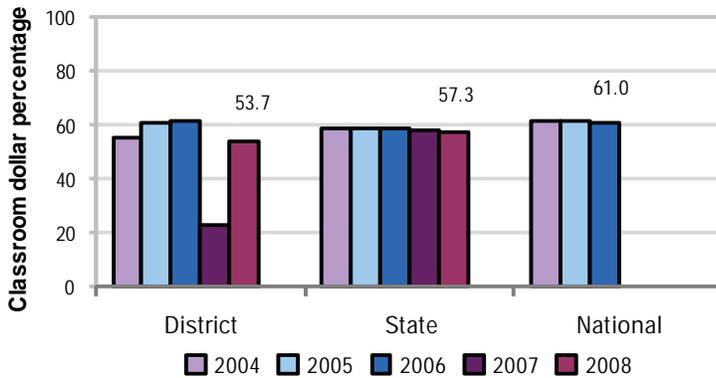
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	55.0	60.6	61.3	22.8	53.7	57.3	61.0
Nonclassroom dollars:							
Administration	19.2	15.6	12.0	33.6	24.4	9.2	10.8
Plant operations	10.6	12.4	15.4	18.0	13.0	11.3	9.9
Food service	5.1	5.1	6.3	7.0	4.2	4.8	3.8
Transportation	3.8	3.4	3.5	5.3	1.7	4.4	4.2
Student support	1.8	1.5	0.3	1.6	2.6	7.4	5.2
Instruction support	4.5	1.4	1.2	11.7	0.4	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	11.5	9.2	13.4	17.3
Average teacher salary	\$39,341	\$44,244	\$49,728	\$44,967
Average years' experience	8.1	6.5	8.8	8.1

Classroom dollar ranking: 142 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$3,798 in salary.

Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- Students' standardized test scores for reading, writing, and math increased by approximately 10 percent, overall.
- The graduation rate increased to 72 percent.
- Parent involvement increased by 11 percent.
- The District did not meet all of its student achievement goals, and its student attendance rate fell short of the goal.

Menu

- Menu monies were primarily used for teacher compensation.
- Monies were also used to pay a part-time kindergarten teacher for class size reduction.

Classroom Dollars and Proposition 301 Results

Pearce Elementary School District

Cochise County

District size: Very Small
 Students attending: 105
 Number of schools: 1
 Number of certified teachers: 13

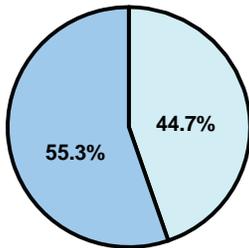
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

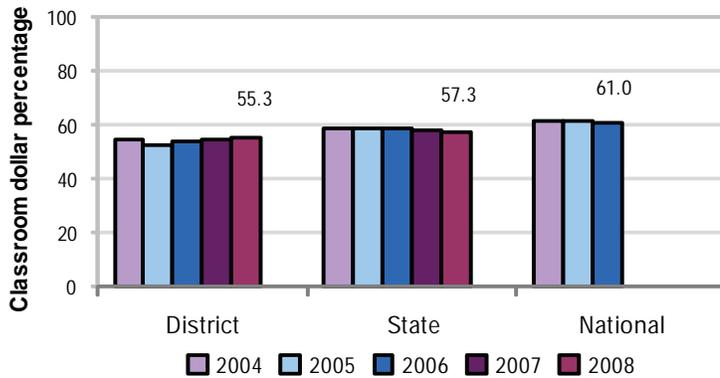
Classroom
 \$7,518
 \$4,480



Nonclassroom
 \$6,083
 \$3,333

Total
 \$13,601
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	54.6	52.4	53.9	54.4	55.3	57.3	61.0
Nonclassroom dollars:							
Administration	18.6	18.2	20.5	20.1	16.4	9.2	10.8
Plant operations	13.2	11.6	11.3	12.4	12.1	11.3	9.9
Food service	3.2	5.0	4.7	5.0	4.7	4.8	3.8
Transportation	5.9	5.5	6.5	5.2	7.2	4.4	4.2
Student support	2.7	1.2	1.1	0.1	1.1	7.4	5.2
Instruction support	1.7	4.6	2.0	2.8	3.2	5.4	4.9
Other	0.1	1.5				0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	9.8	9.5	8.2	17.3
Average teacher salary	\$33,729	\$34,659	\$33,068	\$44,967
Average years' experience	7.0	7.4	7.7	8.1

Classroom dollar ranking: 112 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,459 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 obtained a score of "Meets" or "Exceeds" on the AIMS test in reading and math.
- New teachers must have received 2 satisfactory performance evaluations and continuing teachers must have received 1 satisfactory evaluation to earn performance pay.
- Teachers used district assessment plans that are aligned with state standards to demonstrate student proficiency on the state standards.
- Other goals were linked to leadership activities, continuing education, and peer collaboration.

Menu

- Monies were used solely to increase teacher compensation.

Classroom Dollars and Proposition 301 Results

Pendergast Elementary School District

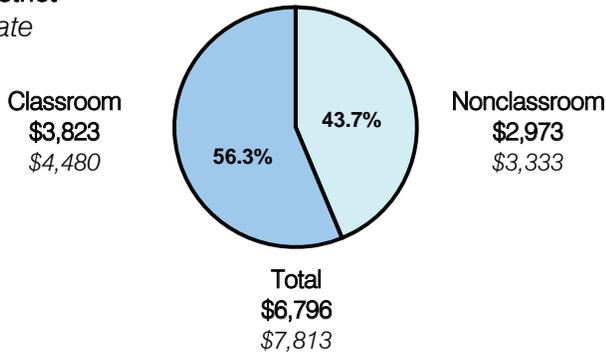
Maricopa County

District size: Large
 Students attending: 10,343
 Number of schools: 14
 Number of certified teachers: 530

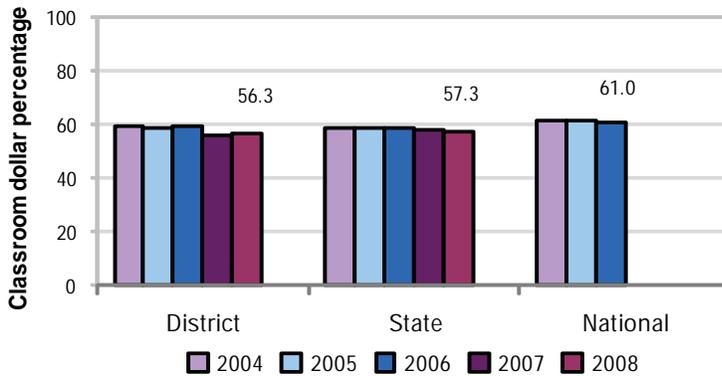
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	59.1	58.9	59.3	56.2	56.3	57.3	61.0
Nonclassroom dollars:							
Administration	9.3	9.3	9.5	9.7	9.9	9.2	10.8
Plant operations	11.6	10.9	10.1	11.8	9.7	11.3	9.9
Food service	5.3	5.3	5.6	6.2	6.8	4.8	3.8
Transportation	2.6	2.5	2.6	2.6	2.8	4.4	4.2
Student support	6.6	7.2	7.2	7.7	7.8	7.4	5.2
Instruction support	5.5	5.9	5.7	5.8	6.7	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.2	19.1	18.5	17.3
Average teacher salary	\$47,204	\$44,155	\$45,438	\$44,967
Average years' experience	6.1	5.7	6.7	8.1

Classroom dollar ranking: 96 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned between \$4,554 and \$5,642 in additional salary.

Performance

- The District accomplished most of its goals, which were the same as the prior fiscal year's goals and were based on district and school performance.
- Students' reading, writing, and math scores on the AIMS test increased.
- 13 to 14 schools met Annual Yearly Progress objectives and earned an AZ LEARNS label of "Performing" or better.
- All schools demonstrated 80 percent or better satisfaction on an annual parent satisfaction survey.

Menu

- Monies were used to increase eligible employee compensation.
- Monies also paid for approximately 90 new teachers to participate in a new-teacher orientation program.
- Teachers attended various professional development activities and participated in AIMS intervention activities.
- Approximately 60 at-risk students were placed in an alternative classroom.

Classroom Dollars and Proposition 301 Results

Peoria Unified School District

Maricopa County

District size: Very Large
 Students attending: 36,851
 Number of schools: 38
 Number of certified teachers: 2,038

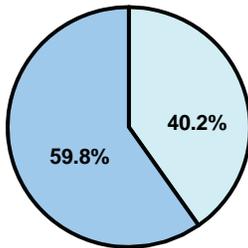
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

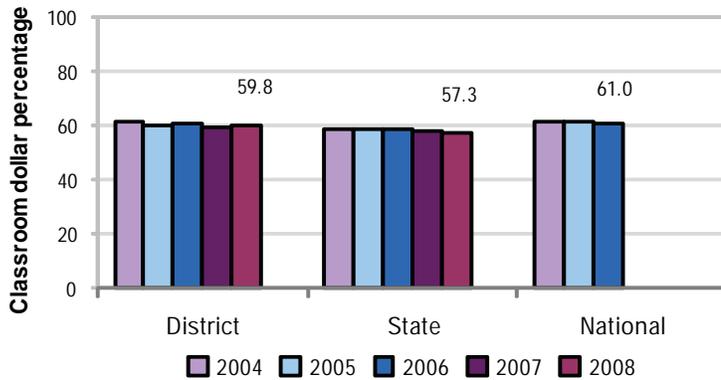
Classroom
 \$4,187
 \$4,480



Nonclassroom
 \$2,818
 \$3,333

Total
 \$7,005
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	61.5	60.0	60.6	59.6	59.8	57.3	61.0
Nonclassroom dollars:							
Administration	7.8	8.2	8.0	7.8	7.7	9.2	10.8
Plant operations	10.4	11.0	9.4	11.0	11.1	11.3	9.9
Food service	3.5	3.7	3.7	3.8	3.8	4.8	3.8
Transportation	3.0	3.3	3.3	3.3	3.4	4.4	4.2
Student support	7.8	7.7	8.8	8.5	8.7	7.4	5.2
Instruction support	5.7	5.9	6.0	5.9	5.4	5.4	4.9
Other	0.3	0.2	0.2	0.1	0.1	0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	18.2	18.4	18.1	17.3
Average teacher salary	\$50,182	\$51,094	\$53,244	\$44,967
Average years' experience	7.0	6.7	7.7	8.1

Classroom dollar ranking: 41 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$6,084 in salary, and each librarian, speech pathologist, counselor, and instructional specialist earned between \$4,422 and \$8,887 in additional salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on individual performance.
- The goals were linked to teacher evaluations and professional development plans aligned with state standards, district goals, school goals, and student achievement goals.

Menu

- Monies were primarily used to increase eligible employee compensation.
- AIMS intervention activities included after-school tutoring.
- Dropout prevention activities included tutoring and intervention programs.
- Eligible employees participated in professional development activities, including conferences and workshops.
- To help reduce class sizes, 2 instructional aides were hired.

Classroom Dollars and Proposition 301 Results

Phoenix Elementary School District

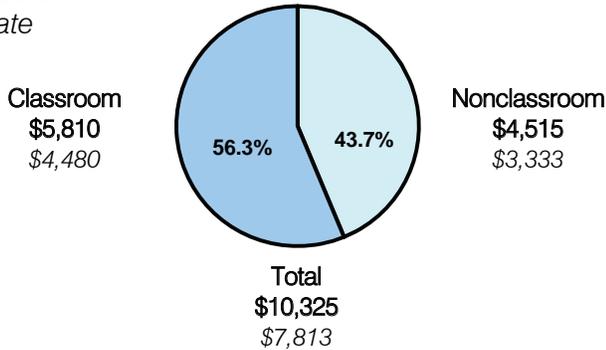
Maricopa County

District size: Large
 Students attending: 7,493
 Number of schools: 16
 Number of certified teachers: 483

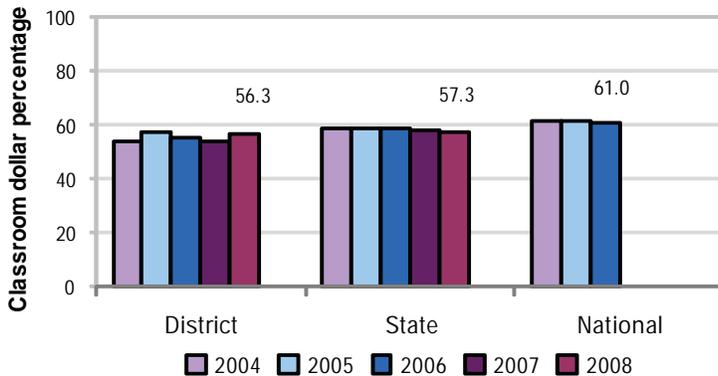
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	54.1	57.1	55.1	54.0	56.3	57.3	61.0
Nonclassroom dollars:							
Administration	11.3	10.0	10.1	9.7	7.6	9.2	10.8
Plant operations	11.9	11.2	11.6	11.3	11.6	11.3	9.9
Food service	6.7	5.8	5.5	4.9	5.0	4.8	3.8
Transportation	2.9	3.0	3.2	2.7	3.0	4.4	4.2
Student support	7.5	7.7	7.5	8.8	8.6	7.4	5.2
Instruction support	5.6	5.2	6.8	8.6	7.9	5.4	4.9
Other			0.2			0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	20.6	17.0	15.5	17.3
Average teacher salary	\$46,865	\$47,762	\$49,695	\$44,967
Average years' experience	8.2	7.9	7.5	8.1

Classroom dollar ranking: 95 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, counselor, and literacy and math coach earned between \$7,012 and \$7,062 in additional salary, which includes performance pay for fiscal year 2007 performance.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- The District's student achievement goal was linked to AZ LEARNS, Adequate Yearly Progress objectives, and students' standardized test scores.
- Based on survey results, at least 70 percent of parents were satisfied with the District's performance.
- Teachers completed at least 40 hours of approved professional development activities.
- Teachers were compensated for being absent no more than 6 days during the school year.

Menu

- Monies were used solely for increasing eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Phoenix Union High School District

Maricopa County

District size: Very Large
 Students attending: 24,702
 Number of schools: 15
 Number of certified teachers: 1,440

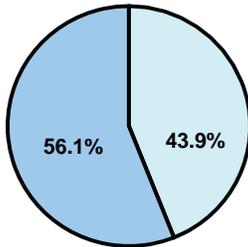
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

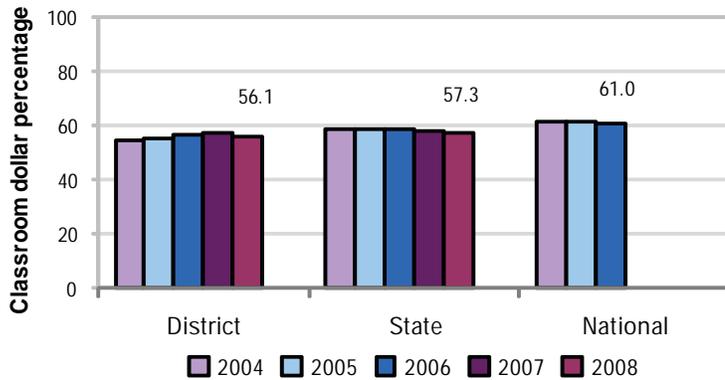
Classroom
\$5,700
\$4,480



Nonclassroom
\$4,457
\$3,333

Total
\$10,157
\$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	54.3	55.3	56.8	57.1	56.1	57.3	61.0
Nonclassroom dollars:							
Administration	7.8	8.7	7.9	7.8	8.3	9.2	10.8
Plant operations	14.6	13.8	12.8	12.6	12.9	11.3	9.9
Food service	2.3	2.4	2.5	2.3	2.6	4.8	3.8
Transportation	3.6	3.4	3.6	3.8	4.2	4.4	4.2
Student support	11.2	10.3	10.4	10.6	10.2	7.4	5.2
Instruction support	5.7	5.6	5.6	5.4	5.3	5.4	4.9
Other	0.5	0.5	0.4	0.4	0.4	0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	16.8	17.3	17.2	17.3
Average teacher salary	\$55,690	\$57,209	\$59,736	\$44,967
Average years' experience	11.3	10.3	9.8	8.1

Classroom dollar ranking: 100 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$5,882 in salary.

Performance

- The District accomplished most of its goals, which were the same as the prior fiscal year's goals and were based on school and individual performance.
- At least 80 percent of students had to demonstrate proficiency in reading, writing, and math on the AIMS test or show at least 7 percent growth over the prior year's test scores.
- Teachers were paid for being absent no more than 7 days during the school year.
- Other goals were linked to dropout/graduation and student attendance rates, and parent/student satisfaction.

Menu

- Monies were used primarily to increase eligible certified employee compensation.
- Certified staff were eligible to participate in 1 to 2 days of professional development activities.
- For AIMS intervention, the District implemented an academic mentoring program, which provided before- and after-school mentoring as well as Saturday school sessions. 38 percent of the student population attended at least 1 mentoring session.

Classroom Dollars and Proposition 301 Results

Picacho Elementary School District

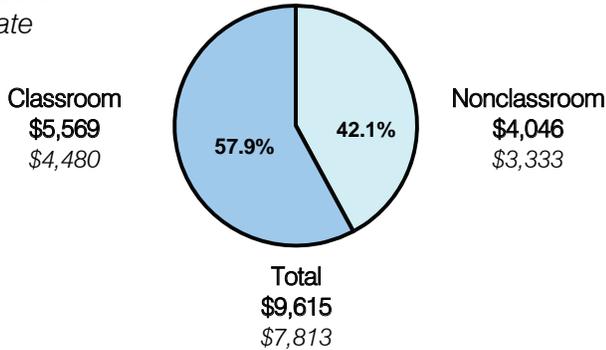
Pinal County

District size: Small
 Students attending: 208
 Number of schools: 1
 Number of certified teachers: 13

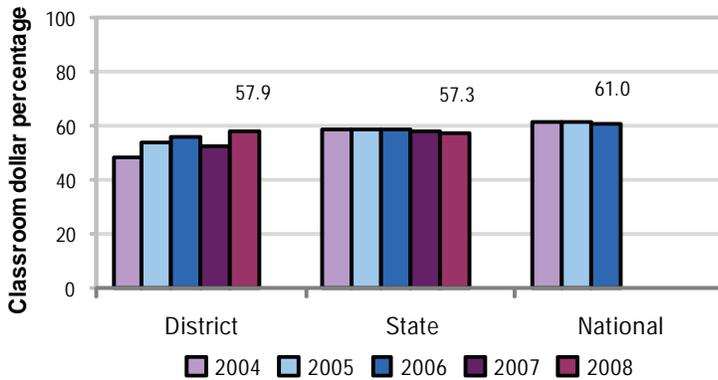
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	48.5	54.1	55.8	52.3	57.9	57.3	61.0
Nonclassroom dollars:							
Administration	15.5	13.6	15.2	17.9	13.5	9.2	10.8
Plant operations	13.0	11.7	10.6	11.3	10.2	11.3	9.9
Food service	7.6	7.6	6.7	7.4	7.7	4.8	3.8
Transportation	6.0	6.2	6.8	5.7	5.4	4.4	4.2
Student support	5.7	4.6	4.4	4.6	4.5	7.4	5.2
Instruction support	3.7	2.2	0.5	0.8	0.8	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.6	15.3	15.7	17.3
Average teacher salary	\$39,625	\$45,304	\$50,144	\$44,967
Average years' experience	10.6	8.4	8.3	8.1

Classroom dollar ranking: 63 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$8,990 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.
- The District earned a "Performing" label from ADE for AZ LEARNS.
- Another goal was tied to teacher attendance.

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: 133
 Number of schools: 1
 Number of certified teachers: 6

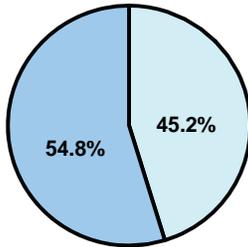
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

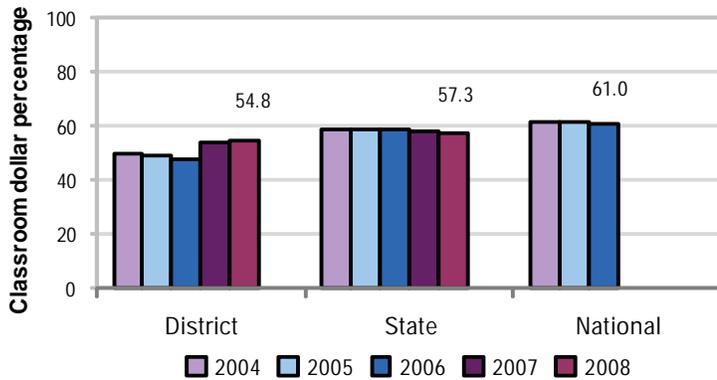
Classroom
 \$5,151
 \$4,480



Nonclassroom
 \$4,252
 \$3,333

Total
 \$9,403
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	62.4	66.5	64.3	66.9	54.8	57.3	61.0
Nonclassroom dollars:							
Administration	27.4	26.3	23.5	22.4	16.1	9.2	10.8
Plant operations	2.5	1.4	3.0	1.0	2.0	11.3	9.9
Food service						4.8	3.8
Transportation						4.4	4.2
Student support	4.0	3.4	3.5	5.6	4.3	7.4	5.2
Instruction support	3.7	2.3	5.7	4.1	22.8	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	14.2	14.2	22.1	17.3
Average teacher salary	\$42,663	47,804	\$51,512	\$44,967
Average years' experience	10.3	9.0	13.2	8.1

Classroom dollar ranking: 121 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$5,878 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- 72 percent of students who remained in the detention facility for at least 1 week achieved a score of 80 percent or higher on a life skills post-test.
- Students who remained in the facility for 30 days or more increased their reading and math scores by more than 10 percent on pre- and post-tests.
- Teachers each participated in 30 hours or more of professional development activities.

Menu

- Monies were used solely to increase teacher compensation.

Classroom Dollars and Proposition 301 Results

Pima Unified School District

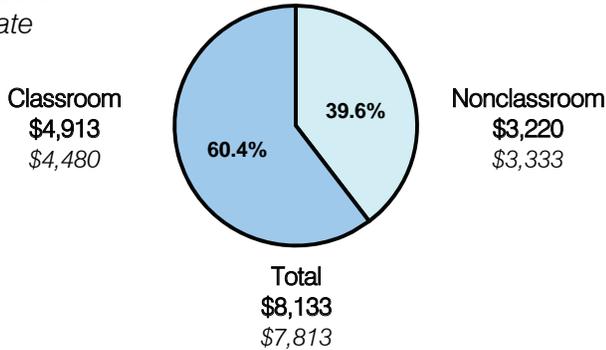
Graham County

District size: Medium
 Students attending: 699
 Number of schools: 3
 Number of certified teachers: 46

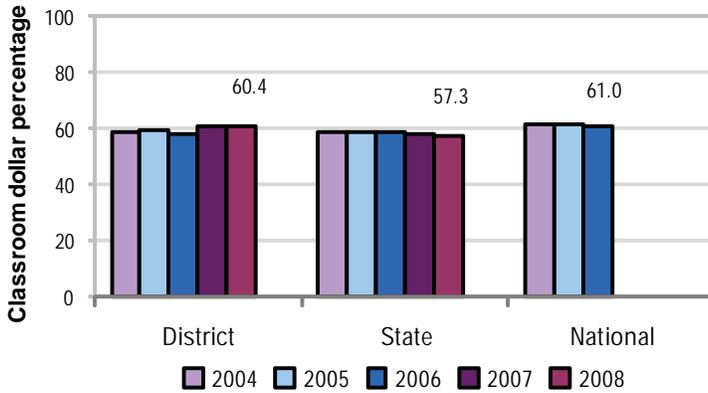
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	58.7	59.6	57.6	60.9	60.4	57.3	61.0
Nonclassroom dollars:							
Administration	13.8	14.1	14.7	12.7	12.0	9.2	10.8
Plant operations	12.6	12.4	13.0	10.7	10.9	11.3	9.9
Food service	6.1	6.1	6.4	5.7	6.1	4.8	3.8
Transportation	3.4	3.3	3.8	2.9	2.6	4.4	4.2
Student support	3.2	2.5	2.5	4.0	3.7	7.4	5.2
Instruction support	2.2	1.9	2.0	3.1	4.3	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	16.4	15.0	15.0	17.3
Average teacher salary	\$32,187	\$39,669	\$38,795	\$44,967
Average years' experience	8.9	9.4	10.5	8.1

Classroom dollar ranking: 35 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$6,049 and \$6,242 in additional salary.

Performance

- The District accomplished 1 of 2 goals, which were based on district and individual performance.
- The goal not met required students to improve their reading, writing, and math AIMS scores. Scores improved in only 1 of the 3 areas.
- Teachers received acceptable performance evaluations, which included ratings for planning, creating, and using instructional objectives aligned with state standards.

Menu

- Teachers were compensated for AIMS intervention activities.
- Teachers were also compensated for completing evaluations, professional-growth plans, and 30 seat hours of professional development activities, including Structured English Immersion coursework.

Classroom Dollars and Proposition 301 Results

Pinal County Special Education Program

Pinal County

District size: Very Small
 Students attending: 20
 Number of schools: n/a
 Number of certified teachers: n/a

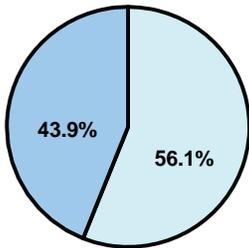
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

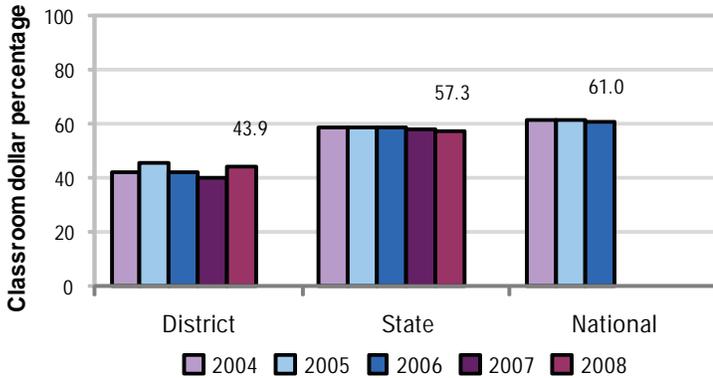
Classroom
 \$29,308
 \$4,480



Nonclassroom
 \$37,502
 \$3,333

Total
 \$66,810
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	42.0	45.2	41.8	40.3	43.9	57.3	61.0
Nonclassroom dollars:							
Administration	9.0	9.0	9.0	9.6	5.1	9.2	10.8
Plant operations	5.9	7.5	9.6	10.7	9.4	11.3	9.9
Food service	0.2				1.4	4.8	3.8
Transportation	13.4	13.8	14.1	15.6	16.1	4.4	4.2
Student support	28.4	24.2	25.3	23.1	22.5	7.4	5.2
Instruction support	1.1	0.2	0.2	0.7	1.6	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	n/a	n/a	n/a	17.3
Average teacher salary	\$48,264	\$47,134	\$56,907	\$44,967
Average years' experience	n/a	n/a	n/a	8.1

Classroom dollar ranking: 204 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,298 in salary, which includes performance pay for fiscal year 2007 performance.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school performance.
- At least 75 percent of students met Individual Education Plan objectives in the areas of language and comprehensive health.

Menu

- Monies were used solely to increase teacher compensation.

Classroom Dollars and Proposition 301 Results

Pine Strawberry Elementary School District

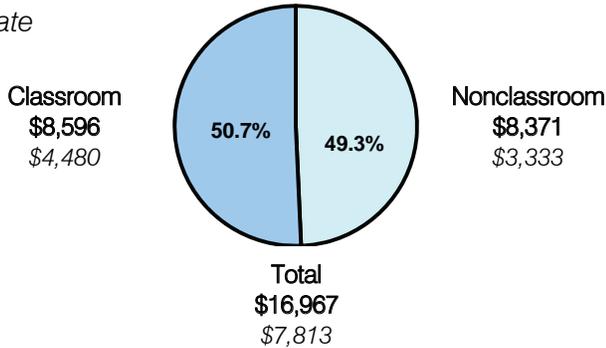
Gila County

District size: Very Small
 Students attending: 121
 Number of schools: 1
 Number of certified teachers: 15

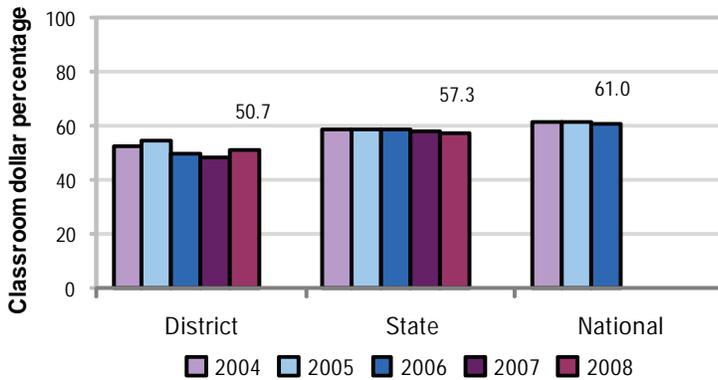
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	52.6	54.8	49.7	48.5	50.7	57.3	61.0
Nonclassroom dollars:							
Administration	13.4	13.7	15.8	17.1	15.6	9.2	10.8
Plant operations	11.9	12.3	15.2	13.0	12.1	11.3	9.9
Food service	4.1	4.5	5.0	4.2	4.4	4.8	3.8
Transportation	6.8	7.1	7.8	7.7	7.3	4.4	4.2
Student support	3.6	3.1	3.8	5.6	5.3	7.4	5.2
Instruction support	7.6	4.5	2.7	3.9	4.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	10.3	8.1	8.1	17.3
Average teacher salary	\$38,159	\$41,955	\$43,073	\$44,967
Average years' experience	7.2	7.8	7.4	8.1

Classroom dollar ranking: 172 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$3,980 in salary, and the speech pathologist earned an additional \$3,184.

Performance

- The District accomplished its goals, which were based on school performance.
- At least 70 percent of the students achieved positive academic growth from 2007 to 2008 on standardized tests.
- Teachers participated in 10 or more professional development hours.
- The student attendance rate was at least 90 percent.
- Based on survey results, 93 percent of parents and students were satisfied with the District.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Piñon Unified School District

Navajo County

District size: Medium
 Students attending: 1,284
 Number of schools: 3
 Number of certified teachers: 83

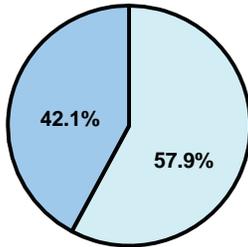
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

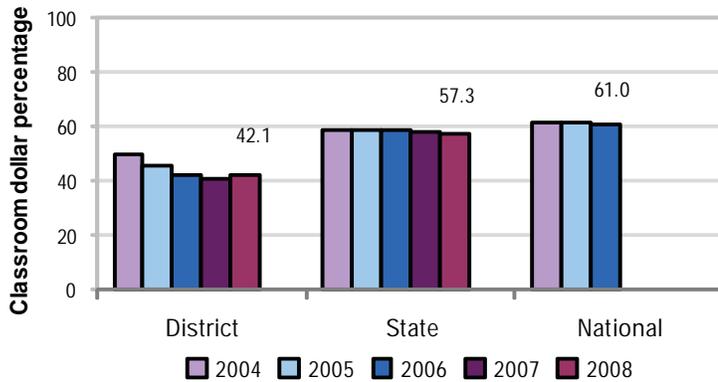
Classroom
\$5,490
\$4,480



Nonclassroom
\$7,550
\$3,333

Total
\$13,040
\$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	49.8	45.8	42.0	40.7	42.1	57.3	61.0
Nonclassroom dollars:							
Administration	13.0	11.1	11.4	12.3	12.1	9.2	10.8
Plant operations	13.6	17.7	16.7	17.9	17.3	11.3	9.9
Food service	5.3	5.4	5.5	5.2	4.7	4.8	3.8
Transportation	7.0	8.1	7.8	7.4	7.9	4.4	4.2
Student support	7.1	6.6	10.1	9.3	8.7	7.4	5.2
Instruction support	4.2	5.3	6.5	7.2	7.2	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	13.8	14.2	15.3	17.3
Average teacher salary	\$38,561	\$35,696	\$36,627	\$44,967
Average years' experience	7.9	7.7	6.9	8.1

Classroom dollar ranking: 208 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,530 in salary, and each librarian earned \$3,992.

Performance

- The District accomplished some of its goals, which were the same as the prior fiscal year's goals and were based on district and school performance.
- Only 1 of 3 schools demonstrated Adequate Yearly Progress.
- Parents and students graded the District a "C" or better on a satisfaction survey.
- The District did not meet the goal of having at least 44 percent of its students on grade-level in reading, writing, and math.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Pomerene Elementary School District

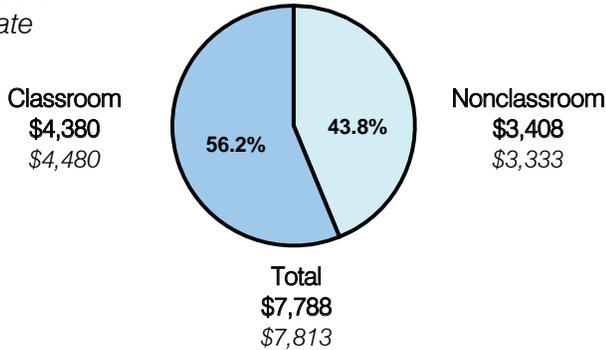
Cochise County

District size: Very Small
 Students attending: 127
 Number of schools: 1
 Number of certified teachers: 8

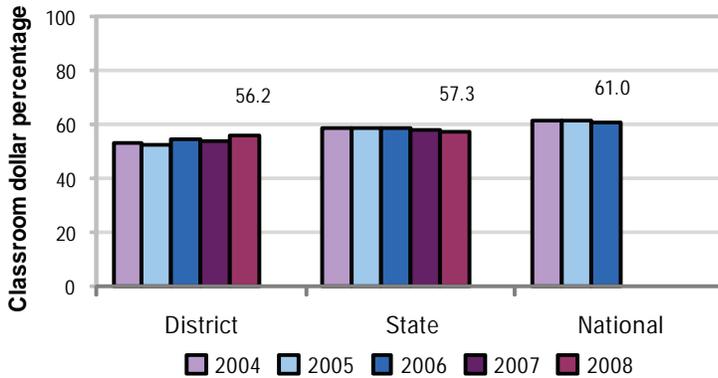
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	53.3	52.3	54.8	53.9	56.2	57.3	61.0
Nonclassroom dollars:							
Administration	13.7	13.1	14.1	11.8	12.2	9.2	10.8
Plant operations	13.5	13.8	12.1	11.8	10.3	11.3	9.9
Food service	10.9	10.2	8.8	9.0	7.4	4.8	3.8
Transportation	2.1	2.6	2.4	2.2	3.8	4.4	4.2
Student support	6.1	7.7	7.8	9.4	7.6	7.4	5.2
Instruction support	0.4	0.3		1.9	2.5	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.0	19.6	15.4	17.3
Average teacher salary	\$37,076	\$38,946	\$39,619	\$44,967
Average years' experience	10.7	6.8	7.8	8.1

Classroom dollar ranking: 97 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,398 in salary, and each instructional aide earned an additional \$1,049.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district performance.
- At least 50 percent of students showed 1 year's academic progress as measured by AIMS test scores.
- The student attendance rate was at least 96 percent.
- More than 60 percent of parents surveyed gave the District satisfactory ratings.
- Teachers attended monthly professional development meetings.

Menu

- Monies continued to be used to compensate teachers for additional duties, such as reading and math tutoring.

Classroom Dollars and Proposition 301 Results

Prescott Unified School District

Yavapai County

District size: Large
 Students attending: 5,417
 Number of schools: 9
 Number of certified teachers: 304

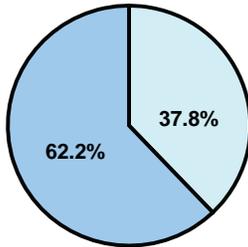
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

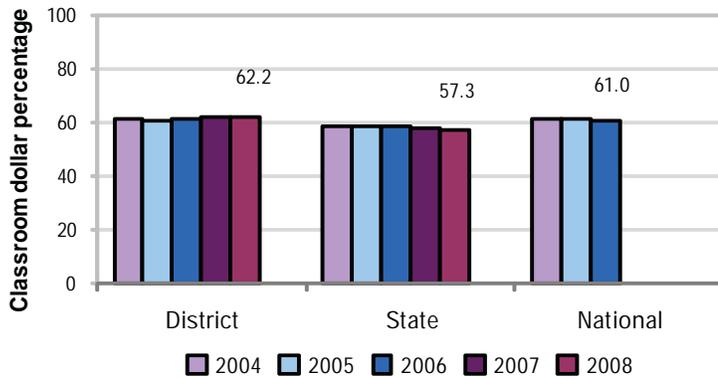
Classroom
 \$4,228
 \$4,480



Nonclassroom
 \$2,573
 \$3,333

Total
 \$6,801
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	61.5	60.5	61.5	62.3	62.2	57.3	61.0
Nonclassroom dollars:							
Administration	9.9	10.1	9.5	9.1	8.5	9.2	10.8
Plant operations	9.8	10.0	10.1	11.0	11.1	11.3	9.9
Food service	4.4	4.4	4.4	4.1	4.3	4.8	3.8
Transportation	3.6	3.9	3.8	3.9	4.2	4.4	4.2
Student support	7.0	7.2	7.1	6.6	6.4	7.4	5.2
Instruction support	3.6	3.8	3.5	2.8	3.1	5.4	4.9
Other	0.2	0.1	0.1	0.2	0.2	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.8	18.3	17.8	17.3
Average teacher salary	\$42,213	\$44,146	\$45,733	\$44,967
Average years' experience	10.2	9.5	9.3	8.1

Classroom dollar ranking: 14 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, occupational therapist, and physical therapist earned between \$4,445 and \$6,375 in additional salary.

Performance

- The District accomplished its goals, which were based on individual performance.
- Performance goals were based on student improvement as measured by pre- and post-tests and standardized tests.
- Teachers participated in at least 20 hours of professional development activities, developed instructional strategies for differentiated instruction, served on committees, and acted as team liaisons.

Menu

- Monies were used primarily to increase eligible employee compensation.
- 3 teachers were paid to help reduce class sizes.
- For AIMS intervention, materials were purchased and 3 teachers and 1 reading assistant were employed.
- Eligible employees attended training on differentiated instruction and various other professional development activities.
- Monies were also used for dropout prevention and activities.

Classroom Dollars and Proposition 301 Results

Quartzsite Elementary School District

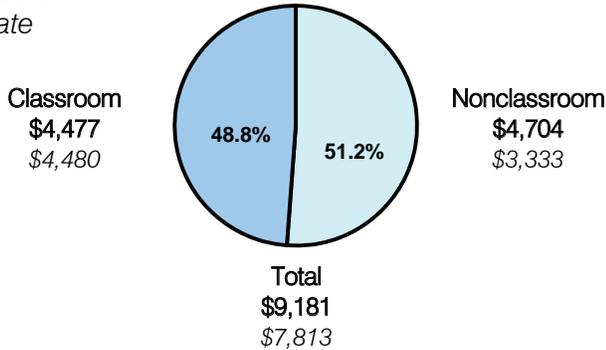
La Paz County

District size: Small
 Students attending: 259
 Number of schools: 2
 Number of certified teachers: 16

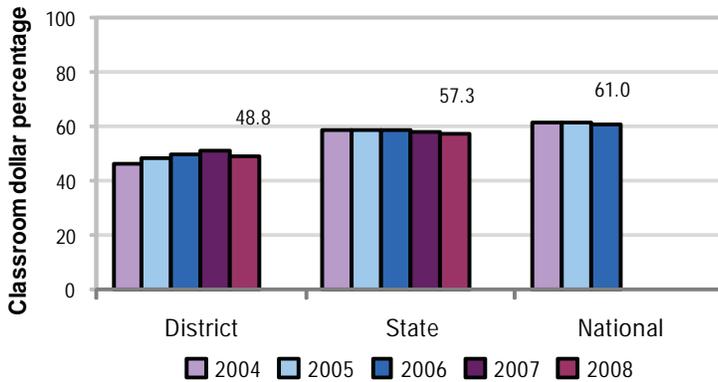
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	46.3	48.2	49.6	50.7	48.8	57.3	61.0
Nonclassroom dollars:							
Administration	14.3	14.3	14.3	14.8	14.4	9.2	10.8
Plant operations	16.9	17.6	16.8	17.2	15.4	11.3	9.9
Food service	8.2	7.1	6.5	7.0	7.6	4.8	3.8
Transportation	7.7	7.9	7.1	6.2	6.4	4.4	4.2
Student support	2.2	1.2	2.1	0.3	3.5	7.4	5.2
Instruction support	4.4	3.7	3.6	3.8	3.9	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.0	17.3	16.2	17.3
Average teacher salary	\$39,434	\$41,677	\$40,793	\$44,967
Average years' experience	6.3	7.3	6.1	8.1

Classroom dollar ranking: 188 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$5,481 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.
- District and school performance goals were tied to the schools meeting Adequate Yearly Progress objectives and earning labels of "Performing" or better from ADE for AZ LEARNS.
- Schools had to achieve a student attendance rate of 90 percent or better.
- Teachers received acceptable performance evaluations and attended 6 coaching sessions on teaching strategies and best practices.

Menu

- Monies were used to increase teacher compensation.
- Monies were also used for professional development activities focused on reading and math.

Classroom Dollars and Proposition 301 Results

Queen Creek Unified School District

Maricopa County

District size: Medium
 Students attending: 4,853
 Number of schools: 6
 Number of certified teachers: 245

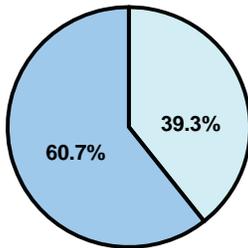
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

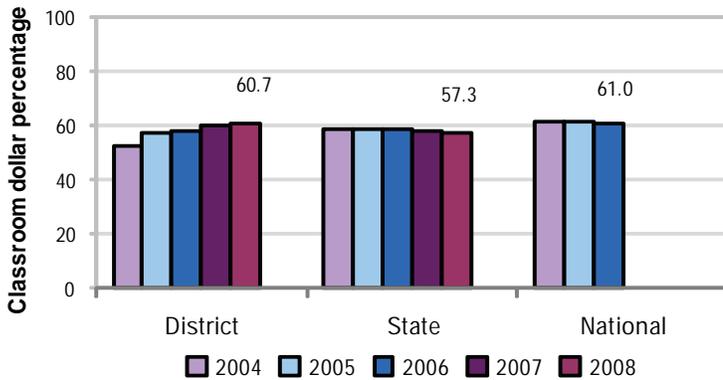
Classroom
 \$3,889
 \$4,480



Nonclassroom
 \$2,520
 \$3,333

Total
 \$6,409
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	52.7	57.1	57.8	60.0	60.7	57.3	61.0
Nonclassroom dollars:							
Administration	9.9	9.1	9.1	10.2	10.0	9.2	10.8
Plant operations	15.4	13.4	12.7	10.2	10.5	11.3	9.9
Food service	6.7	6.0	6.1	5.1	5.0	4.8	3.8
Transportation	5.2	5.4	5.8	5.9	5.3	4.4	4.2
Student support	6.4	6.4	6.1	6.2	6.5	7.4	5.2
Instruction support	3.7	2.5	2.4	2.4	2.0	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	16.8	15.3	19.8	17.3
Average teacher salary	\$37,904	\$41,207	\$43,314	\$44,967
Average years' experience	6.3	6.6	6.8	8.1

Classroom dollar ranking: 33 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, psychologist, nurse, social worker, and special education coordinator earned an additional \$4,822 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school and individual performance.
- Each school set and accomplished 3 student achievement goals based on standardized test results.
- Each teacher completed 15 hours of professional development activities and was evaluated on the development and presentation of lesson plans which supported the schools' academic goals.
- Other goals were linked to parent-student satisfaction.

Menu

- Monies were used to continue to pay salaries for 7 elementary and 7 secondary teachers to reduce class sizes.
- Monies were also used to increase teacher compensation.

Classroom Dollars and Proposition 301 Results

Rainbow Accommodation School District

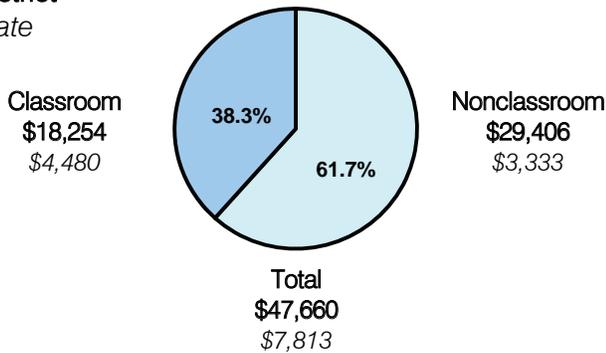
Navajo County

District size: Very Small
 Students attending: 29
 Number of schools: 1
 Number of certified teachers: 2

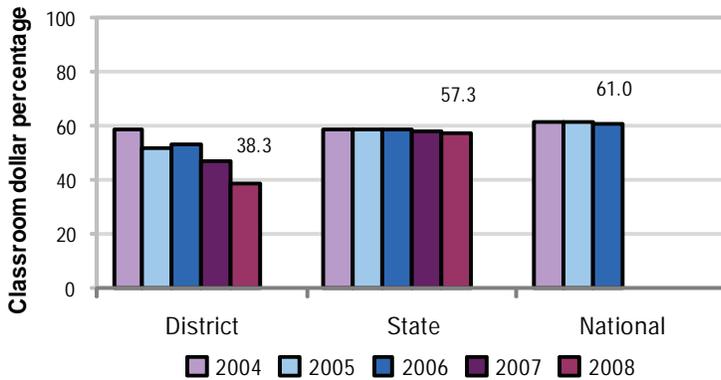
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	58.4	51.6	53.1	47.1	38.3	57.3	61.0
Nonclassroom dollars:							
Administration	10.4	16.6	13.1	15.6	23.3	9.2	10.8
Plant operations	6.0	5.9	5.7	5.0	6.0	11.3	9.9
Food service						4.8	3.8
Transportation	12.5	15.1	17.1	19.4	17.1	4.4	4.2
Student support	12.4	10.3	10.4	12.2	13.6	7.4	5.2
Instruction support	0.3	0.5	0.5	0.7	1.7	5.4	4.9
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	19.0	23.0	14.4	17.3
Average teacher salary	n/a	n/a	\$35,358	\$44,967
Average years' experience	15.0	15.0	1.0	8.1

Classroom dollar ranking: 218 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$3,000 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.
- Student achievement goals were based on the implementation and success of a student behavior modification program.
- Parents were invited to 3 music programs during the year as well as a training on the behavior modification program.
- Teachers completed professional development plans, which were approved by the principal.
- Students and teachers participated in community projects and events.

Menu

- Monies were used to pay for preschool and elementary teachers to attend training on curriculum and classroom activities.

Classroom Dollars and Proposition 301 Results

Ray Unified School District

Pinal County

District size: Small
 Students attending: 559
 Number of schools: 3
 Number of certified teachers: 43

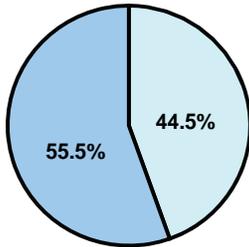
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

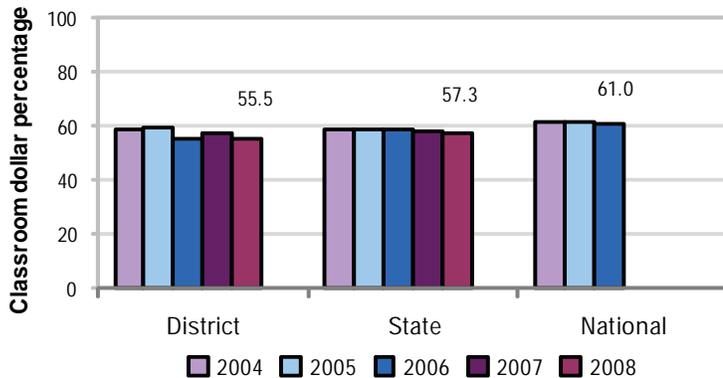
Classroom
\$5,249
\$4,480



Nonclassroom
\$4,203
\$3,333

Total
\$9,452
\$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	58.3	59.2	55.4	57.5	55.5	57.3	61.0
Nonclassroom dollars:							
Administration	13.1	14.2	14.6	15.1	15.5	9.2	10.8
Plant operations	12.5	11.3	12.1	12.2	13.3	11.3	9.9
Food service	4.4	4.7	4.6	4.3	4.3	4.8	3.8
Transportation	4.3	4.9	4.2	4.7	5.0	4.4	4.2
Student support	4.7	4.1	7.3	4.5	4.1	7.4	5.2
Instruction support	2.4	1.3	1.5	1.4	2.0	5.4	4.9
Other	0.3	0.3	0.3	0.3	0.3	0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	13.9	13.3	13.1	17.3
Average teacher salary	\$41,860	\$42,599	\$40,055	\$44,967
Average years' experience	9.5	10.3	10.2	8.1

Classroom dollar ranking: 107 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and counselor earned \$6,231 in additional salary.

Performance

- The District accomplished most of its goals, which were based on district and school performance.
- Elementary school students demonstrated growth in 4 of 5 core subject areas as measured by pre- and post-tests.
- Primary grade students also demonstrated reading and writing skills achievement through standardized assessments and the Six-Trait writing method.
- The high school had to earn a "Performing" or above label from ADE for AZ LEARNS.
- The goal not met called for increasing the student attendance rate.

Menu

- Monies were used solely for teacher compensation.

Classroom Dollars and Proposition 301 Results

Red Mesa Unified School District

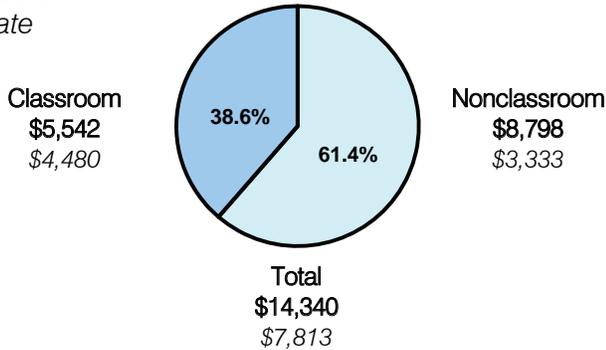
Apache County

District size: Medium
 Students attending: 801
 Number of schools: 5
 Number of certified teachers: 61

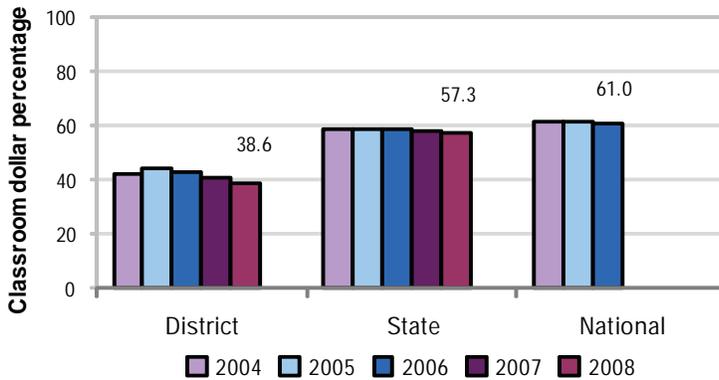
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	42.0	43.9	42.6	40.4	38.6	57.3	61.0
Nonclassroom dollars:							
Administration	13.2	14.3	16.0	18.2	16.8	9.2	10.8
Plant operations	15.5	14.1	14.3	15.8	15.8	11.3	9.9
Food service	4.9	3.9	3.2	3.2	4.2	4.8	3.8
Transportation	9.4	9.9	10.3	10.6	10.9	4.4	4.2
Student support	11.6	11.0	9.8	8.1	12.4	7.4	5.2
Instruction support	3.4	2.9	3.8	3.3	1.3	5.4	4.9
Other				0.4		0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	13.4	13.6	13.2	17.3
Average teacher salary	\$36,343	\$38,766	\$38,153	\$44,967
Average years' experience	7.8	8.4	9.6	8.1

Classroom dollar ranking: 215 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned \$3,486 in additional salary, which includes performance pay for fiscal year 2007 performance.

Performance

- The District accomplished most of its goals, which were based on district and school performance.
- Student achievement goals called for students to improve in reading comprehension and vocabulary as demonstrated by standardized test scores.
- The high schools met their graduation rate goals.
- Each school improved student attendance by at least 5 percent.
- Teachers worked to become highly qualified and were evaluated annually.
- Teacher-based committees met to develop school improvement plans.
- Other goals were linked to student and teacher attendance.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Red Rock Elementary School District

Pinal County

District size: Very Small
 Students attending: 118
 Number of schools: 1
 Number of certified teachers: 11

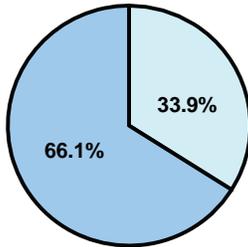
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

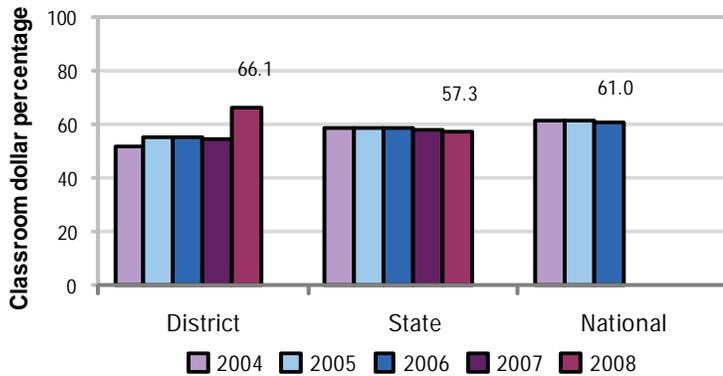
Classroom
\$12,500
\$4,480



Nonclassroom
\$6,418
\$3,333

Total
\$18,918
\$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	51.6	55.5	54.9	54.3	66.1	57.3	61.0
Nonclassroom dollars:							
Administration	17.5	17.1	19.2	24.9	17.5	9.2	10.8
Plant operations	20.3	16.6	17.5	12.1	6.6	11.3	9.9
Food service	4.4	4.7	4.5	4.0	2.7	4.8	3.8
Transportation	5.3	5.1	2.3	2.2	2.4	4.4	4.2
Student support	0.8	1.0	1.6	1.5	0.8	7.4	5.2
Instruction support	0.1			1.0	3.9	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	15.7	13.7	10.7	17.3
Average teacher salary	\$40,880	\$42,251	\$41,366	\$44,967
Average years' experience	11.3	13.9	12.0	8.1

Classroom dollar ranking: 5 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and librarian earned an additional \$1,481 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on individual performance.
- Students demonstrated academic progress on standardized tests and district assessments.
- The results of a survey showed that at least 75 percent of parents were satisfied with the District.
- Standards for communication between school and home were achieved.

Menu

- Monies were used to hire 3 instructional aides to help reduce special needs classes in preschool through 4th grades.

Classroom Dollars and Proposition 301 Results

Riverside Elementary School District

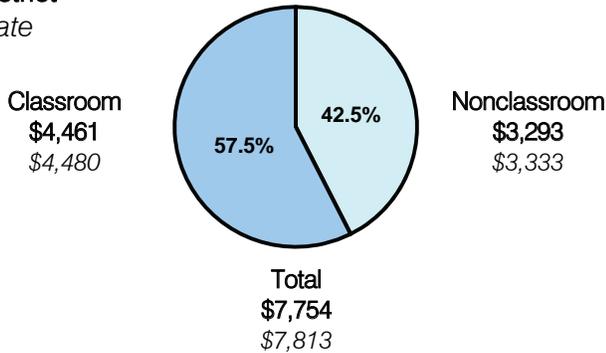
Maricopa County

District size: Medium
 Students attending: 801
 Number of schools: 2
 Number of certified teachers: 38

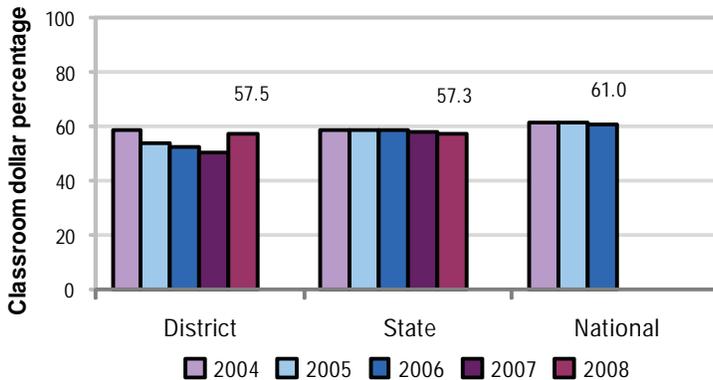
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	58.6	53.8	52.4	50.2	57.5	57.3	61.0
Nonclassroom dollars:							
Administration	11.6	14.1	15.2	14.5	12.9	9.2	10.8
Plant operations	10.7	10.3	12.0	12.4	10.9	11.3	9.9
Food service	7.7	7.5	7.0	6.8	6.3	4.8	3.8
Transportation	2.6	3.1	2.6	3.2	3.4	4.4	4.2
Student support	5.7	9.4	9.5	10.9	5.4	7.4	5.2
Instruction support	3.1	1.8	1.3	2.0	3.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	26.6	40.9	21.1	17.3
Average teacher salary	\$40,582	\$40,081	\$44,315	\$44,967
Average years' experience	3.7	3.6	4.4	8.1

Classroom dollar ranking: 69 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$3,382 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district and individual performance.
- Students' AIMS test scores increased by 10 percent.
- Teachers participated in 30 hours of professional development activities.
- Parents attended at least 90 percent of parent/teacher conferences.

Menu

- The District did not report spending from menu monies.

Classroom Dollars and Proposition 301 Results

Roosevelt Elementary School District

Maricopa County

District size: Large
 Students attending: 11,790
 Number of schools: 21
 Number of certified teachers: 702

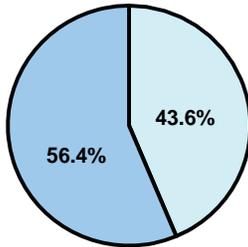
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

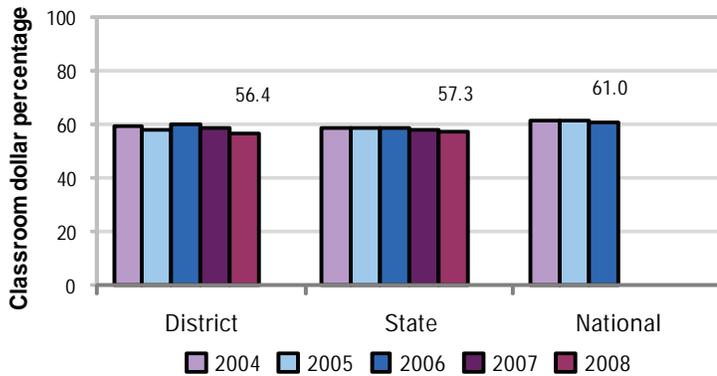
Classroom
 \$4,774
 \$4,480



Nonclassroom
 \$3,695
 \$3,333

Total
 \$8,469
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	59.1	58.2	59.7	58.6	56.4	57.3	61.0
Nonclassroom dollars:							
Administration	10.2	10.5	10.2	10.7	12.3	9.2	10.8
Plant operations	11.5	10.9	10.4	9.7	9.5	11.3	9.9
Food service	6.1	6.1	5.9	6.3	5.9	4.8	3.8
Transportation	2.5	2.8	2.8	2.6	2.6	4.4	4.2
Student support	4.1	3.6	3.6	5.5	6.1	7.4	5.2
Instruction support	6.5	7.8	7.4	6.6	7.2	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	15.2	17.2	16.8	17.3
Average teacher salary	\$43,451	\$46,597	\$46,420	\$44,967
Average years' experience	7.4	7.6	7.2	8.1

Classroom dollar ranking: 94 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and librarian earned \$5,794 in additional salary, and each speech pathologist and school psychologist earned between \$2,402 and 3,392 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.
- At least 5 percent of students who previously scored below the 50th-percentile on standardized tests moved above the 50th-percentile.
- 75 percent of special education students mastered their Individual Education Plan goals.
- 75 percent of kindergarten through 3rd-grade students showed growth in reading skills.
- Eligible employees participated in 6 hours of professional development activities focused on improving reading at their school.
- Through a parent night activity, teachers informed parents of their child's progress and how parents can help their children attain higher academic achievement.

Menu

- Monies were used to increase eligible employee compensation and to pay eligible employees for preparation of the performance pay plan.

Classroom Dollars and Proposition 301 Results

Round Valley Unified School District

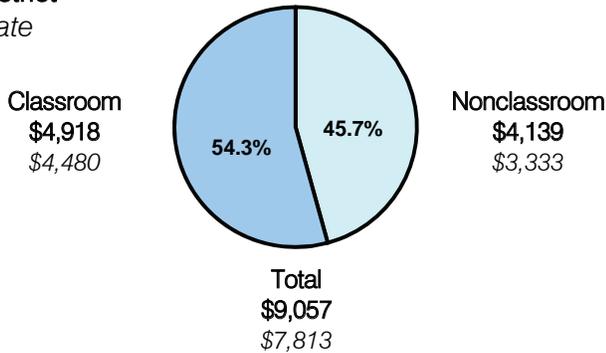
Apache County

District size: Medium
 Students attending: 1,400
 Number of schools: 4
 Number of certified teachers: 87

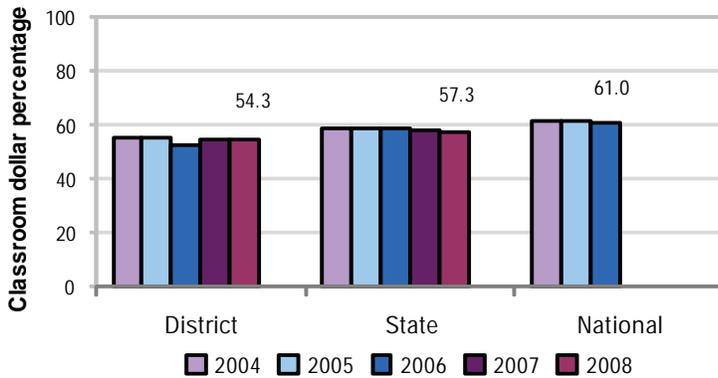
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	55.0	55.1	52.5	54.2	54.3	57.3	61.0
Nonclassroom dollars:							
Administration	8.7	9.5	10.2	8.8	9.1	9.2	10.8
Plant operations	17.6	16.6	17.9	17.4	15.1	11.3	9.9
Food service	3.8	4.2	3.9	3.5	4.2	4.8	3.8
Transportation	4.6	4.8	5.7	5.2	5.9	4.4	4.2
Student support	8.2	8.2	7.9	7.2	7.4	7.4	5.2
Instruction support	2.1	1.6	1.9	3.7	4.0	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.5	17.0	16.0	17.3
Average teacher salary	\$39,219	\$42,603	\$45,366	\$44,967
Average years' experience	10.7	10.7	9.9	8.1

Classroom dollar ranking: 129 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and counselor earned between \$8,478 and \$8,561 in additional salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Student achievement in reading, writing, and math was measured by standardized tests.
- Each school met Adequate Yearly Progress objectives.
- The District met state standards for dropout and graduation rates, and its absence rate was below 6 percent.
- Teachers aligned curriculum with state standards, attended professional development trainings, were involved in before- and after-school activities, increased communication with parents, and received satisfactory performance evaluations.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Sacaton Elementary School District

Pinal County

District size: Small
 Students attending: 430
 Number of schools: 2
 Number of certified teachers: 40

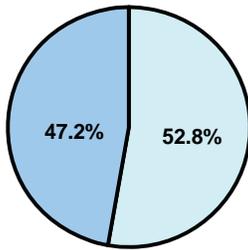
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

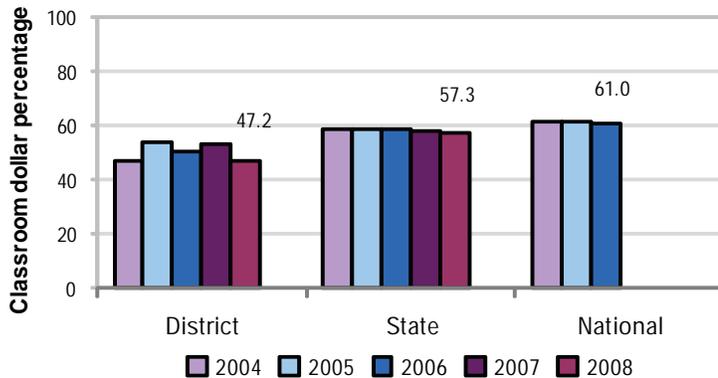
Classroom
 \$7,918
 \$4,480



Nonclassroom
 \$8,864
 \$3,333

Total
 \$16,782
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	46.7	53.7	50.4	52.9	47.2	57.3	61.0
Nonclassroom dollars:							
Administration	13.7	12.5	16.7	14.7	14.1	9.2	10.8
Plant operations	13.0	10.6	11.6	11.0	13.2	11.3	9.9
Food service	4.1	3.9	3.5	3.8	4.1	4.8	3.8
Transportation	6.1	5.9	5.8	5.9	7.2	4.4	4.2
Student support	14.4	9.9	9.1	7.9	7.7	7.4	5.2
Instruction support	2.0	3.4	2.9	3.8	6.5	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	13.0	10.4	10.7	17.3
Average teacher salary	\$42,152	\$50,690	\$48,287	\$44,967
Average years' experience	9.0	8.1	7.9	8.1

Classroom dollar ranking: 196 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$3,270 and \$3,670 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.
- Teachers received acceptable performance evaluations, participated in at least 2 committees, and attended scheduled parent-teacher conferences and parent meetings.
- Each school developed and implemented a program to increase student attendance, which improved by 2 percent.
- The goal not met required an increase in the overall percentage of students who met or exceeded math and/or reading standards.

Menu

- Monies continued to be used for certified substitute teacher salaries and benefits and for perfect attendance incentives.

Classroom Dollars and Proposition 301 Results

Saddle Mountain Unified School District

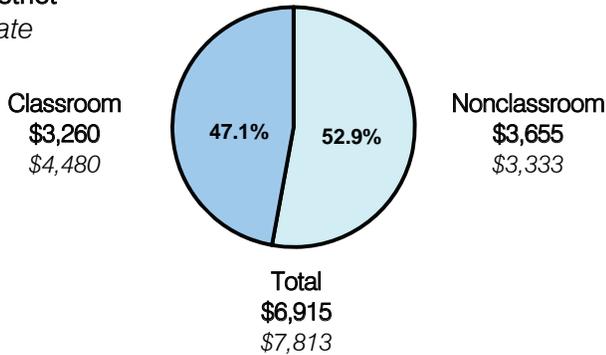
Maricopa County

District size: Medium
 Students attending: 1,419
 Number of schools: 3
 Number of certified teachers: 57

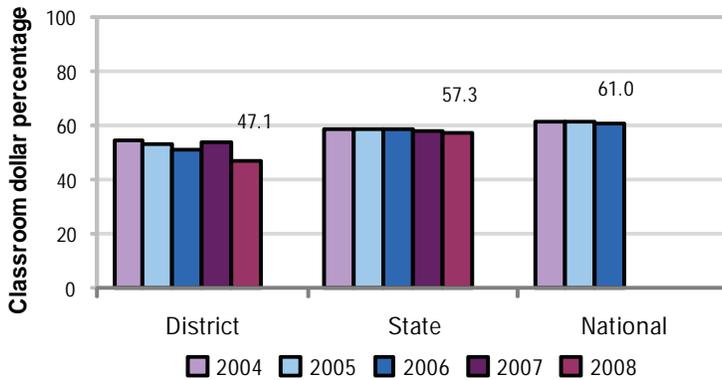
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	54.4	53.1	51.2	53.6	47.1	57.3	61.0
Nonclassroom dollars:							
Administration	12.0	10.8	10.2	10.0	14.4	9.2	10.8
Plant operations	14.6	12.1	14.9	13.5	16.2	11.3	9.9
Food service	5.5	3.5	4.4	5.1	5.7	4.8	3.8
Transportation	8.7	8.4	7.8	7.5	7.9	4.4	4.2
Student support	0.3	10.3	7.6	7.4	5.8	7.4	5.2
Instruction support	4.5	1.7	3.9	2.9	2.9	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	17.1	14.5	23.0	17.3
Average teacher salary	\$42,531	\$38,876	\$43,462	\$44,967
Average years' experience	7.8	8.4	6.7	8.1

Classroom dollar ranking: 197 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned \$5,206 in additional salary, and each instructional aide earned an additional \$1,617.

Performance

- The District accomplished its goals, which were based on school performance.
- Students demonstrated improved writing skills.
- The high school had a dropout rate of less than 6 percent.
- Eligible employees attended in-service trainings.

Menu

- Monies were used primarily to increase eligible employee compensation.
- Monies were also used for AIMS intervention and professional development activities.

Classroom Dollars and Proposition 301 Results

Safford Unified School District

Graham County

District size: Medium
 Students attending: 2,894
 Number of schools: 6
 Number of certified teachers: 155

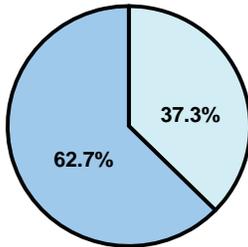
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

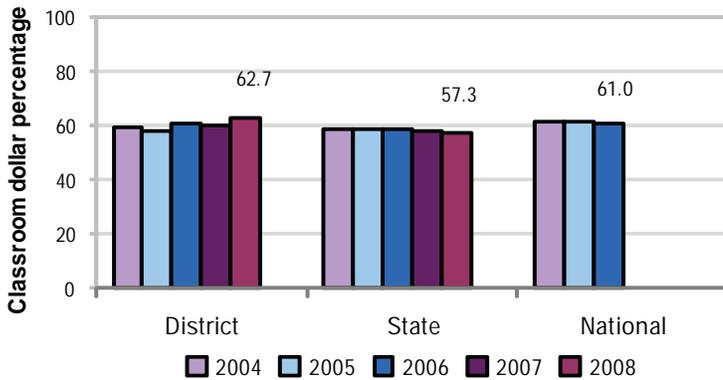
Classroom
 \$4,229
 \$4,480



Nonclassroom
 \$2,511
 \$3,333

Total
 \$6,740
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	59.1	58.1	60.4	60.0	62.7	57.3	61.0
Nonclassroom dollars:							
Administration	10.0	11.3	10.9	11.7	10.7	9.2	10.8
Plant operations	9.4	9.6	8.9	8.9	9.2	11.3	9.9
Food service	4.7	4.5	5.0	5.2	4.4	4.8	3.8
Transportation	3.4	3.3	3.2	3.5	3.2	4.4	4.2
Student support	6.4	6.9	5.6	6.0	5.6	7.4	5.2
Instruction support	7.0	6.3	6.0	4.7	4.2	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	18.1	18.8	18.7	17.3
Average teacher salary	\$40,001	\$43,831	\$44,531	\$44,967
Average years' experience	9.7	9.5	9.4	8.1

Classroom dollar ranking: 11 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned \$6,943 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 developed individual goals for student academic achievement.
- At least 75 percent of the students earned 75 percent or better on district assessments or showed growth on the AIMS test.

Menu

- Monies were used to compensate 154 teachers, 5 librarians, and 6 counselors for successfully completing Structured English Immersion training for endorsement.

Classroom Dollars and Proposition 301 Results

Sahuarita Unified School District

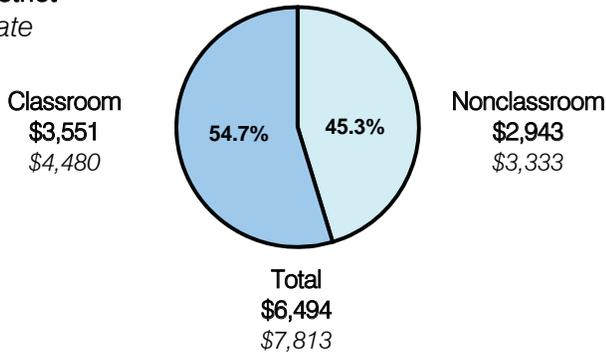
Pima County

District size: Medium
 Students attending: 4,239
 Number of schools: 6
 Number of certified teachers: 235

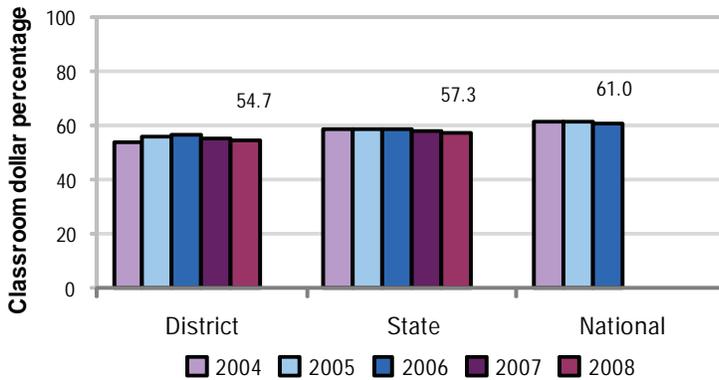
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	54.0	55.8	56.7	54.9	54.7	57.3	61.0
Nonclassroom dollars:							
Administration	9.6	9.5	10.5	10.9	10.0	9.2	10.8
Plant operations	14.7	12.1	12.0	14.1	14.5	11.3	9.9
Food service	4.9	6.1	5.9	5.4	6.5	4.8	3.8
Transportation	8.6	7.5	7.0	5.2	4.9	4.4	4.2
Student support	5.6	6.6	6.3	6.8	6.9	7.4	5.2
Instruction support	2.6	2.4	1.6	2.7	2.5	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	19.6	18.0	18.0	17.3
Average teacher salary	\$36,574	\$42,744	\$41,553	\$44,967
Average years' experience	7.8	7.4	8.0	8.1

Classroom dollar ranking: 124 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, speech pathologist, and counselor earned between \$4,809 and \$5,010 in additional salary, and the librarian earned an additional \$9,069.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district, school, and individual performance.
- Student achievement was measured by standardized test scores.
- Teachers developed and implemented professional growth plans, which targeted teaching strategy improvement in all academic content areas.
- Teachers also performed additional responsibilities related to leadership and tutoring and had satisfactory evaluations.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Salome Consolidated Elementary School District

LaPaz County

District size: Very Small
 Students attending: 100
 Number of schools: 1
 Number of certified teachers: 8

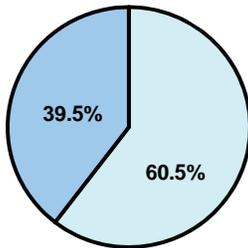
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

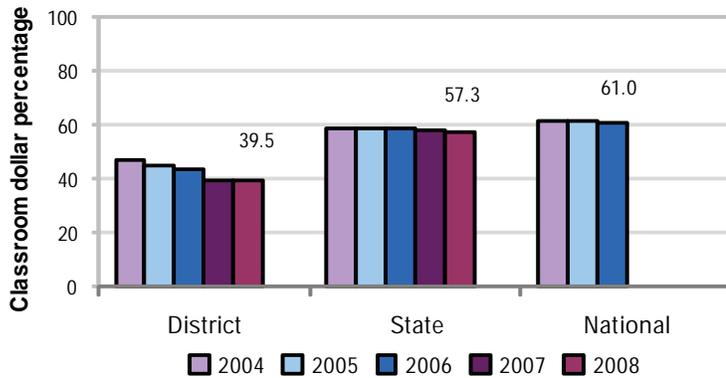
Classroom
\$5,366
\$4,480



Nonclassroom
\$8,206
\$3,333

Total
\$13,572
\$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	46.9	44.5	43.4	39.3	39.5	57.3	61.0
Nonclassroom dollars:							
Administration	14.3	13.8	17.2	17.6	19.6	9.2	10.8
Plant operations	18.9	17.5	16.8	18.6	19.7	11.3	9.9
Food service	8.8	9.1	9.1	9.4	9.5	4.8	3.8
Transportation	3.6	4.2	4.1	4.6	4.5	4.4	4.2
Student support	7.3	8.8	9.4	10.5	7.2	7.4	5.2
Instruction support	0.1					5.4	4.9
Other	0.1	2.1				0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	9.5	12.7	13.3	17.3
Average teacher salary	\$34,662	\$39,775	\$44,239	\$44,967
Average years' experience	4.7	6.3	6.5	8.1

Classroom dollar ranking: 213 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$6,630 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on individual performance.
- 3 teachers provided before- and after-school tutoring to 34 students to help improve student achievement. The District reported notable improvement in the students' performance.
- 1 experienced teacher acted as a mentor to a new teacher.
- Another goal was linked to professional development.

Menu

- Monies were used solely to increase teacher compensation.

Classroom Dollars and Proposition 301 Results

San Carlos Unified School District

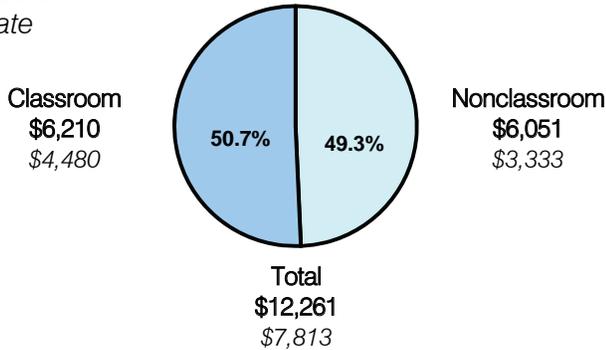
Gila County

District size: Medium
 Students attending: 1,210
 Number of schools: 4
 Number of certified teachers: 96

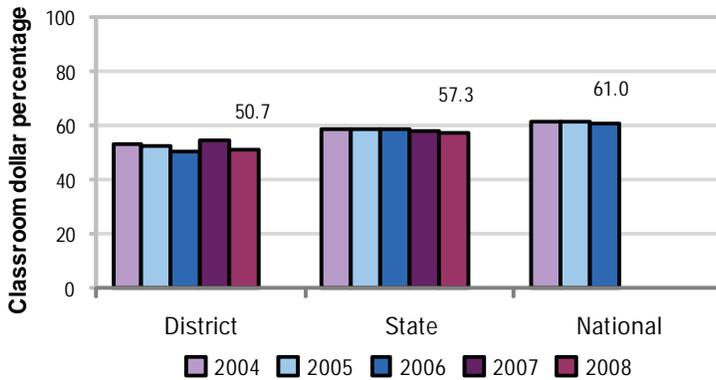
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	52.9	52.5	50.5	54.3	50.7	57.3	61.0
Nonclassroom dollars:							
Administration	11.5	10.9	10.7	9.6	10.3	9.2	10.8
Plant operations	13.2	12.7	13.0	12.5	13.5	11.3	9.9
Food service	4.5	5.5	4.9	4.5	6.4	4.8	3.8
Transportation	5.4	5.4	5.8	5.2	5.7	4.4	4.2
Student support	9.4	10.5	10.6	10.1	9.7	7.4	5.2
Instruction support	3.1	2.5	4.5	3.8	3.6	5.4	4.9
Other					0.1	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	12.4	11.6	12.5	17.3
Average teacher salary	\$38,772	\$40,037	\$41,119	\$44,967
Average years' experience	8.7	9.5	10.1	8.1

Classroom dollar ranking: 173 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$4,856 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on individual performance.
- Eligible employees received acceptable performance evaluations, served on committees, mentored new teachers, and volunteered at school events.
- The other goal was linked to results of a parent satisfaction survey and parent contacts.

Menu

- Monies were primarily used to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

San Fernando Elementary School District

Pima County

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

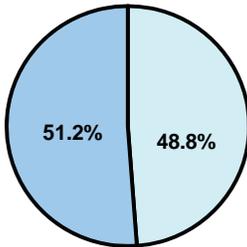
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

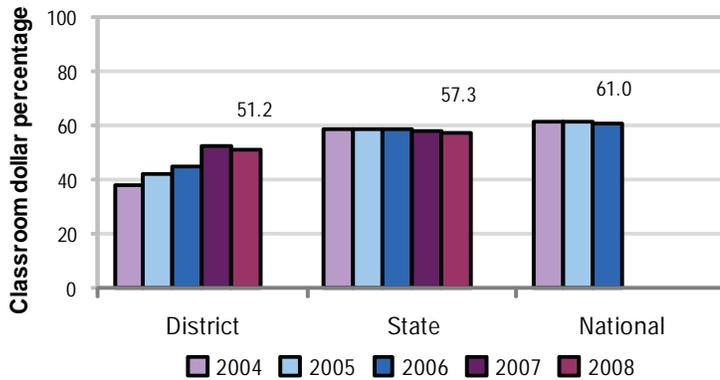
Classroom
\$5,830
\$4,480



Nonclassroom
\$5,557
\$3,333

Total
\$11,387
\$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	38.2	41.8	45.0	52.1	51.2	57.3	61.0
Nonclassroom dollars:							
Administration	13.1	13.9	17.0	19.5	16.4	9.2	10.8
Plant operations	15.1	14.2	9.7	15.2	21.6	11.3	9.9
Food service						4.8	3.8
Transportation	23.3	22.9	25.7	11.2	10.2	4.4	4.2
Student support	5.2	4.1	1.2	0.5	0.3	7.4	5.2
Instruction support	5.1	3.1	1.4	1.5	0.3	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	7.5	17.0	20.0	17.3
Average teacher salary	\$34,149	n/a	n/a	\$44,967
Average years' experience	5.0	6.0	7.0	8.1

Classroom dollar ranking: 168 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,312 in salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Teachers integrated technology into core curriculum and aligned the technology plan with technology curriculum.
- Student attendance improved.
- Teachers participated in professional development activities, completed 1 master's-level course, and provided before- and after-school tutoring.

Menu

- Monies were used solely to increase teacher compensation.

Classroom Dollars and Proposition 301 Results

San Simon Unified School District

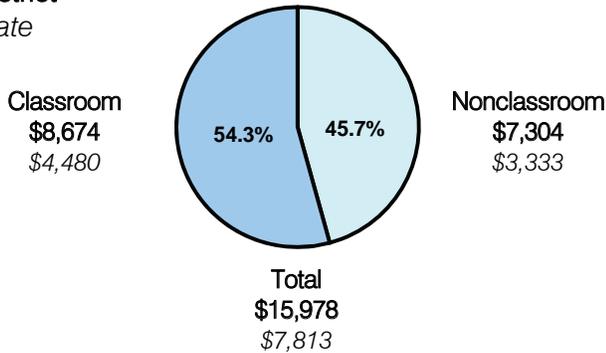
Cochise County

District size: Very Small
 Students attending: 110
 Number of schools: 1
 Number of certified teachers: 14

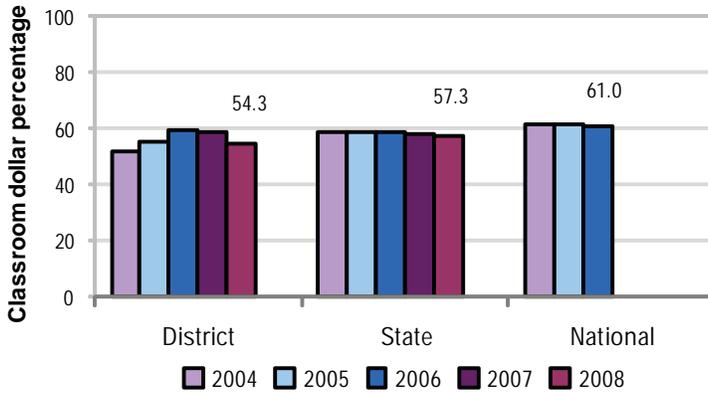
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	51.4	55.0	59.3	58.3	54.3	57.3	61.0
Nonclassroom dollars:							
Administration	19.8	7.9	11.2	15.7	19.3	9.2	10.8
Plant operations	12.7	12.8	13.5	13.0	15.4	11.3	9.9
Food service	5.8	5.3	5.9	4.9	3.9	4.8	3.8
Transportation	5.4	6.3	6.0	5.7	4.2	4.4	4.2
Student support	3.9	2.1	2.9	2.0	1.9	7.4	5.2
Instruction support	1.0	10.6	1.1	0.4	1.0	5.4	4.9
Other			0.1			0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	8.1	8.6	8.0	17.3
Average teacher salary	\$42,746	\$46,719	\$44,797	\$44,967
Average years' experience	11.5	11.5	10.4	8.1

Classroom dollar ranking: 130 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,920 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district performance.
- The District met Adequate Yearly Progress objectives and earned a "Highly Performing" label from ADE for AZ LEARNS.
- Teachers participated in 10 hours of professional development activities and 10 hours of academic committee work.
- Teachers increased parent communication through parent-teacher conferences.

Menu

- Teachers earned additional monies for participating in professional development activities and committees.

Classroom Dollars and Proposition 301 Results

Sanders Unified School District

Apache County

District size: Medium
 Students attending: 1,026
 Number of schools: 3
 Number of certified teachers: 71

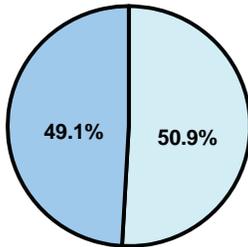
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

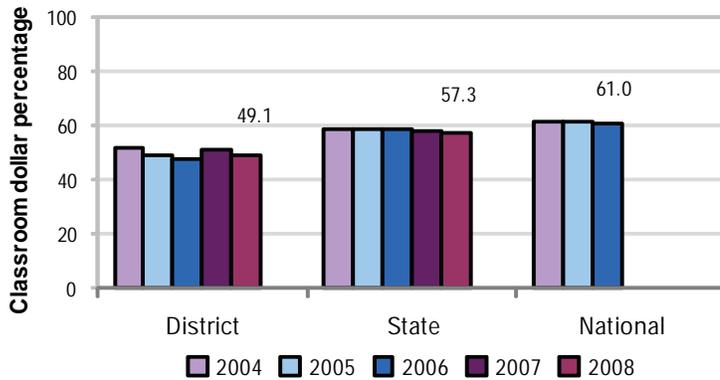
Classroom
 \$5,402
 \$4,480



Nonclassroom
 \$5,610
 \$3,333

Total
 \$11,012
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	52.0	49.0	47.8	50.8	49.1	57.3	61.0
Nonclassroom dollars:							
Administration	10.4	10.3	11.4	12.0	12.8	9.2	10.8
Plant operations	14.1	14.1	16.6	15.2	16.4	11.3	9.9
Food service	5.0	5.5	5.0	5.0	4.7	4.8	3.8
Transportation	6.8	7.4	7.2	7.6	7.1	4.4	4.2
Student support	7.1	7.4	5.9	4.0	4.7	7.4	5.2
Instruction support	4.6	4.9	5.8	5.2	5.0	5.4	4.9
Other		1.4	0.3	0.2	0.2	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	17.5	16.2	14.4	17.3
Average teacher salary	\$34,357	\$41,324	\$45,727	\$44,967
Average years' experience	8.5	8.9	8.6	8.1

Classroom dollar ranking: 185 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$5,207 in salary, and each librarian and counselor earned an additional \$1,551.

Performance

- The District accomplished most of its goals, which were based on individual performance.
- Teachers received a "satisfactory" or higher on their performance evaluations.
- Teachers could receive additional performance pay if they took on additional responsibilities such as team leader or test coordinator.

Menu

- Monies were used solely to increase eligible employee compensation, which the District indicates may be partially responsible for a 25 percent reduction in teacher turnover.

Classroom Dollars and Proposition 301 Results

Santa Cruz County Regional School District

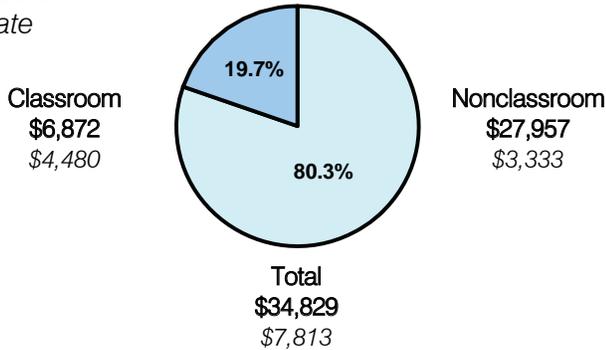
Santa Cruz County

District size: Very Small
 Students attending: 40
 Number of schools: 1
 Number of certified teachers: 2

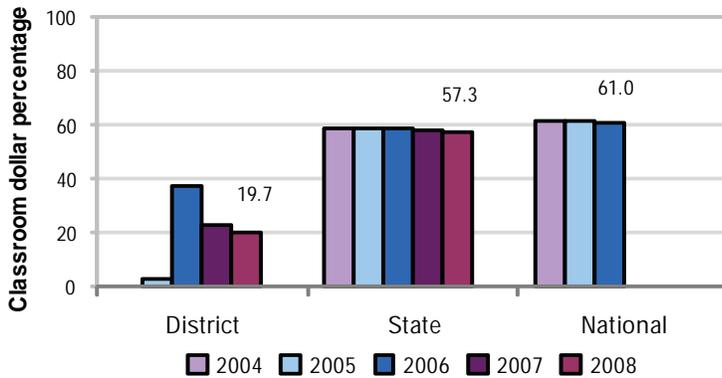
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	n/a	2.7	36.9	22.8	19.7	57.3	61.0
Nonclassroom dollars:	n/a						
Administration		28.5	35.2	53.8	65.8	9.2	10.8
Plant operations		54.0	2.5	3.0	1.3	11.3	9.9
Food service			0.7	0.5		4.8	3.8
Transportation			0.3			4.4	4.2
Student support			17.9	18.9	12.2	7.4	5.2
Instruction support		14.8	6.1	0.9	0.6	5.4	4.9
Other			0.4	0.1	0.4	0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	18.5	10.8	19.6	17.3
Average teacher salary	\$29,552	\$35,359	\$36,853	\$44,967
Average years' experience	7.5	9.0	15.0	8.1

Classroom dollar ranking: 225 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$3,450 in salary.

Performance

- The District accomplished some of its goals, which were based on district and individual performance.
- Teachers passed a 3-credit hour course and attended 2 in-service workshops.
- Teachers completed 15 hours of tutoring.
- The District did not meet its goal of earning a "Performing" or better label from ADE for AZ LEARNS and meeting Adequate Yearly Progress objectives.

Menu

- Monies were used solely to help pay for a portion of eligible employee benefits.

Classroom Dollars and Proposition 301 Results

Santa Cruz Elementary School District

Santa Cruz County

District size: Very Small
 Students attending: 179
 Number of schools: 1
 Number of certified teachers: 12

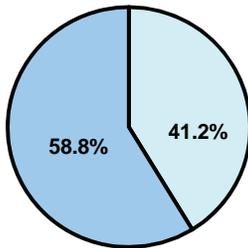
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

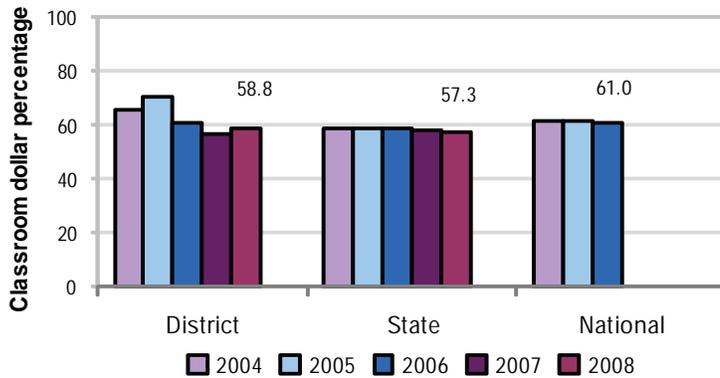
Classroom
\$5,502
\$4,480



Nonclassroom
\$3,850
\$3,333

Total
\$9,352
\$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	65.7	70.4	60.9	56.8	58.8	57.3	61.0
Nonclassroom dollars:							
Administration	16.1	15.5	18.4	15.5	17.2	9.2	10.8
Plant operations	10.6	10.3	10.9	10.3	10.8	11.3	9.9
Food service		0.1		5.2	4.9	4.8	3.8
Transportation	6.4	2.7	9.0	10.4	6.8	4.4	4.2
Student support	0.1					7.4	5.2
Instruction support	1.0	1.0	0.8	1.8	1.5	5.4	4.9
Other	0.1					0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	12.7	14.7	14.9	17.3
Average teacher salary	\$39,179	\$42,296	\$43,301	\$44,967
Average years' experience	10.6	10.7	11.5	8.1

Classroom dollar ranking: 49 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$5,236 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- The District maintained a "Highly Performing" label from ADE for AZ LEARNS.
- Teachers worked on improving instruction and after-school opportunities to improve student achievement.
- 95 percent of parents and students surveyed were satisfied with the District's performance and would recommend the school to others.

Menu

- Monies continued to be used to employ a certified language arts teacher to reduce language arts class sizes from 23 to 17 students in grades 6 through 8.
- Monies were also used to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Santa Cruz Valley Unified School District

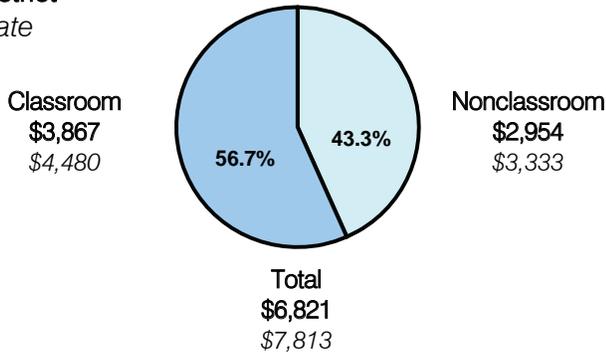
Santa Cruz County

District size: Medium
 Students attending: 3,599
 Number of schools: 5
 Number of certified teachers: 193

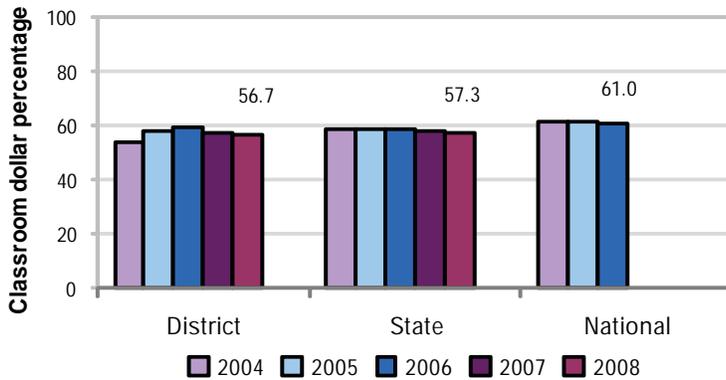
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	53.8	58.2	59.0	57.4	56.7	57.3	61.0
Nonclassroom dollars:							
Administration	10.8	9.8	9.9	10.0	9.5	9.2	10.8
Plant operations	10.6	8.2	8.7	9.2	10.3	11.3	9.9
Food service	6.9	6.8	6.0	6.2	6.0	4.8	3.8
Transportation	6.8	6.4	6.3	7.3	7.3	4.4	4.2
Student support	6.1	5.6	5.9	6.5	4.5	7.4	5.2
Instruction support	4.9	4.9	4.2	3.4	5.7	5.4	4.9
Other	0.1	0.1				0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	19.0	19.3	18.6	17.3
Average teacher salary	\$40,705	\$35,634	\$36,813	\$44,967
Average years' experience	8.2	8.6	8.0	8.1

Classroom dollar ranking: 88 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned between \$3,452 and \$6,343 in additional salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on individual performance.
- To increase student achievement, teachers implemented the skills and knowledge gained through professional development activities.

Menu

- Monies were primarily used to increase eligible employee compensation.
- An additional 1st-grade teacher was hired to help reduce class sizes from 24 to 22 students and an additional 6th-grade teacher helped reduce class sizes from 32 to 29 students.
- Professional development monies were used for the District's new-teacher mentoring program. Mentors attended monthly training sessions and met at least weekly with 53 new teachers.

Classroom Dollars and Proposition 301 Results

Santa Cruz Valley Union High School District

Pinal County

District size: Small
 Students attending: 526
 Number of schools: 1
 Number of certified teachers: 26

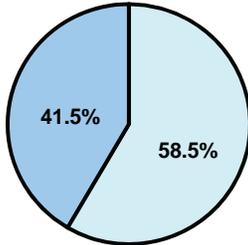
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

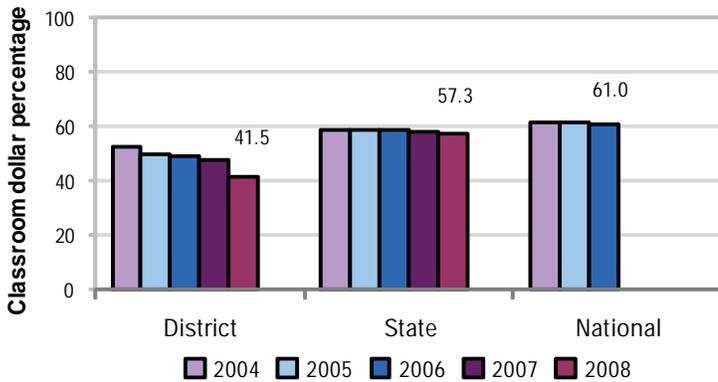
Classroom
 \$3,703
 \$4,480



Nonclassroom
 \$5,214
 \$3,333

Total
 \$8,917
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	52.2	49.6	49.0	47.6	41.5	57.3	61.0
Nonclassroom dollars:							
Administration	12.9	14.9	13.7	16.1	24.3	9.2	10.8
Plant operations	14.5	15.6	16.3	17.8	16.2	11.3	9.9
Food service	3.3	3.6	3.8	3.7	3.2	4.8	3.8
Transportation	4.5	5.5	4.6	3.8	3.1	4.4	4.2
Student support	8.4	7.9	8.4	7.3	6.5	7.4	5.2
Instruction support	3.5	2.0	3.4	2.9	4.1	5.4	4.9
Other	0.7	0.9	0.8	0.8	1.1	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	20.7	18.5	20.2	17.3
Average teacher salary	\$39,455	\$48,833	\$43,066	\$44,967
Average years' experience	7.2	8.1	8.4	8.1

Classroom dollar ranking: 210 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$1,047 in salary, and a counselor earned an additional \$539.

Performance

- The District did not distribute any performance pay because it did not meet its goals, which required at least 50 percent of students taking the AIMS test to meet or exceed standards for at least 1 portion of the test—reading, writing, or math.

Menu

- Teachers earned additional compensation for exemplary attendance.

Classroom Dollars and Proposition 301 Results

Scottsdale Unified School District

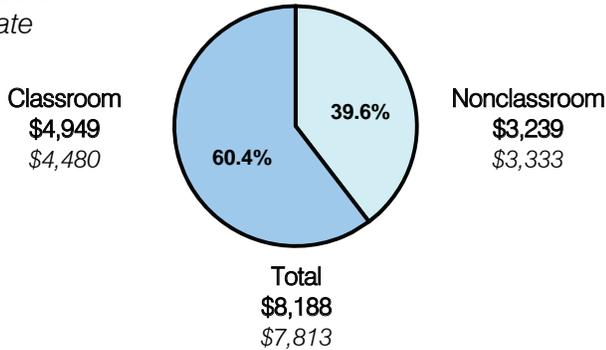
Maricopa County

District size: Very Large
 Students attending: 25,069
 Number of schools: 32
 Number of certified teachers: 1,614

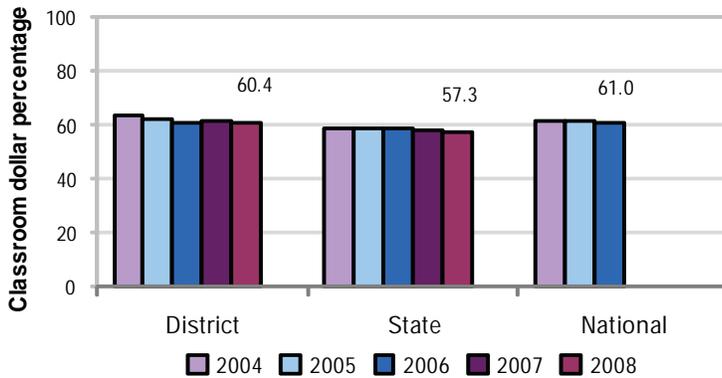
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	63.7	62.3	60.5	61.3	60.4	57.3	61.0
Nonclassroom dollars:							
Administration	8.4	8.6	9.2	10.0	8.6	9.2	10.8
Plant operations	8.6	9.1	9.9	8.3	8.5	11.3	9.9
Food service	3.8	3.9	3.9	3.8	4.4	4.8	3.8
Transportation	3.8	3.9	4.1	4.2	4.3	4.4	4.2
Student support	7.2	7.3	7.1	6.9	7.3	7.4	5.2
Instruction support	4.4	4.7	5.1	5.3	6.4	5.4	4.9
Other	0.1	0.2	0.2	0.2	0.1	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	17.8	16.2	15.5	17.3
Average teacher salary	\$42,076	\$43,908	\$45,157	\$44,967
Average years' experience	9.0	8.7	9.0	8.1

Classroom dollar ranking: 34 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned between \$5,925 and \$7,086 in additional salary, and each teacher on assignment earned \$2,100, which includes performance pay for fiscal year 2007 performance.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school performance.
- Student achievement goals were based on AIMS test scores.
- Other goals were related to professional development and parent/student satisfaction.

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: 1,394
 Number of schools: 3
 Number of certified teachers: 84

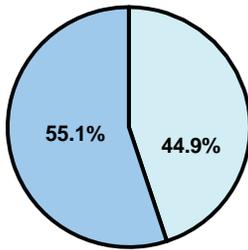
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

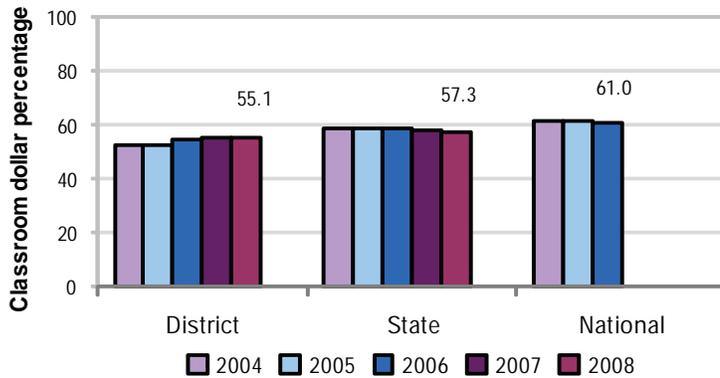
Classroom
 \$4,787
 \$4,480



Nonclassroom
 \$3,897
 \$3,333

Total
 \$8,684
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	52.3	52.7	54.6	54.9	55.1	57.3	61.0
Nonclassroom dollars:							
Administration	11.0	11.0	11.5	11.7	10.4	9.2	10.8
Plant operations	15.6	15.0	14.3	14.0	14.8	11.3	9.9
Food service	4.9	5.2	4.6	3.6	5.1	4.8	3.8
Transportation	5.2	5.1	4.8	5.0	4.5	4.4	4.2
Student support	6.6	6.8	6.6	6.3	6.2	7.4	5.2
Instruction support	4.4	4.2	3.6	4.5	3.9	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	16.5	16.1	16.5	17.3
Average teacher salary	\$41,405	\$44,817	\$41,462	\$44,967
Average years' experience	8.8	9.2	8.8	8.1

Classroom dollar ranking: 117 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned \$6,329 in additional salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Kindergarten through 8th-grade students demonstrated growth in math and reading through pre- and post-test scores.
- The number of high school students with 9 or more absences dropped by 10 percent.

Menu

- Monies were used solely to increase eligible employee compensation, including paying for increased health benefit costs.

Classroom Dollars and Proposition 301 Results

Seligman Unified School District

Yavapai County

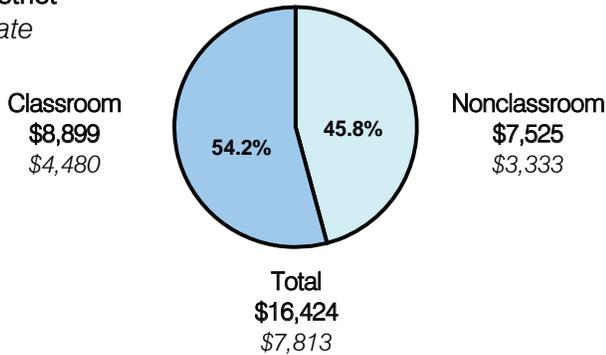
District size: Very Small
 Students attending: 153
 Number of schools: 2
 Number of certified teachers: 16

Classroom Dollars

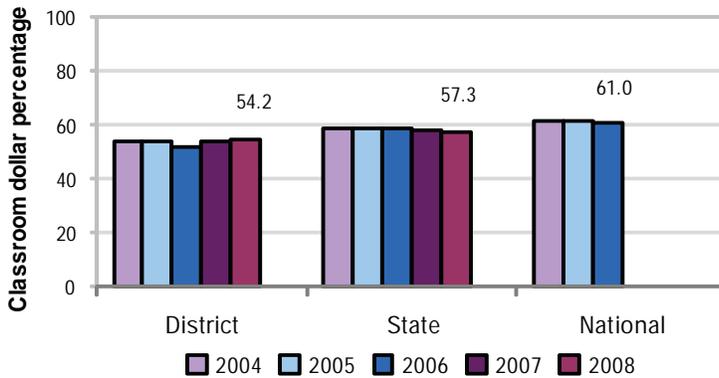
Fiscal year 2008 averages per pupil

District

State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	53.6	53.9	51.8	53.5	54.2	57.3	61.0
Nonclassroom dollars:							
Administration	10.7	11.1	12.2	11.6	9.4	9.2	10.8
Plant operations	17.4	16.8	18.2	17.4	17.0	11.3	9.9
Food service	3.5	3.4	2.7	3.0	2.8	4.8	3.8
Transportation	7.4	8.8	8.7	7.0	9.6	4.4	4.2
Student support	6.0	4.1	5.0	4.8	4.0	7.4	5.2
Instruction support	1.4	1.9	1.4	2.7	3.0	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	9.5	9.0	9.7	17.3
Average teacher salary	\$38,202	\$40,586	\$43,381	\$44,967
Average years' experience	8.3	8.2	8.6	8.1

Classroom dollar ranking: 135 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$3,542 in salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- The District's schools met Adequate Yearly Progress objectives and received AZ LEARNS label of at least "Performing."
- Parents and students responding to a survey gave the District at least a 50 percent satisfaction rating.
- Teachers completed hours outside of instructional time for extracurricular activities.
- Other goals were linked to parent involvement and teacher evaluations.

Menu

- Monies were used solely to increase eligible employee base salaries.

Classroom Dollars and Proposition 301 Results

Sentinel Elementary School District

Maricopa County

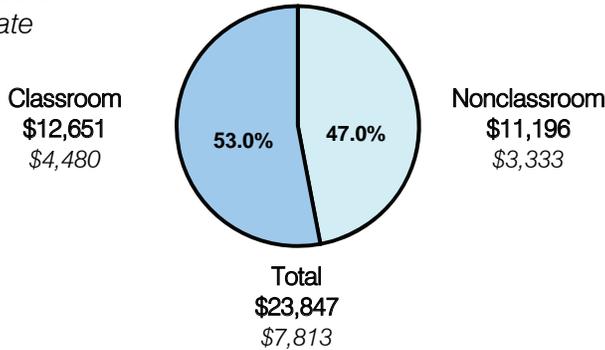
District size: Very Small
 Students attending: 36
 Number of schools: 1
 Number of certified teachers: 4

Classroom Dollars

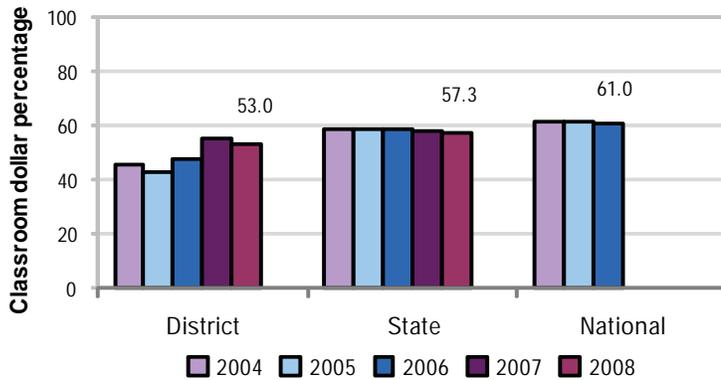
Fiscal year 2008 averages per pupil

District

State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	45.7	42.7	47.8	55.2	53.0	57.3	61.0
Nonclassroom dollars:							
Administration	12.5	13.3	9.7	7.9	11.7	9.2	10.8
Plant operations	22.5	18.9	20.4	16.0	14.6	11.3	9.9
Food service	8.5	9.9	10.0	6.5	6.8	4.8	3.8
Transportation	10.1	12.1	11.3	13.5	13.8	4.4	4.2
Student support	0.1	0.9	0.2	0.4	0.1	7.4	5.2
Instruction support	0.6	2.2	0.6	0.5		5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	10.0	8.2	8.5	17.3
Average teacher salary	\$35,314	\$51,615	\$50,015	\$44,967
Average years' experience	12.2	11.5	12.3	8.1

Classroom dollar ranking: 148 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$3,312 in salary, and each instructional aide earned an additional \$747.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Students demonstrated Adequate Yearly Progress.
- 92 percent of students met or exceeded AIMS test standards.
- The school maintained its "Highly Performing" label from ADE for AZ LEARNS.

Menu

- Teachers were compensated for participating in AIMS intervention and professional development activities.
- Monies were also used to compensate 2 bus drivers for driving students home from after-school AIMS intervention activities.

Classroom Dollars and Proposition 301 Results

Show Low Unified School District

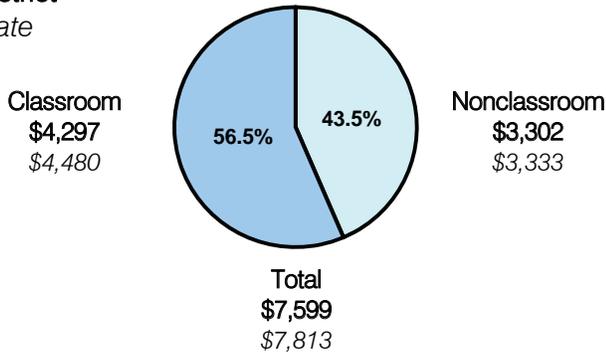
Navajo County

District size: Medium
 Students attending: 2,385
 Number of schools: 7
 Number of certified teachers: 139

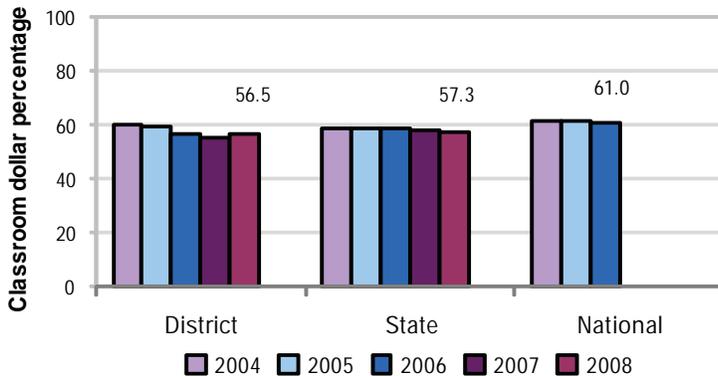
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	60.3	59.1	56.7	55.0	56.5	57.3	61.0
Nonclassroom dollars:							
Administration	9.5	10.3	9.3	10.0	9.3	9.2	10.8
Plant operations	12.0	11.6	13.1	12.9	11.8	11.3	9.9
Food service	4.3	4.8	4.8	4.7	4.7	4.8	3.8
Transportation	4.7	4.8	5.6	4.8	5.2	4.4	4.2
Student support	4.8	5.0	5.6	7.3	8.5	7.4	5.2
Instruction support	4.4	4.4	4.9	5.3	4.0	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	17.9	17.3	17.2	17.3
Average teacher salary	\$37,782	\$37,743	\$46,684	\$44,967
Average years' experience	10.1	9.8	10.3	8.1

Classroom dollar ranking: 89 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$6,097 and \$6,340 in additional salary.

Performance

- The District accomplished most of its goals, which were based on individual performance.
- All teachers created professional development goals or classroom management plans.
- Most teachers made at least 12 positive phone calls to parents each month.
- All teachers created curriculum mapping and benchmark test questions.

Menu

- Monies were used primarily to increase eligible employee compensation.
- For AIMS intervention, reading, math, and English Language Learner specialists were hired to help improve student achievement.

Classroom Dollars and Proposition 301 Results

Sierra Vista Unified School District

Cochise County

District size: Large
 Students attending: 6,452
 Number of schools: 9
 Number of certified teachers: 393

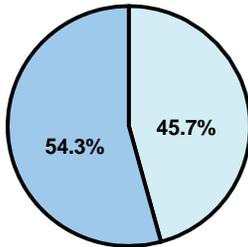
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

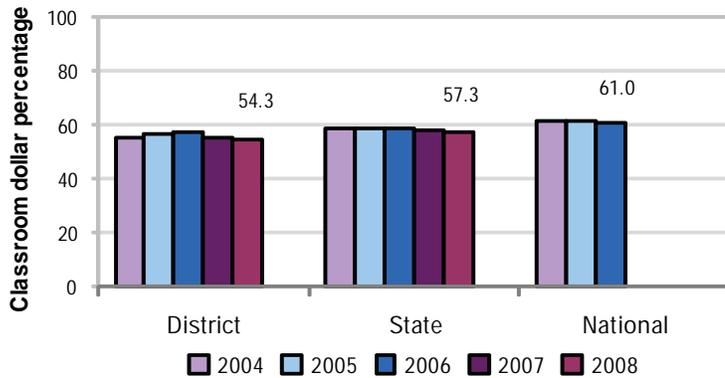
Classroom
 \$4,077
 \$4,480



Nonclassroom
 \$3,439
 \$3,333

Total
 \$7,516
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	55.4	56.8	56.9	55.5	54.3	57.3	61.0
Nonclassroom dollars:							
Administration	11.1	10.5	10.3	10.8	10.9	9.2	10.8
Plant operations	14.4	12.8	12.7	13.5	13.6	11.3	9.9
Food service	5.1	4.8	4.6	4.2	4.3	4.8	3.8
Transportation	4.3	4.0	4.2	4.4	4.6	4.4	4.2
Student support	5.7	6.6	6.6	6.8	6.7	7.4	5.2
Instruction support	4.0	4.4	4.6	4.7	5.6	5.4	4.9
Other		0.1	0.1	0.1		0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.0	17.1	16.4	17.3
Average teacher salary	\$38,641	\$41,633	\$42,136	\$44,967
Average years' experience	9.4	9.5	9.4	8.1

Classroom dollar ranking: 133 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$5,902 in salary, and each librarian, counselor, behavioral specialist, reading specialist, athletic trainer, social worker, and teacher on assignment earned between \$617 and \$6,546.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and 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.
- Teachers attended various professional development activities, including conferences, in-service trainings, and site staff development meetings.
- 60 teachers participated in the District's mentoring program.

Menu

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

Classroom Dollars and Proposition 301 Results

Skull Valley Elementary School District

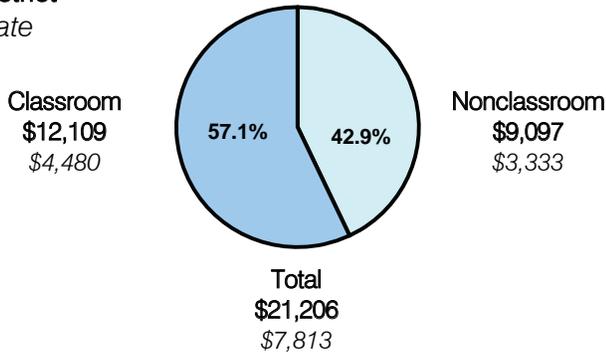
Yavapai County

District size: Very Small
 Students attending: 20
 Number of schools: 1
 Number of certified teachers: 3

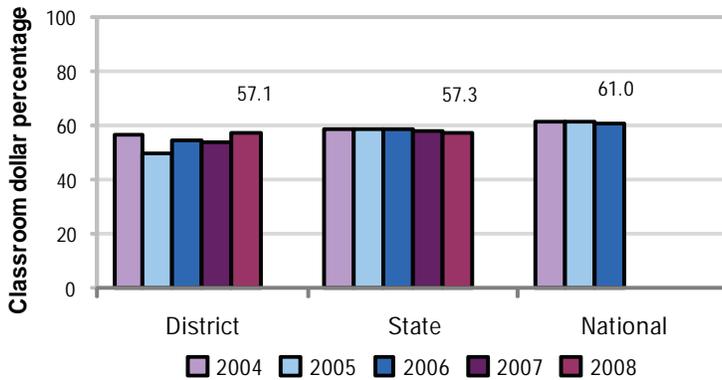
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	56.4	49.6	54.6	53.6	57.1	57.3	61.0
Nonclassroom dollars:							
Administration	8.9	12.5	10.0	12.3	9.6	9.2	10.8
Plant operations	13.1	14.5	12.6	13.6	12.1	11.3	9.9
Food service	12.2	12.7	12.2	11.0	11.5	4.8	3.8
Transportation	9.4	10.2	8.9	7.4	7.5	4.4	4.2
Student support		0.5	1.3	1.7	2.0	7.4	5.2
Instruction support			0.4	0.4	0.2	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	14.0	13.0	7.8	17.3
Average teacher salary	\$32,126	\$32,461	\$34,969	\$44,967
Average years' experience	6.0	8.0	15.0	8.1

Classroom dollar ranking: 79 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$2,865 in salary, and each instructional aide earned an additional \$2,021.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district performance.
- The District's school earned a "Performing Plus" label from ADE for AZ LEARNS and achieved Adequate Yearly Progress.
- Students demonstrated growth in 4 state standards areas.
- Teachers maintained favorable performance evaluations and implemented the Six-Trait writing method in classroom instruction.
- Teachers also distributed and analyzed parent, student, and community member surveys in order to better understand their needs.

Menu

- Teachers earned additional compensation by serving as a test, English Language Learner, or special education coordinator.
- Instructional aides earned additional compensation by planning and implementing a student garden club.

Classroom Dollars and Proposition 301 Results

Snowflake Unified School District

Navajo County

District size: Medium
 Students attending: 2,422
 Number of schools: 6
 Number of certified teachers: 133

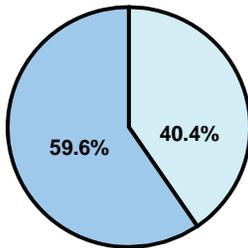
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

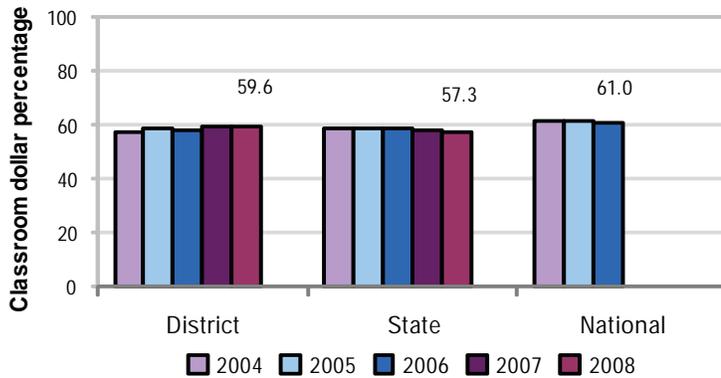
Classroom
 \$4,257
 \$4,480



Nonclassroom
 \$2,885
 \$3,333

Total
 \$7,142
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	57.3	58.4	58.0	59.4	59.6	57.3	61.0
Nonclassroom dollars:							
Administration	8.5	8.1	8.1	7.6	6.8	9.2	10.8
Plant operations	13.2	12.9	13.7	13.5	12.7	11.3	9.9
Food service	4.1	4.0	4.0	4.1	4.1	4.8	3.8
Transportation	6.5	6.1	5.8	5.6	6.0	4.4	4.2
Student support	8.4	8.7	8.9	8.2	8.3	7.4	5.2
Instruction support	1.9	1.8	1.5	1.6	2.5	5.4	4.9
Other	0.1					0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	18.5	17.5	18.2	17.3
Average teacher salary	\$39,182	\$40,445	\$44,288	\$44,967
Average years' experience	9.5	9.6	10.1	8.1

Classroom dollar ranking: 45 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned \$7,858 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 student achievement, with each teacher selecting specific classroom goals based on analysis of student data and test scores. At least 70 percent of students had to meet the goals for the teachers to receive performance pay. Students demonstrated goal achievement through pre- and post-test scores.

Menu

- Monies were used primarily to increase eligible employee compensation.
- An additional 3rd-grade teacher was hired to reduce class sizes from 29 students to 22.

Classroom Dollars and Proposition 301 Results

Solomon Elementary School District

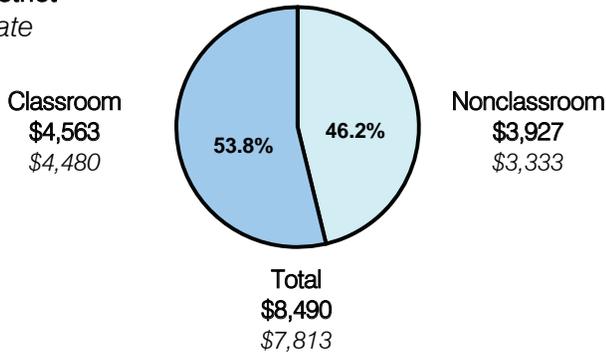
Graham County

District size: Very Small
 Students attending: 168
 Number of schools: 1
 Number of certified teachers: 11

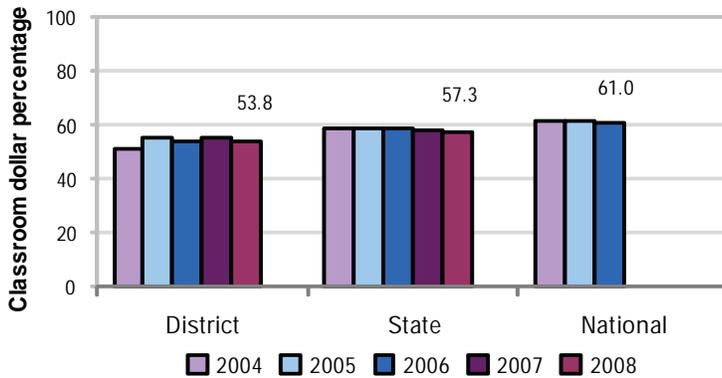
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	50.9	55.1	54.1	55.3	53.8	57.3	61.0
Nonclassroom dollars:							
Administration	16.9	13.5	13.8	14.0	14.7	9.2	10.8
Plant operations	13.6	14.1	13.5	12.8	13.5	11.3	9.9
Food service	7.3	8.0	7.6	6.7	7.1	4.8	3.8
Transportation	5.5	5.5	5.2	4.4	5.7	4.4	4.2
Student support	4.5	2.9	4.5	5.2	4.6	7.4	5.2
Instruction support	1.3	0.9	1.3	1.5	0.6	5.4	4.9
Other				0.1		0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	14.9	13.3	15.0	17.3
Average teacher salary	\$35,859	\$37,408	\$40,934	\$44,967
Average years' experience	8.3	7.8	8.0	8.1

Classroom dollar ranking: 140 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

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

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school performance.
- Students maintained or improved standardized test scores in reading, math, and language.
- At least two-thirds of parents participating in a satisfaction survey rated the District's school as satisfactory.

Menu

- Teachers could earn additional monies for participating in professional development activities to become highly qualified.
- Teachers were also compensated for participating in after-school community-centered activities.
- Monies were also used for AIMS intervention, such as analyzing test scores and planning appropriate interventions to help increase future test scores.

Classroom Dollars and Proposition 301 Results

Somerton Elementary School District

Yuma County

District size: Medium
 Students attending: 2,502
 Number of schools: 5
 Number of certified teachers: 131

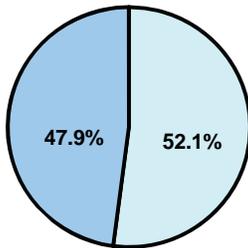
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

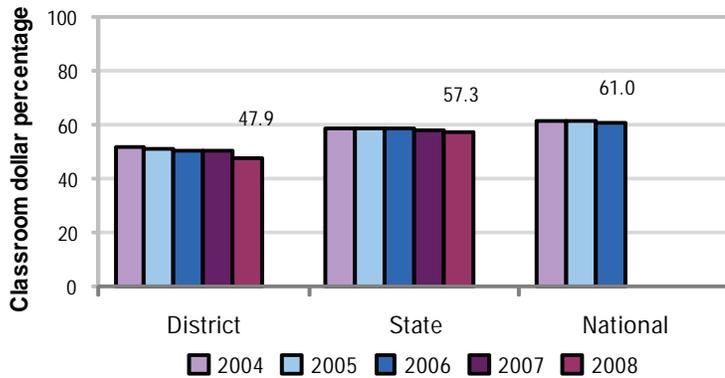
Classroom
 \$3,619
 \$4,480



Nonclassroom
 \$3,933
 \$3,333

Total
 \$7,552
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	51.7	50.7	50.0	50.6	47.9	57.3	61.0
Nonclassroom dollars:							
Administration	10.8	10.5	12.9	12.5	14.0	9.2	10.8
Plant operations	11.6	10.7	10.8	10.1	11.4	11.3	9.9
Food service	8.7	8.9	7.4	7.6	8.2	4.8	3.8
Transportation	3.3	3.2	2.9	3.0	3.6	4.4	4.2
Student support	6.3	8.2	6.6	7.5	7.4	7.4	5.2
Instruction support	7.6	7.8	9.4	8.7	7.5	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	19.3	20.2	19.0	17.3
Average teacher salary	\$35,853	\$36,956	\$37,574	\$44,967
Average years' experience	6.3	6.0	5.8	8.1

Classroom dollar ranking: 192 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, speech pathologist, and counselor earned \$4,626 in additional salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district, school, and individual performance.
- Student achievement goals were based on students' standardized test scores.
- Teachers had to develop and implement instructional strategies and curriculum maps, provide tutorials, and monitor students' progress.
- Student attendance was at least 94 percent.
- Parent and student satisfaction with the District improved over the previous year.

Menu

- Monies were used to increase eligible employee compensation.
- 4 teachers were compensated for tutoring approximately 170 students for AIMS intervention.
- Monies were also used to hire 3 teachers to reduce 5th-grade class sizes.

Classroom Dollars and Proposition 301 Results

Sonoita Elementary School District

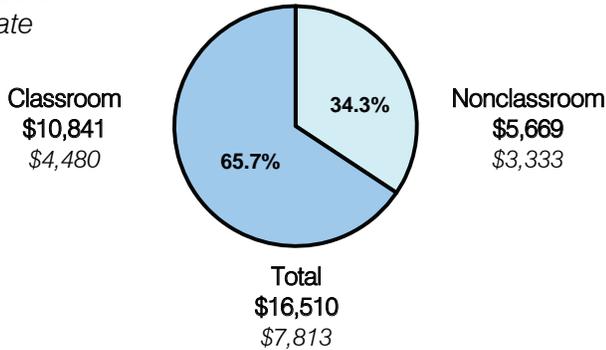
Santa Cruz County

District size: Very Small
 Students attending: 132
 Number of schools: 1
 Number of certified teachers: 15

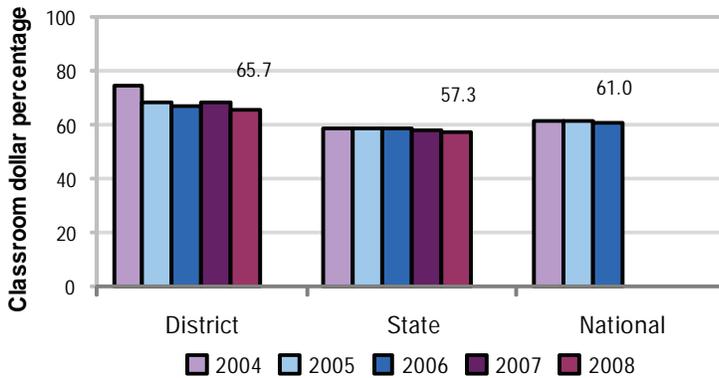
Classroom Dollars

Fiscal year 2008 averages per pupil

District
State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	74.2	68.1	66.7	68.5	65.7	57.3	61.0
Nonclassroom dollars:							
Administration	9.5	9.6	10.5	10.7	9.9	9.2	10.8
Plant operations	8.8	11.6	14.0	12.9	13.8	11.3	9.9
Food service				1.1	1.0	4.8	3.8
Transportation	5.8	7.5	7.4	4.1	5.0	4.4	4.2
Student support	1.5	2.9	1.1	2.5	4.6	7.4	5.2
Instruction support	0.2	0.3	0.3	0.2		5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	9.6	8.7	9.0	17.3
Average teacher salary	\$45,989	\$53,357	\$53,089	\$44,967
Average years' experience	9.5	10.2	10.4	8.1

Classroom dollar ranking: 6 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$2,470 in salary and each instructional aide earned an additional \$455, which included performance pay for fiscal year 2007 performance.

Performance

- The District accomplished its goals, which were based on district performance.
- The District's school earned at least an AZ LEARNS "Highly Performing" label and demonstrated Adequate Yearly Progress.
- At least 75 percent of 6th- through 8th-grade students met or exceeded standards on the AIMS writing assessment, and some students participated in academic events, such as spelling bees and geography bees.
- Teachers participated in curriculum mapping and professional development classes geared for increasing awareness and utilization of research-based teaching techniques in the classroom.
- 1st-grade teachers conducted home visits for all of their students.

Menu

- Monies were used to pay for professional development activities and associated supplies.

Classroom Dollars and Proposition 301 Results

St. David Unified School District

Cochise County

District size: Small
 Students attending: 464
 Number of schools: 2
 Number of certified teachers: 34

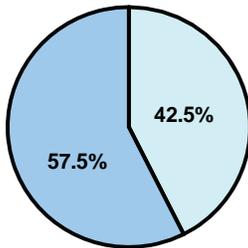
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

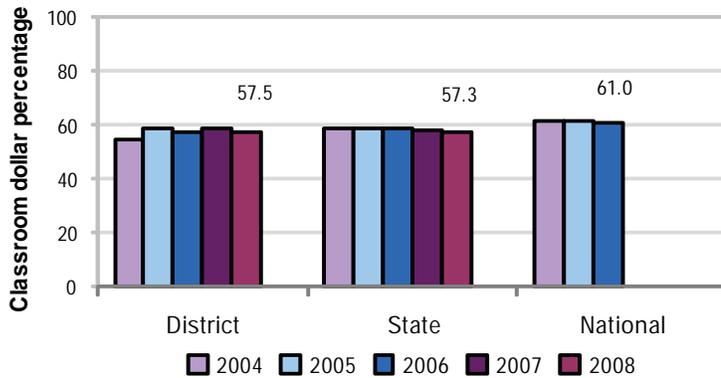
Classroom
\$5,108
\$4,480



Nonclassroom
\$3,774
\$3,333

Total
\$8,882
\$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	54.5	58.8	56.9	58.6	57.5	57.3	61.0
Nonclassroom dollars:							
Administration	11.1	10.0	8.6	10.5	11.5	9.2	10.8
Plant operations	10.3	11.9	13.1	12.9	13.2	11.3	9.9
Food service	3.2	2.8	3.0	1.9	2.3	4.8	3.8
Transportation	3.0	2.7	2.9	2.9	3.0	4.4	4.2
Student support	16.3	12.1	13.9	11.5	11.9	7.4	5.2
Instruction support	1.6	1.7	1.6	1.7	0.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	16.2	13.4	13.8	17.3
Average teacher salary	\$36,605	\$40,207	\$40,781	\$44,967
Average years' experience	11.5	10.7	10.9	8.1

Classroom dollar ranking: 70 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$5,531 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district performance.
- The percentage of students meeting or exceeding standards on standardized tests was maintained or increased from the prior fiscal year.
- 92 percent of parents responding to a survey rated the District as "good" or "excellent."
- Teachers made at least 25 positive contacts with parents each semester.

Menu

- Monies were used to compensate teachers for completing 45 hours of professional development classes in math, reading, or technology or for earning 3 college credits.
- Monies were also used to increase teachers' base salaries for activities, such as making at least 25 positive contacts with parents per semester.

Classroom Dollars and Proposition 301 Results

St. Johns Unified School District

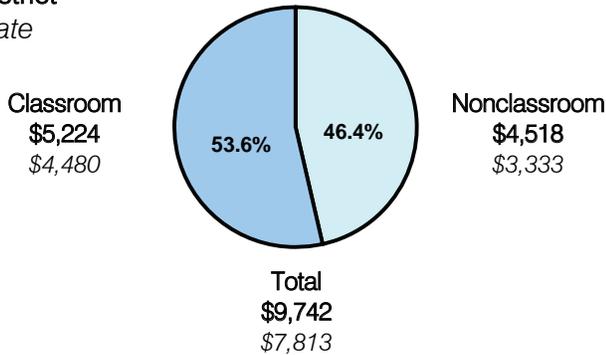
Apache County

District size: Medium
 Students attending: 955
 Number of schools: 3
 Number of certified teachers: 66

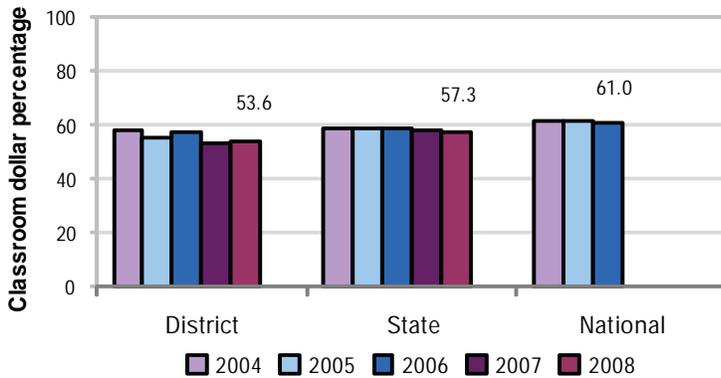
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	57.9	55.2	55.5	53.3	53.6	57.3	61.0
Nonclassroom dollars:							
Administration	9.7	11.5	12.1	12.5	11.1	9.2	10.8
Plant operations	14.5	14.2	14.2	15.3	15.5	11.3	9.9
Food service	5.2	5.8	4.7	5.0	4.4	4.8	3.8
Transportation	5.0	5.6	5.5	5.2	5.2	4.4	4.2
Student support	4.8	4.7	4.8	6.3	7.3	7.4	5.2
Instruction support	2.8	3.0	3.2	2.4	2.9	5.4	4.9
Other	0.1					0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	14.5	15.2	14.4	17.3
Average teacher salary	\$36,832	\$33,290	\$36,632	\$44,967
Average years' experience	11.1	10.4	10.6	8.1

Classroom dollar ranking: 143 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, reading specialist, and reading coach earned between \$4,860 and \$5,934 in additional salary.

Performance

- The District accomplished its goals, which were based on district performance.
- The District's schools were labeled "Performing" or better by ADE for AZ LEARNS.
- 75 percent of parents completing satisfaction surveys rated schools as satisfactory.

Menu

- Monies were used primarily to increase eligible employee compensation.
- Monies were also used to pay for dropout prevention activities, such as an alternative school and lunch time and after-school instructional programs.

Classroom Dollars and Proposition 301 Results

Stanfield Elementary School District

Pinal County

District size: Medium
 Students attending: 684
 Number of schools: 1
 Number of certified teachers: 40

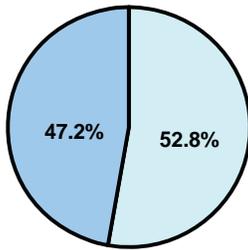
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

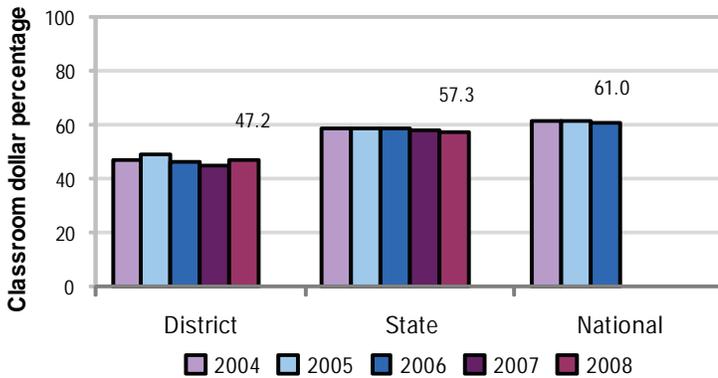
Classroom
 \$4,007
 \$4,480



Nonclassroom
 \$4,477
 \$3,333

Total
 \$8,484
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	46.9	48.9	46.3	44.6	47.2	57.3	61.0
Nonclassroom dollars:							
Administration	15.2	15.9	15.9	11.1	12.1	9.2	10.8
Plant operations	9.4	9.1	10.2	13.9	11.7	11.3	9.9
Food service	7.0	6.4	6.1	7.7	7.7	4.8	3.8
Transportation	8.5	7.5	9.0	9.1	10.0	4.4	4.2
Student support	1.6	5.7	7.8	9.1	5.4	7.4	5.2
Instruction support	11.4	6.5	4.7	4.5	5.9	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	16.2	17.2	17.1	17.3
Average teacher salary	\$33,906	\$39,030	\$41,930	\$44,967
Average years' experience	6.8	6.6	7.1	8.1

Classroom dollar ranking: 194 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and librarian earned between \$4,057 and \$4,104 in additional salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Student attendance exceeded 95 percent during state testing.
- Teachers received acceptable performance evaluations.
- Teachers also participated in committees and other leadership activities and completed instructional activities related to student achievement of academic standards.

Menu

- Monies were used for a part-time Dropout Prevention Coordinator, who sent 240 letters to parents of students with poor attendance and issued citations to 9 students with continued poor attendance. The District reported that the number of students with 5 or more unexcused absences declined by 28 percent from the previous year.

Classroom Dollars and Proposition 301 Results

Sunnyside Unified School District

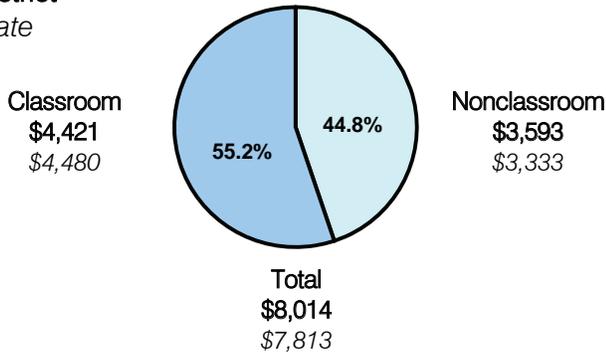
Pima County

District size: Large
 Students attending: 16,662
 Number of schools: 22
 Number of certified teachers: 1,034

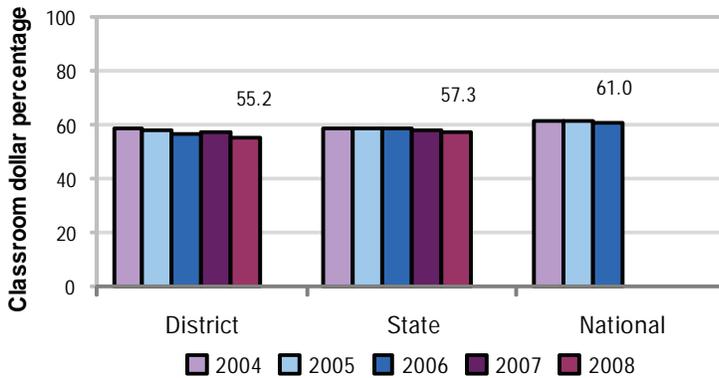
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	58.7	57.8	56.7	57.0	55.2	57.3	61.0
Nonclassroom dollars:							
Administration	8.5	8.2	8.2	8.3	7.9	9.2	10.8
Plant operations	10.5	10.5	10.9	10.5	11.3	11.3	9.9
Food service	6.2	6.4	6.1	5.9	5.7	4.8	3.8
Transportation	2.5	2.5	2.5	2.6	2.9	4.4	4.2
Student support	9.0	9.5	9.2	9.4	9.4	7.4	5.2
Instruction support	4.5	5.0	6.3	6.2	7.5	5.4	4.9
Other	0.1	0.1	0.1	0.1	0.1	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	17.0	15.6	16.1	17.3
Average teacher salary	\$41,829	\$41,400	\$43,564	\$44,967
Average years' experience	9.2	8.7	8.3	8.1

Classroom dollar ranking: 115 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, nurse, and psychologist earned an additional \$4,319 in salary, which includes performance pay for fiscal year 2007 performance.

Performance

- The District accomplished most of its goals, which were based on district performance.
- 19 of 22 schools earned a label of "Performing" or better from ADE for AZ LEARNS.
- Most schools met Adequate Yearly Progress objectives.
- All staff demonstrated a high level of participation in student learning collaboration.
- The District increased the graduation rate through aggressive credit recovery and other support activities and reduced the dropout rate through improved student attendance.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Superior Unified School District

Pinal County

District size: Small
 Students attending: 469
 Number of schools: 3
 Number of certified teachers: 28

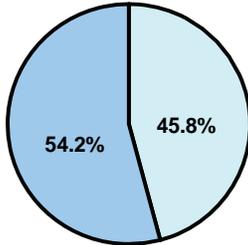
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

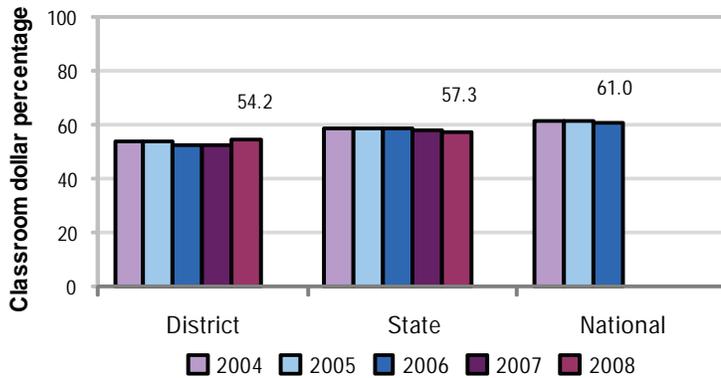
Classroom
\$5,543
\$4,480



Nonclassroom
\$4,680
\$3,333

Total
\$10,223
\$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	53.5	53.8	52.3	52.2	54.2	57.3	61.0
Nonclassroom dollars:							
Administration	15.1	13.6	13.4	14.5	14.0	9.2	10.8
Plant operations	13.8	15.0	16.3	16.3	15.7	11.3	9.9
Food service	5.0	5.1	5.4	5.5	5.5	4.8	3.8
Transportation	3.8	3.1	3.7	3.7	3.8	4.4	4.2
Student support	4.4	3.6	3.7	4.5	4.1	7.4	5.2
Instruction support	4.4	5.7	5.2	3.3	2.7	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	14.1	13.7	16.6	17.3
Average teacher salary	\$38,222	\$40,574	\$39,748	\$44,967
Average years' experience	9.4	9.0	8.8	8.1

Classroom dollar ranking: 134 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned \$7,976 in additional salary, which includes performance pay for fiscal year 2007 performance.

Performance

- The District accomplished its goals, which were based on school performance.
- At least 75 percent of students showed improvement in their writing and math skills, based on pre- and post-test results.
- 85 percent of parents and 91 percent of students completing satisfaction surveys rated schools as satisfactory.

Menu

- Eligible employees could earn additional compensation for participating in activities, such as implementing the Reading First Program, outside of their contracted schedule.
- Monies were also used to compensate 13 teachers for participating in professional development activities.
- 8 teachers were compensated for participating in AIMS intervention tutoring.
- 14 students at risk for dropping out attended an after-school program.

Classroom Dollars and Proposition 301 Results

Tanque Verde Unified School District

Pima County

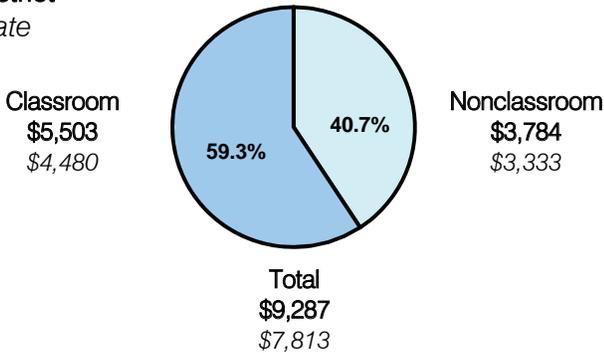
District size: Medium
 Students attending: 1,300
 Number of schools: 3
 Number of certified teachers: 96

Classroom Dollars

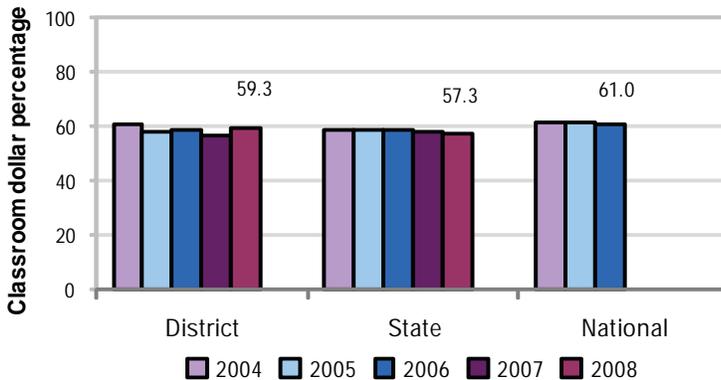
Fiscal year 2008 averages per pupil

District

State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	60.9	57.6	58.8	56.7	59.3	57.3	61.0
Nonclassroom dollars:							
Administration	12.2	13.5	13.0	13.7	12.2	9.2	10.8
Plant operations	9.6	10.2	10.5	11.7	9.8	11.3	9.9
Food service	3.4	4.0	3.3	3.3	4.0	4.8	3.8
Transportation	5.2	5.5	5.6	5.8	4.9	4.4	4.2
Student support	6.1	5.9	5.5	5.2	6.1	7.4	5.2
Instruction support	2.6	3.3	3.3	3.6	3.7	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	15.2	13.7	13.3	17.3
Average teacher salary	\$39,618	\$39,970	\$40,555	\$44,967
Average years' experience	10.7	8.8	8.6	8.1

Classroom dollar ranking: 48 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned \$4,862 in additional salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Students' reading and writing skills improved.
- Teachers completed social studies curriculum maps, developed strategies for struggling students, and attended weekly professional development activities.

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: 12,156
 Number of schools: 24
 Number of certified teachers: 893

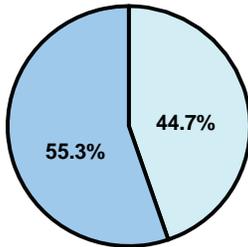
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

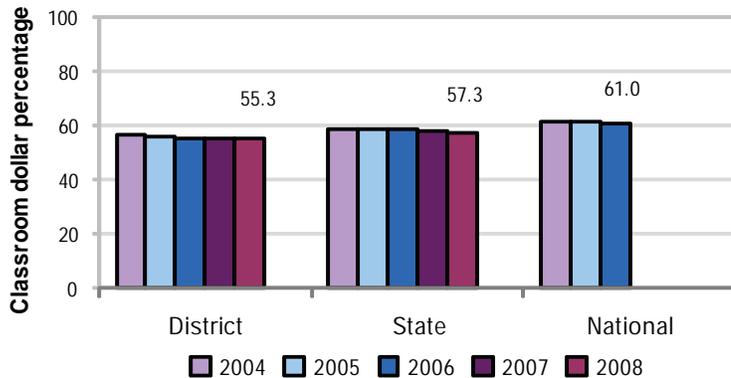
Classroom
 \$4,964
 \$4,480



Nonclassroom
 \$4,018
 \$3,333

Total
 \$8,982
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	56.3	55.9	55.5	55.4	55.3	57.3	61.0
Nonclassroom dollars:							
Administration	9.6	9.0	9.4	9.1	9.5	9.2	10.8
Plant operations	11.7	11.8	10.9	11.0	10.4	11.3	9.9
Food service	4.5	4.8	5.5	5.6	5.2	4.8	3.8
Transportation	3.5	3.7	3.8	4.0	4.0	4.4	4.2
Student support	7.7	7.9	8.1	8.0	7.7	7.4	5.2
Instruction support	6.7	6.9	6.8	6.9	7.9	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	15.1	13.6	13.6	17.3
Average teacher salary	\$42,190	\$44,353	\$42,851	\$44,967
Average years' experience	7.5	7.6	7.6	8.1

Classroom dollar ranking: 113 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$6,200 in salary, and each teacher curriculum specialist received an additional \$2,239.

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.
- Student achievement data increased over the prior year.
- Student attendance was above 94 percent.
- 96 percent of parents participating in a satisfaction survey rated schools as satisfactory.
- Teachers developed professional investment plans, which included various components such as committee work, staff development, coordination, and acting as a liaison.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Tempe Union High School District

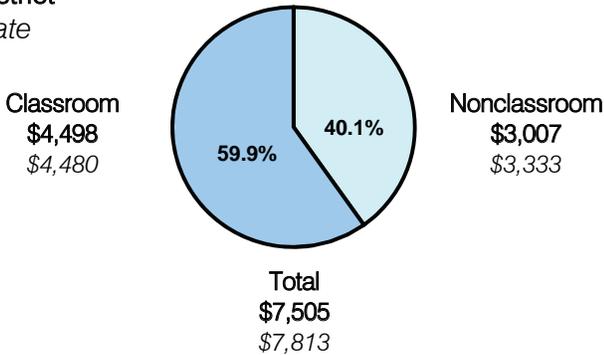
Maricopa County

District size: Large
 Students attending: 12,894
 Number of schools: 7
 Number of certified teachers: 653

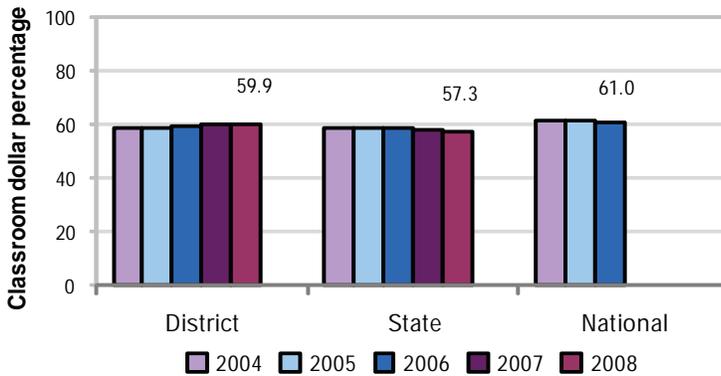
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	58.6	58.9	59.6	59.7	59.9	57.3	61.0
Nonclassroom dollars:							
Administration	8.9	9.0	8.9	8.7	8.8	9.2	10.8
Plant operations	13.5	13.4	13.0	13.1	13.2	11.3	9.9
Food service	3.6	3.6	3.6	3.6	3.5	4.8	3.8
Transportation	2.1	2.2	2.2	2.3	2.4	4.4	4.2
Student support	7.8	7.3	7.2	7.0	6.8	7.4	5.2
Instruction support	5.1	5.1	5.0	5.2	5.0	5.4	4.9
Other	0.4	0.5	0.5	0.4	0.4	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	20.3	20.2	19.7	17.3
Average teacher salary	\$48,815	\$52,162	\$53,817	\$44,967
Average years' experience	8.9	9.1	9.0	8.1

Classroom dollar ranking: 38 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, counselor, and coordinator earned an additional \$8,450 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.
- Freshman students showed a 10 percent improvement in reading scores and an 88 percent improvement in math scores on district pre- and post-tests.
- Teachers participated in professional development activities, including completion of university coursework, developing and delivering trainings, and professional observation activities.
- In addition, teachers participated in mentoring and collaborative coaching of other teachers, committee leadership, and special administrative projects.

Menu

- Monies were primarily used to increase eligible employee compensation.
- The District continued to pay 7 staff members to teach 352 students at risk of dropping out using alternative delivery instruction methods.

Classroom Dollars and Proposition 301 Results

Thatcher Unified School District

Graham County

District size: Medium
 Students attending: 1,259
 Number of schools: 4
 Number of certified teachers: 73

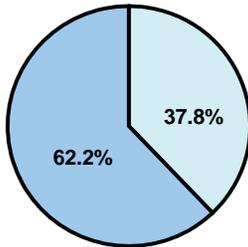
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

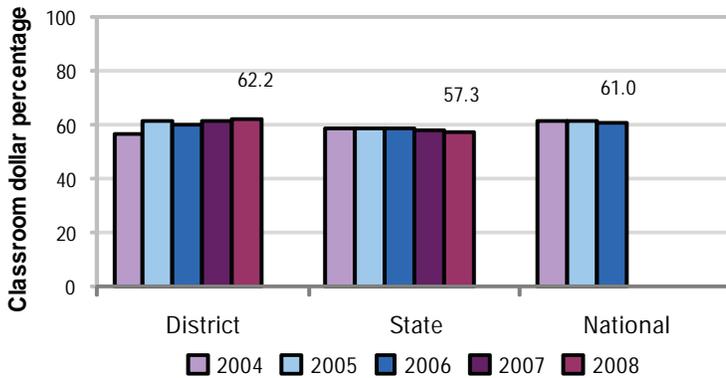
Classroom
 \$4,173
 \$4,480



Nonclassroom
 \$2,533
 \$3,333

Total
 \$6,706
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	56.6	61.1	59.9	61.6	62.2	57.3	61.0
Nonclassroom dollars:							
Administration	14.9	13.1	13.5	13.7	12.6	9.2	10.8
Plant operations	12.5	12.6	13.1	11.7	11.7	11.3	9.9
Food service	4.3	4.7	4.8	4.4	4.5	4.8	3.8
Transportation	4.2	4.0	4.1	4.3	4.4	4.4	4.2
Student support	1.7	1.6	1.7	1.6	2.1	7.4	5.2
Instruction support	5.3	2.5	2.5	2.3	2.1	5.4	4.9
Other	0.5	0.4	0.4	0.4	0.4	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	18.4	18.4	17.3	17.3
Average teacher salary	\$36,240	\$39,669	\$42,268	\$44,967
Average years' experience	10.2	10.2	9.6	8.1

Classroom dollar ranking: 13 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$7,300 in salary, the librarian earned an additional \$6,963, and each counselor earned an additional \$3,263.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school performance.
- Kindergarten through 8th-grade students' standardized test scores improved over the prior year's scores.
- At least 45 percent of high school students achieved at least a 3.0 grade point average and course grades above 73 percent.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Monies were also used for professional development activities.

Classroom Dollars and Proposition 301 Results

Tolleson Elementary School District

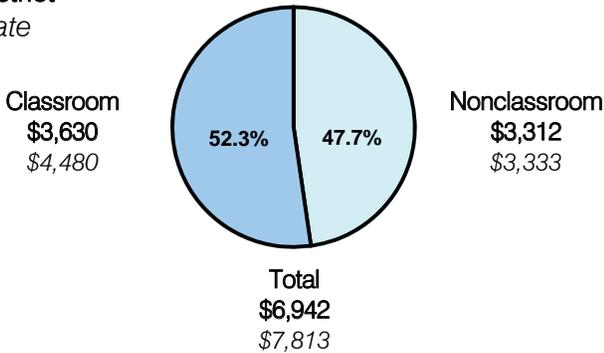
Maricopa County

District size: Medium
 Students attending: 3,017
 Number of schools: 4
 Number of certified teachers: 153

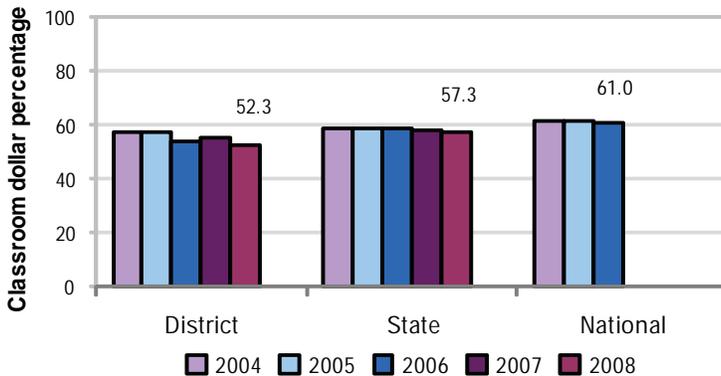
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	57.1	57.2	53.5	54.9	52.3	57.3	61.0
Nonclassroom dollars:							
Administration	13.0	11.4	12.4	12.4	14.4	9.2	10.8
Plant operations	10.6	11.1	9.8	9.8	10.3	11.3	9.9
Food service	6.9	8.1	8.0	7.7	7.6	4.8	3.8
Transportation	2.7	2.7	2.7	2.1	2.2	4.4	4.2
Student support	5.9	6.8	8.2	6.8	7.0	7.4	5.2
Instruction support	3.8	2.7	5.4	6.3	6.2	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	18.7	21.1	19.7	17.3
Average teacher salary	\$38,108	\$39,084	\$45,876	\$44,967
Average years' experience	6.2	5.0	6.1	8.1

Classroom dollar ranking: 156 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$3,992 in salary, and each librarian, reading coach, and reading interventionist earned between \$2,574 and \$4,224, which includes performance pay for fiscal year 2007 performance.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Each school developed a plan to increase communication and morale at all levels. 3 schools used an end-of-the-year climate survey to measure success, while 1 school completed a staff procedures handbook of day-to-day issues to improve communication at the school.
- Teachers set academic standards-based goals and tracked student progress.
- Teachers attended 15 hours of professional development.
- Teachers also completed 1 leadership activity.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Monies were also used for professional development activities.

Classroom Dollars and Proposition 301 Results

Tolleson Union High School District

Maricopa County

District size: Large
 Students attending: 8,516
 Number of schools: 4
 Number of certified teachers: 401

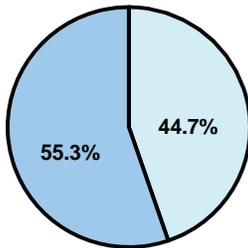
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

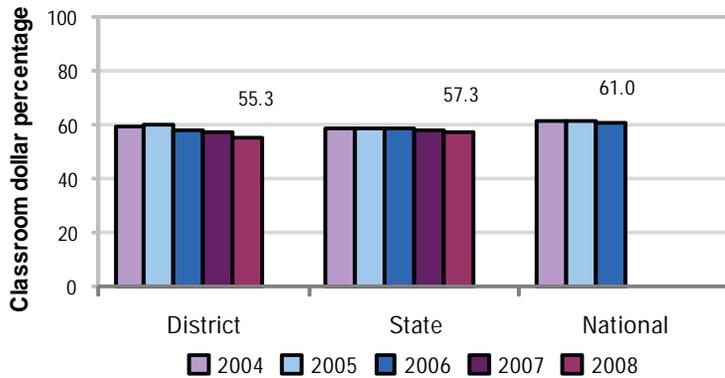
Classroom
 \$3,735
 \$4,480



Nonclassroom
 \$3,018
 \$3,333

Total
 \$6,753
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	59.0	59.9	57.7	57.3	55.3	57.3	61.0
Nonclassroom dollars:							
Administration	7.8	6.5	9.9	7.3	10.1	9.2	10.8
Plant operations	13.7	14.4	12.6	13.8	12.4	11.3	9.9
Food service	3.9	4.4	4.3	4.2	4.1	4.8	3.8
Transportation	4.6	3.6	4.2	4.4	5.0	4.4	4.2
Student support	8.8	9.1	7.5	9.8	8.4	7.4	5.2
Instruction support	1.9	1.7	3.3	2.9	4.3	5.4	4.9
Other	0.3	0.4	0.5	0.3	0.4	0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	21.1	21.3	21.2	17.3
Average teacher salary	\$48,500	\$49,000	\$41,706	\$44,967
Average years' experience	6.8	6.6	6.6	8.1

Classroom dollar ranking: 110 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, counselor, and social worker earned an additional \$4,971 in salary.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- 3 of 4 schools were labeled "Performing" or better by ADE for AZ LEARNS and demonstrated Adequate Yearly Progress.
- The student attendance rate was at least 92 percent, the dropout rate was less than 6 percent, and the graduation rate was at least 90 percent.
- Other goals were related to parent-student satisfaction survey results and the reduced number of student suspensions.

Menu

- Teachers continued to receive additional compensation for preparing site action plans to help increase student achievement.

Classroom Dollars and Proposition 301 Results

Toltec Elementary School District

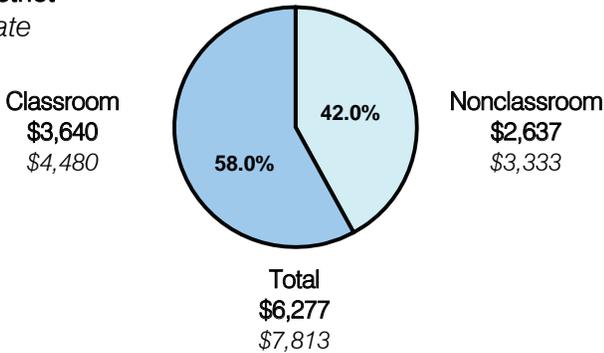
Pinal County

District size: Medium
 Students attending: 1,385
 Number of schools: 2
 Number of certified teachers: 72

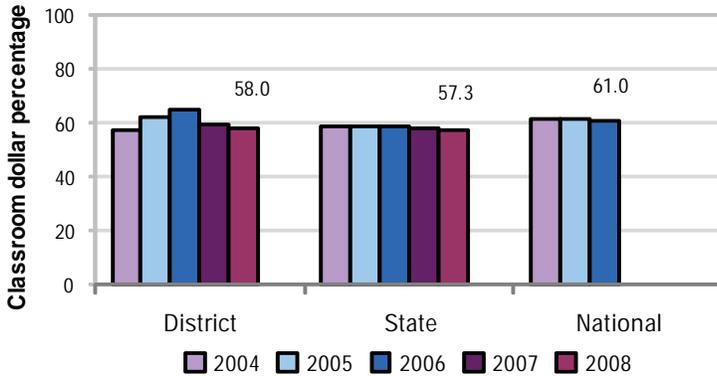
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	57.5	62.3	64.6	56.9	58.0	57.3	61.0
Nonclassroom dollars:							
Administration	10.2	9.9	8.8	14.1	9.8	9.2	10.8
Plant operations	13.9	12.0	11.9	10.6	12.2	11.3	9.9
Food service	7.6	6.2	6.4	6.6	7.3	4.8	3.8
Transportation	7.3	6.6	4.8	5.7	6.1	4.4	4.2
Student support	2.0	1.5	1.6	3.8	3.1	7.4	5.2
Instruction support	1.5	1.4	1.9	2.3	3.5	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	19.4	18.0	19.2	17.3
Average teacher salary	\$35,008	\$35,657	\$38,866	\$44,967
Average years' experience	5.5	5.5	5.5	8.1

Classroom dollar ranking: 62 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$6,597 in salary, and each instructional aide, librarian, and speech pathologist earned between \$1,408 and \$6,666 in additional salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district performance.
- The student achievement goal was based on standardized test scores.
- Teachers received acceptable performance evaluations.

Menu

- Monies were primarily used to increase teacher compensation.
- The District continued to pay 24 instructional aides to help reduce class sizes.

Classroom Dollars and Proposition 301 Results

Tombstone Unified School District

Cochise County

District size: Medium
 Students attending: 736
 Number of schools: 3
 Number of certified teachers: 54

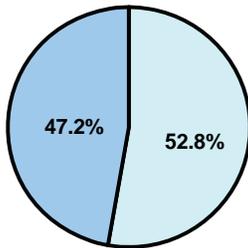
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

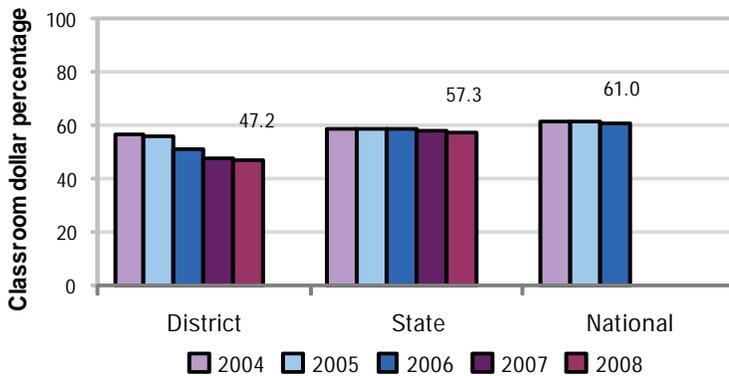
Classroom
\$4,396
\$4,480



Nonclassroom
\$4,922
\$3,333

Total
\$9,318
\$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	56.4	56.2	50.9	47.7	47.2	57.3	61.0
Nonclassroom dollars:							
Administration	13.1	14.3	14.8	14.7	15.9	9.2	10.8
Plant operations	8.0	8.5	10.1	11.3	13.6	11.3	9.9
Food service	4.3	3.4	5.1	6.0	5.3	4.8	3.8
Transportation	5.4	5.7	6.3	6.7	6.2	4.4	4.2
Student support	11.1	9.9	11.2	12.9	10.5	7.4	5.2
Instruction support	1.7	2.0	1.6	0.7	1.3	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	16.1	16.6	13.6	17.3
Average teacher salary	\$39,243	\$36,143	\$37,600	\$44,967
Average years' experience	8.4	8.5	7.2	8.1

Classroom dollar ranking: 195 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$4,528 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on individual performance.
- Teachers were encouraged to have 5 or fewer absences, attend 6 hours of professional development activities, participate in committee work and extracurricular activities, and hold parent-teacher conferences at least twice each semester with elementary school students' parents and once each semester with high school students' parents.

Menu

- Monies continue to be used to pay for 1.7 teaching positions to help reduce class sizes.
- Monies were also used to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Tonto Basin Elementary School District

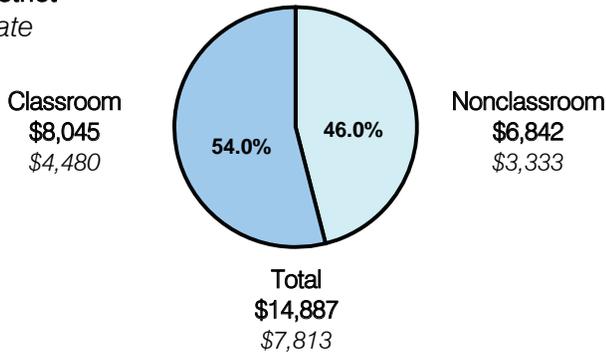
Gila County

District size: Very Small
 Students attending: 61
 Number of schools: 1
 Number of certified teachers: 7

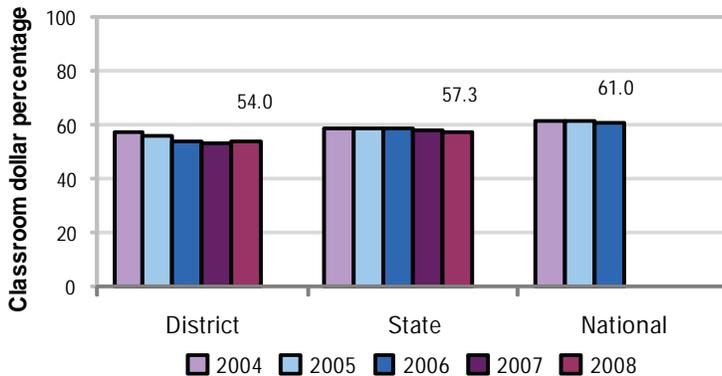
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	57.3	56.2	54.0	53.0	54.0	57.3	61.0
Nonclassroom dollars:							
Administration	13.9	14.5	14.9	16.4	18.2	9.2	10.8
Plant operations	8.8	9.1	7.8	10.2	9.3	11.3	9.9
Food service	11.4	11.4	11.2	10.1	9.0	4.8	3.8
Transportation	5.3	7.3	9.6	7.9	7.2	4.4	4.2
Student support	1.3		1.5	1.3	1.5	7.4	5.2
Instruction support	2.0	1.5	1.0	1.1	0.8	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	11.4	11.7	9.4	17.3
Average teacher salary	\$40,276	\$43,097	\$45,827	\$44,967
Average years' experience	9.0	9.8	10.9	8.1

Classroom dollar ranking: 136 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$3,632 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district and individual performance.
- 80 percent of students demonstrated at least 9 months progress in reading and math based on pre- and post-test scores.
- Teachers received satisfactory performance evaluations and at least a "B" average on parent and student satisfaction questionnaires.

Menu

- Monies continued to be used to pay an 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: 140
 Number of schools: 1
 Number of certified teachers: 10

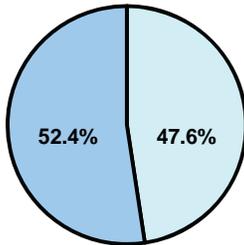
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

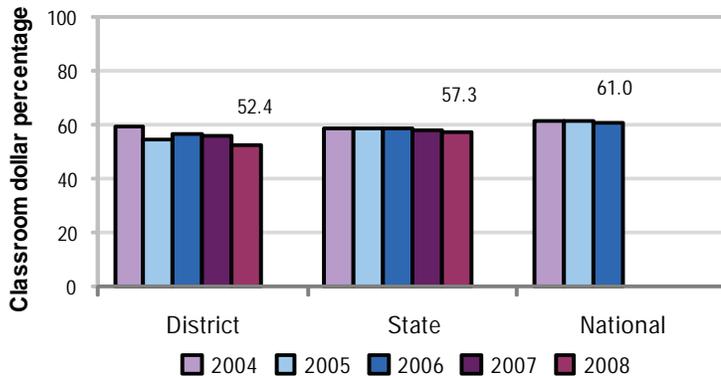
Classroom
 \$4,936
 \$4,480



Nonclassroom
 \$4,479
 \$3,333

Total
 \$9,415
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	59.1	54.5	56.4	56.2	52.4	57.3	61.0
Nonclassroom dollars:							
Administration	11.9	12.5	12.0	18.8	22.6	9.2	10.8
Plant operations	10.6	10.0	12.2	8.6	8.0	11.3	9.9
Food service	6.0	5.1	5.7	6.0	5.7	4.8	3.8
Transportation	3.7	4.4	3.5	3.2	3.6	4.4	4.2
Student support	3.7	7.3	5.5	1.9	2.2	7.4	5.2
Instruction support	5.0	6.2	4.7	5.3	5.5	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	13.3	14.6	14.3	17.3
Average teacher salary	\$35,000	\$37,550	\$47,000	\$44,967
Average years' experience	10.1	9.2	7.0	8.1

Classroom dollar ranking: 154 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$6,493 in salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Students' standardized test scores improved in math, reading, and writing over the prior year's scores.
- Student attendance improved over the prior year.
- At least 50 percent of parents responding to a survey reported satisfaction with the District.
- Teachers not on a performance improvement plan earned performance pay.
- Teachers could also earn performance pay for having 3 or fewer absences.

Menu

- Monies were used for professional development activities.

Classroom Dollars and Proposition 301 Results

Tuba City Unified School District

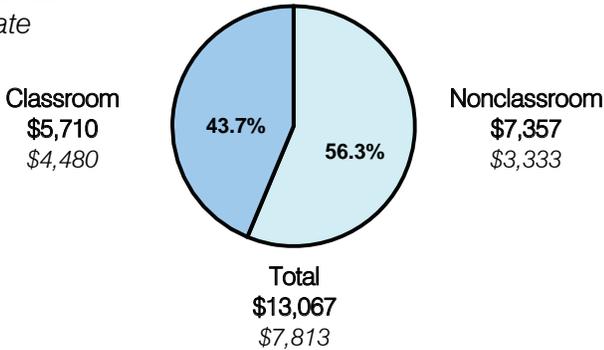
Coconino County

District size: Medium
 Students attending: 1,973
 Number of schools: 7
 Number of certified teachers: 139

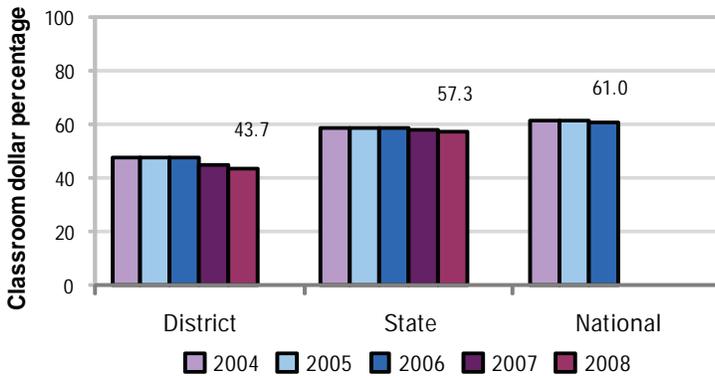
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	47.5	47.7	47.9	44.8	43.7	57.3	61.0
Nonclassroom dollars:							
Administration	10.9	10.8	10.9	10.9	11.6	9.2	10.8
Plant operations	15.5	15.6	15.0	16.0	16.2	11.3	9.9
Food service	4.5	4.5	4.5	4.2	4.6	4.8	3.8
Transportation	6.2	6.3	6.2	6.7	7.4	4.4	4.2
Student support	9.2	8.6	10.4	11.1	10.1	7.4	5.2
Instruction support	6.2	6.4	5.1	6.3	6.4	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	13.2	13.5	14.1	17.3
Average teacher salary	\$37,273	\$41,755	\$47,450	\$44,967
Average years' experience	8.7	9.2	9.6	8.1

Classroom dollar ranking: 205 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$3,327 and \$3,922 in additional salary, and each instructional aide earned an additional \$231.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Standardized test scores were used to measure student improvement in math and reading.
- Teachers developed and maintained lesson plans and curriculum maps.

Menu

- Monies were used to increase eligible employee compensation.
- Teachers participated in professional development activities, such as Structured English Immersion training.
- The District also paid a consultant to help teachers with curriculum.

Classroom Dollars and Proposition 301 Results

Tucson Unified School District

Pima County

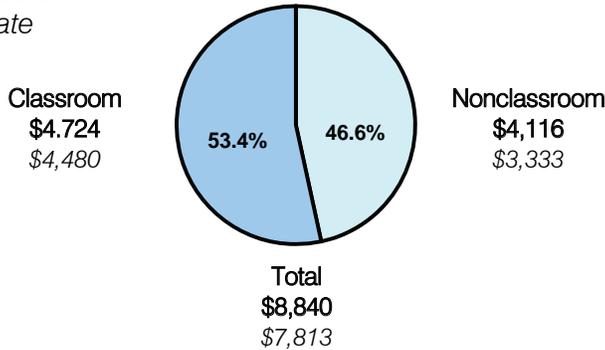
District size: Very Large
 Students attending: 55,574
 Number of schools: 118
 Number of certified teachers: 3,475

Classroom Dollars

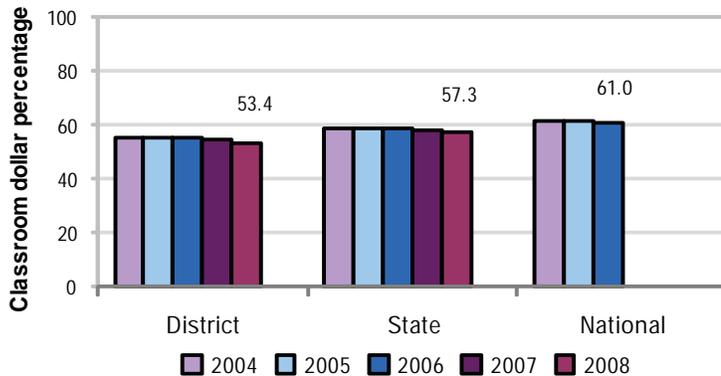
Fiscal year 2008 averages per pupil

District

State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	55.0	55.4	54.9	54.3	53.4	57.3	61.0
Nonclassroom dollars:							
Administration	10.3	10.1	10.0	10.0	9.2	9.2	10.8
Plant operations	12.2	11.3	11.6	11.9	11.0	11.3	9.9
Food service	4.2	4.1	3.8	3.8	3.6	4.8	3.8
Transportation	4.5	4.6	4.9	4.9	4.9	4.4	4.2
Student support	8.7	8.9	8.6	8.6	8.9	7.4	5.2
Instruction support	5.1	5.6	6.2	6.5	9.0	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	16.8	16.2	16.0	17.3
Average teacher salary	\$47,259	\$47,500	\$47,690	\$44,967
Average years' experience	9.4	9.3	8.9	8.1

Classroom dollar ranking: 144 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, social worker, nurse, therapist, coordinator, and instructional coach earned between \$4,628 and \$5,996 in additional salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- Student achievement goals were based on standardized test scores and district assessments.
- A team at each school planned and designed weekly professional development activities focused on improving student achievement.
- The Accountability and Research Department compiled middle and high school dropout and graduation rate data.
- 1 teacher at each school acted as a school council facilitator.

Menu

- Monies were used primarily to increase eligible employee compensation.
- Monies were also used to help reduce kindergarten class size from 24 students to 18 students per classroom and 1st-grade class size from 29 students to 18 students per classroom.

Classroom Dollars and Proposition 301 Results

Union Elementary School District

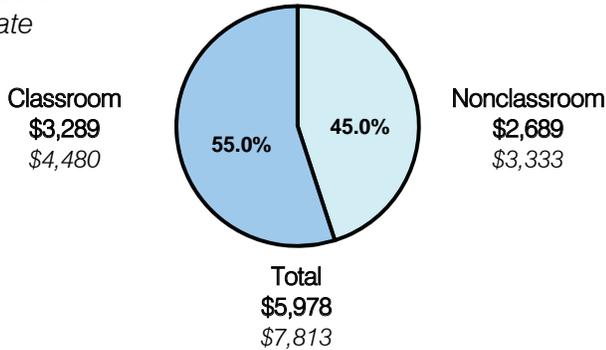
Maricopa County

District size: Medium
 Students attending: 1,678
 Number of schools: 3
 Number of certified teachers: 74

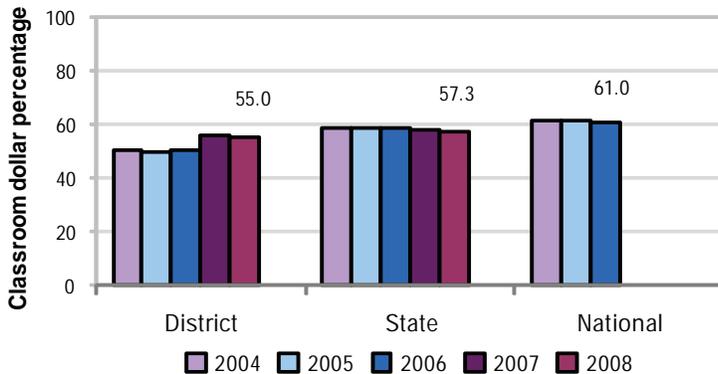
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	50.2	49.6	50.3	55.6	55.0	57.3	61.0
Nonclassroom dollars:							
Administration	21.8	13.0	10.7	10.7	13.9	9.2	10.8
Plant operations	10.3	12.6	13.4	10.3	9.5	11.3	9.9
Food service	7.4	7.8	7.2	6.7	7.5	4.8	3.8
Transportation	8.3	12.7	10.2	8.1	3.3	4.4	4.2
Student support		2.6	4.6	5.6	6.0	7.4	5.2
Instruction support	2.0	1.6	3.6	3.0	4.8	5.4	4.9
Other		0.1				0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	24.7	20.3	22.4	17.3
Average teacher salary	\$36,954	\$37,874	\$38,212	\$44,967
Average years' experience	4.2	4.7	4.5	8.1

Classroom dollar ranking: 118 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, master teacher, and librarian earned between \$2,259 and \$2,800 in additional salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Each school developed grade-level goals aimed at increasing reading scores by 1 or more growth points as measured by reading assessments.
- Teachers attended 80 percent of district-sponsored professional development in-service trainings and participated in at least 1 local school committee.

Menu

- Monies were used to hire 4.5 teachers to help reduce class sizes.

Classroom Dollars and Proposition 301 Results

Vail Unified School District

Pima County

District size: Large
 Students attending: 8,669
 Number of schools: 15
 Number of certified teachers: 496

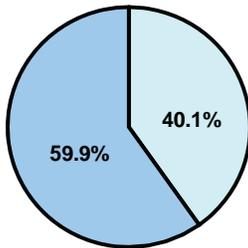
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

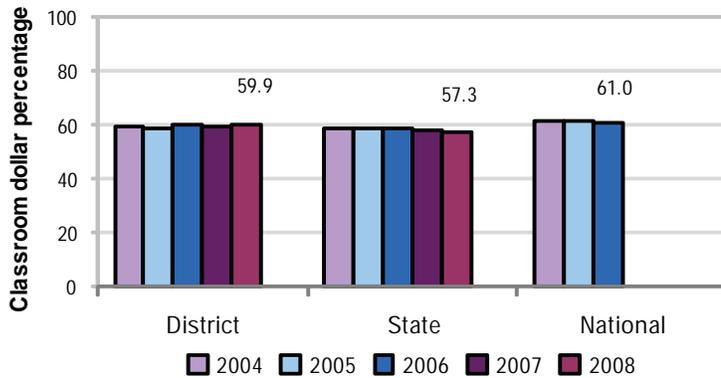
Classroom
 \$4,125
 \$4,480



Nonclassroom
 \$2,760
 \$3,333

Total
 \$6,885
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	59.0	58.5	60.2	59.3	59.9	57.3	61.0
Nonclassroom dollars:							
Administration	8.8	9.1	8.4	7.9	7.7	9.2	10.8
Plant operations	13.2	12.7	12.1	12.1	12.0	11.3	9.9
Food service	4.3	4.4	3.9	4.0	4.1	4.8	3.8
Transportation	5.8	5.8	5.4	5.2	5.4	4.4	4.2
Student support	4.9	5.3	6.1	7.6	7.6	7.4	5.2
Instruction support	3.9	4.1	3.8	3.8	3.2	5.4	4.9
Other	0.1	0.1	0.1	0.1	0.1	0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	17.3	18.5	17.3	17.3
Average teacher salary	\$37,332	\$38,151	\$38,444	\$44,967
Average years' experience	6.6	2.9	7.0	8.1

Classroom dollar ranking: 39 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$5,831 in salary, and each librarian, speech pathologist, and counselor earned an additional \$4,535.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Student achievement goals were based on students' standardized test scores and achievement of curriculum-based measures.
- Other goals were linked to teacher evaluations, teacher development, and tutoring.

Menu

- Monies were primarily used to increase eligible employee compensation.
- AIMS intervention activities included after-school tutoring and classes held during fall and spring break for targeted students. The District reports that AIMS test scores increased as a result of these efforts.
- Dropout prevention efforts included Saturday school, summer school, and standards-based tutoring.

Classroom Dollars and Proposition 301 Results

Valentine Elementary School District

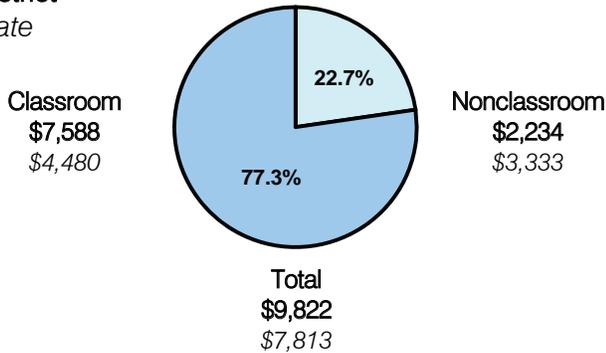
Mohave County

District size: Very Small
 Students attending: 66
 Number of schools: 1
 Number of certified teachers: 4

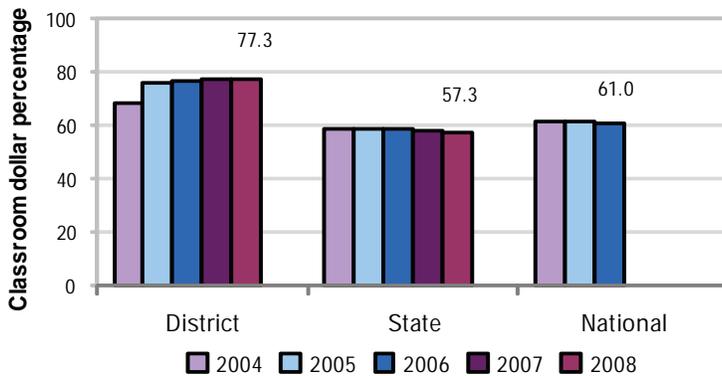
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	68.3	75.6	76.3	77.3	77.3	57.3	61.0
Nonclassroom dollars:							
Administration	10.3	10.5	9.9	9.5	8.0	9.2	10.8
Plant operations	10.0	8.0	7.4	8.1	9.2	11.3	9.9
Food service						4.8	3.8
Transportation	6.7	5.4	5.9	4.7	5.5	4.4	4.2
Student support						7.4	5.2
Instruction support	4.7	0.5	0.5	0.4		5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	14.4	12.5	16.5	17.3
Average teacher salary	\$46,847	\$46,847	\$51,396	\$44,967
Average years' experience	11.0	7.3	8.3	8.1

Classroom dollar ranking: 1 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,014 in salary.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on school and individual performance.
- Students had to demonstrate Adequate Yearly Progress.
- Teachers had to receive acceptable performance evaluations.

Menu

- The District did not report spending any menu monies in fiscal year 2008.

Classroom Dollars and Proposition 301 Results

Valley Union High School District

Cochise County

District size: Very Small
 Students attending: 179
 Number of schools: 1
 Number of certified teachers: 12

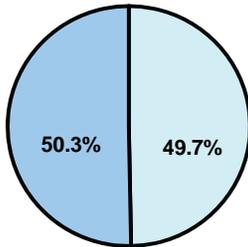
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

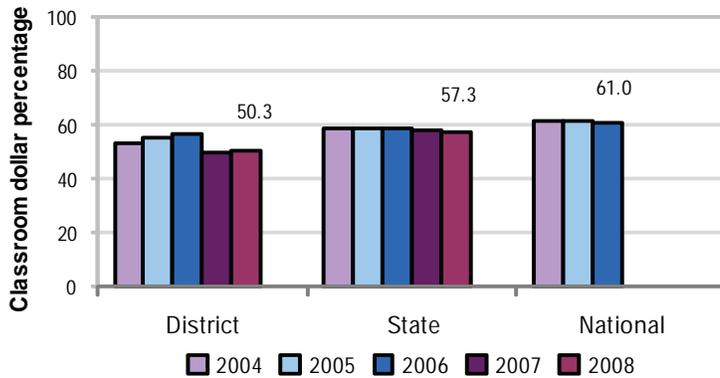
Classroom
\$5,031
\$4,480



Nonclassroom
\$4,971
\$3,333

Total
\$10,002
\$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	53.1	55.4	56.3	49.9	50.3	57.3	61.0
Nonclassroom dollars:							
Administration	13.5	13.5	11.5	15.8	17.2	9.2	10.8
Plant operations	11.5	13.8	14.1	13.9	14.9	11.3	9.9
Food service	6.7	4.0	3.4	3.6	4.8	4.8	3.8
Transportation	9.2	9.2	8.7	8.8	10.3	4.4	4.2
Student support	4.6	2.4	3.9	4.3	1.5	7.4	5.2
Instruction support	1.4	1.3	1.6	1.7	1.0	5.4	4.9
Other		0.4	0.5	2.0		0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	14.5	13.5	14.2	17.3
Average teacher salary	\$39,770	\$36,200	\$35,500	\$44,967
Average years' experience	10.7	11.3	8.0	8.1

Classroom dollar ranking: 177 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and instructional aide earned an additional \$4,757 in salary, and the librarian earned an additional \$1,708.

Performance

- The District accomplished its goals, which were the same as the prior fiscal year's goals and were based on district performance.
- 100 percent of graduating seniors passed all 3 sections of the AIMS test.
- At least 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.

Classroom Dollars and Proposition 301 Results

Vernon Elementary School District

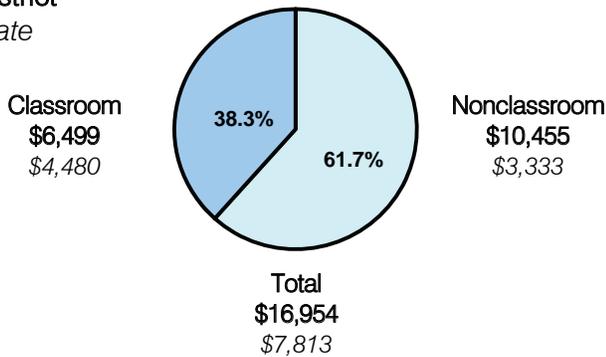
Apache County

District size: Very Small
 Students attending: 76
 Number of schools: 1
 Number of certified teachers: 6

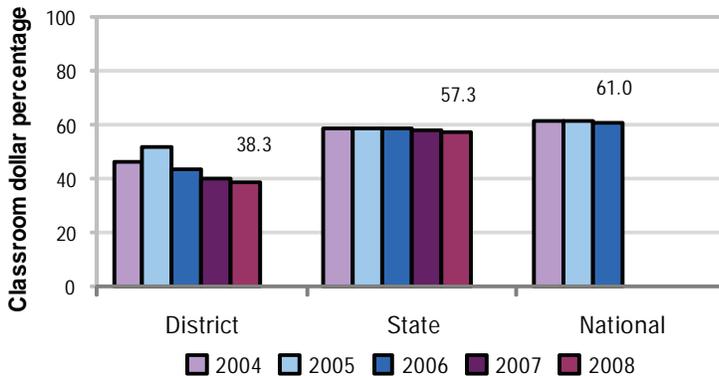
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	46.0	51.6	43.3	39.8	38.3	57.3	61.0
Nonclassroom dollars:							
Administration	21.1	19.4	26.0	24.4	20.5	9.2	10.8
Plant operations	14.1	11.6	11.8	15.8	20.3	11.3	9.9
Food service	1.1	1.3	1.0	1.3	1.5	4.8	3.8
Transportation	9.6	10.8	12.6	14.7	14.0	4.4	4.2
Student support	7.3	5.0	5.1	2.9	2.5	7.4	5.2
Instruction support	0.8	0.3	0.2	1.1	2.9	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	12.0	10.9	13.2	17.3
Average teacher salary	\$29,140	\$35,504	\$39,802	\$44,967
Average years' experience	6.5	10.0	10.6	8.1

Classroom dollar ranking: 217 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$7,146 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.
- Student achievement goals were linked to standardized test scores and the District's assessment plan. Teachers were compensated based on the percentage of students mastering reading, writing, and math skills.
- Teachers received acceptable performance evaluations, which were based on state teaching standards.
- Teachers documented their efforts to involve parents in the classroom and the school.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Monies were also used to compensate teachers for participating in professional development activities such as curriculum mapping, benchmark testing, and alignment of teacher resources to state standards in reading, writing and math.

Classroom Dollars and Proposition 301 Results

Washington Elementary School District

Maricopa County

District size: Very Large
 Students attending: 22,607
 Number of schools: 32
 Number of certified teachers: 1,318

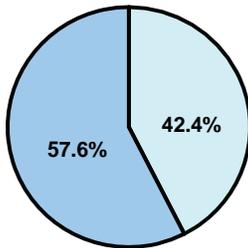
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

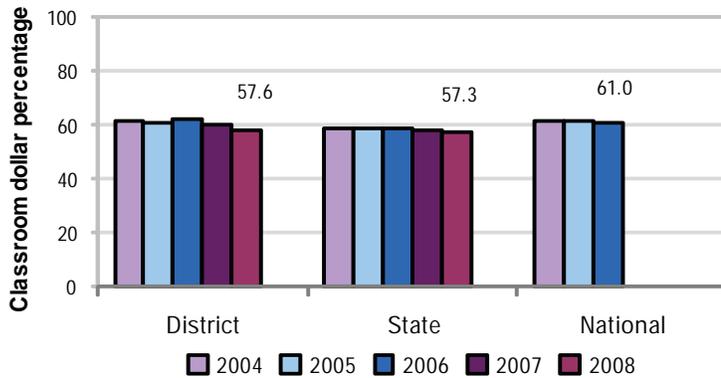
Classroom
 \$4,716
 \$4,480



Nonclassroom
 \$3,471
 \$3,333

Total
 \$8,187
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	61.3	60.8	62.0	60.1	57.6	57.3	61.0
Nonclassroom dollars:							
Administration	8.7	8.6	7.9	8.3	8.2	9.2	10.8
Plant operations	9.6	9.9	9.0	9.0	10.3	11.3	9.9
Food service	5.7	5.6	6.1	5.9	6.3	4.8	3.8
Transportation	3.7	3.7	4.3	4.5	4.4	4.4	4.2
Student support	7.2	6.9	6.8	7.6	8.2	7.4	5.2
Instruction support	3.8	4.5	3.9	4.5	5.0	5.4	4.9
Other				0.1		0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	18.7	17.1	17.2	17.3
Average teacher salary	\$43,320	\$46,334	\$45,481	\$44,967
Average years' experience	9.2	8.9	8.6	8.1

Classroom dollar ranking: 68 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$6,870 in salary, and each librarian, speech pathologist, counselor, student services specialist, and program coach earned between \$7,528 and \$9,716 in additional salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- Student achievement was measured and monitored using AIMS and district assessment scores.
- Schools held monthly parent involvement activities.
- Teachers created yearly professional learning plans.
- Schools offered before- and after-school classes and tutoring to meet the academic needs of students.
- District leadership and school quality were assessed through a parent satisfaction survey.
- Other goals were linked to student and teacher attendance rates, teacher evaluations, and leadership.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Wellton Elementary School District

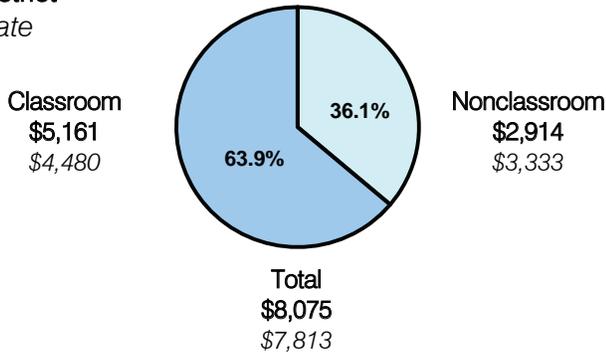
Yuma County

District size: Small
 Students attending: 365
 Number of schools: 1
 Number of certified teachers: 20

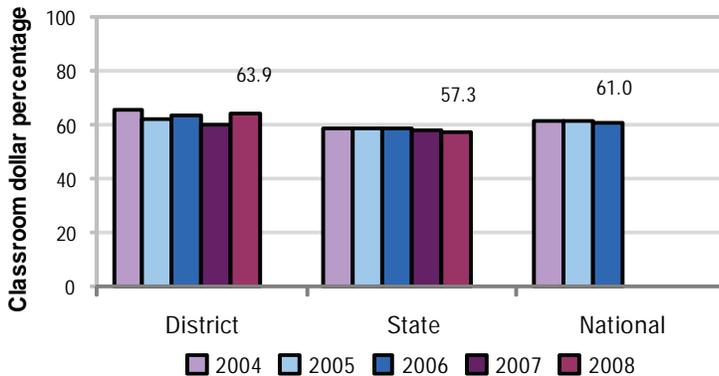
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	65.5	62.3	63.6	59.9	63.9	57.3	61.0
Nonclassroom dollars:							
Administration	9.6	11.1	10.0	15.7	10.6	9.2	10.8
Plant operations	10.3	10.4	10.1	9.5	10.1	11.3	9.9
Food service	5.7	5.9	6.4	5.4	6.8	4.8	3.8
Transportation	2.0	2.5	2.4	2.1	2.8	4.4	4.2
Student support	0.7	0.7	2.3	2.8	2.7	7.4	5.2
Instruction support	6.2	7.1	5.2	4.6	3.1	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	16.5	15.6	18.3	17.3
Average teacher salary	\$42,105	\$41,926	\$42,730	\$44,967
Average years' experience	8.8	9.5	10.5	8.1

Classroom dollar ranking: 7 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$5,237 in salary.

Performance

- The District accomplished most of its goals, which were similar to the prior fiscal year's goals and were based on school and individual performance.
- Teachers were compensated on a per-student basis for students who scored "Meets" or "Exceeds" on standardized tests.
- Other goals were linked to teacher development and parent-student satisfaction.

Menu

- Monies were used to increase teacher compensation for accomplishing student achievement performance goals.
- Teachers were also compensated for having perfect attendance, participating in teacher development activities, and serving on committees.
- Monies were also used to pay 2 instructional aides to reduce class sizes.

Classroom Dollars and Proposition 301 Results

Wenden Elementary School District

La Paz County

District size: Very Small
 Students attending: 89
 Number of schools: 1
 Number of certified teachers: 8

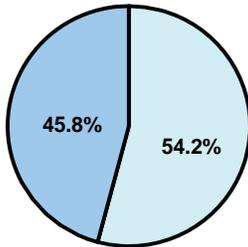
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

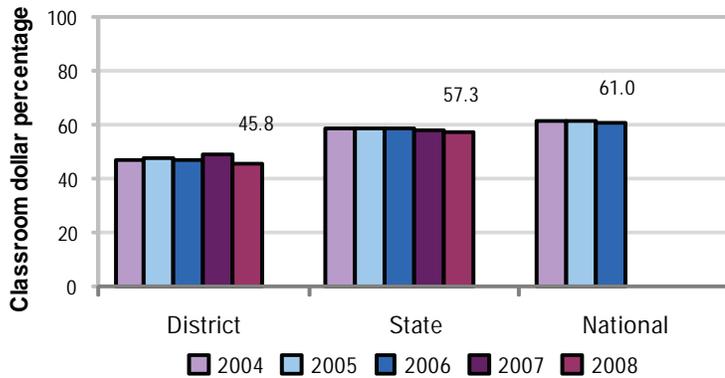
Classroom
\$7,798
\$4,480



Nonclassroom
\$9,215
\$3,333

Total
\$17,013
\$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	47.2	47.4	46.9	48.9	45.8	57.3	61.0
Nonclassroom dollars:							
Administration	12.6	12.5	14.9	13.7	15.1	9.2	10.8
Plant operations	15.6	16.8	15.5	15.9	15.1	11.3	9.9
Food service	12.3	13.0	11.8	10.4	12.6	4.8	3.8
Transportation	3.5	2.9	3.0	2.9	3.2	4.4	4.2
Student support	5.2	4.0	4.4	4.6	5.1	7.4	5.2
Instruction support	3.6	3.4	3.5	3.6	3.1	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	11.5	9.6	11.1	17.3
Average teacher salary	\$42,067	\$43,087	\$45,767	\$44,967
Average years' experience	8.3	8.8	8.8	8.1

Classroom dollar ranking: 200 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,160 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- To improve student achievement, teachers created student portfolios to chart their progress throughout the year.
- The student attendance rate was at least 90 percent. Quarterly incentives were provided to students who were absent less than 1.5 days.
- All teachers participated in after-school tutoring for reading, writing, and math.
- Quarterly parent nights provided parents with strategies to help their children with homework and increased communication between home and school.
- Other goals were linked to teacher development, teacher evaluations, parent-student satisfaction, and leadership.

Menu

- Teachers were compensated for participating in 30 hours of outside professional development activities.

Classroom Dollars and Proposition 301 Results

Whiteriver Unified School District

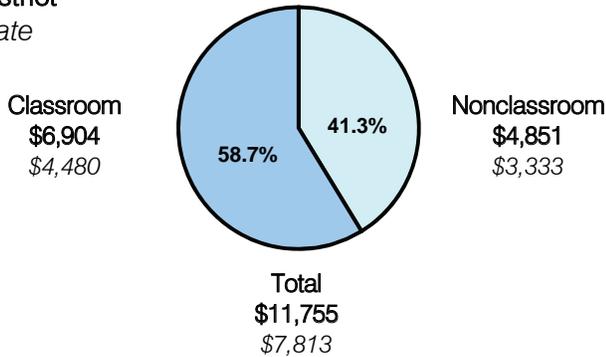
Navajo County

District size: Medium
 Students attending: 2,082
 Number of schools: 5
 Number of certified teachers: 149

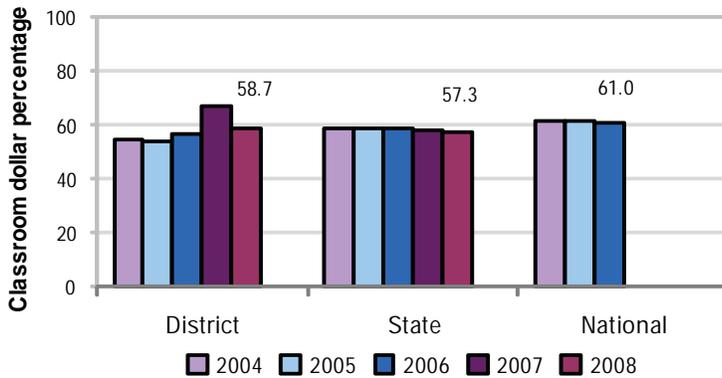
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	54.7	53.6	56.6	67.2	58.7	57.3	61.0
Nonclassroom dollars:							
Administration	10.8	11.4	9.2	8.6	10.9	9.2	10.8
Plant operations	13.7	13.9	14.5	9.4	11.7	11.3	9.9
Food service	6.5	8.1	5.0	3.0	4.3	4.8	3.8
Transportation	4.3	3.4	4.3	4.1	4.7	4.4	4.2
Student support	7.9	6.1	7.0	5.1	6.6	7.4	5.2
Instruction support	2.0	3.4	3.3	2.4	2.9	5.4	4.9
Other	0.1	0.1	0.1	0.2	0.2	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	17.1	13.0	13.8	17.3
Average teacher salary	\$48,113	\$47,408	\$46,148	\$44,967
Average years' experience	9.8	9.5	10.4	8.1

Classroom dollar ranking: 55 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned \$5,129 in additional salary.

Performance

- The District accomplished some of its goals, which were based on district, school, and individual performance.
- 2 of the District's 5 schools were labeled as "Performing" by ADE for AZ LEARNS.
- 1 school met Adequate Yearly Progress objectives.
- 90 percent of certified staff attended at least 12 hours of professional development activities that support state academic standards.
- Another goal was linked to parent-student satisfaction.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Monies were also used to hire a 4th-grade teacher to reduce class sizes from 42 to 21 students.

Classroom Dollars and Proposition 301 Results

Wickenburg Unified School District

Maricopa County

District size: Medium
 Students attending: 1,438
 Number of schools: 4
 Number of certified teachers: 98

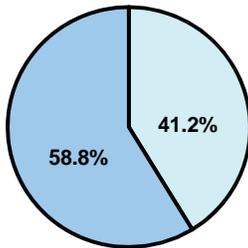
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

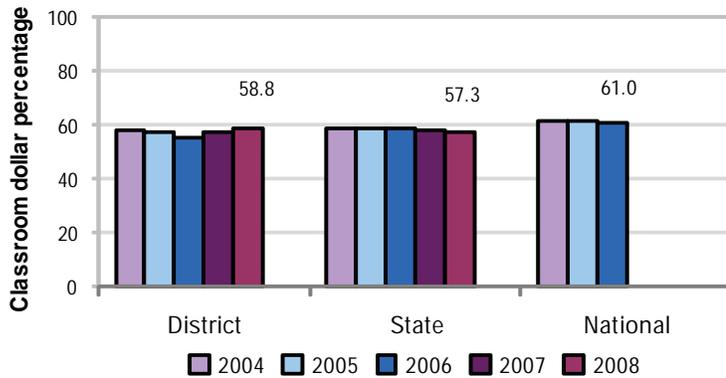
Classroom
 \$4,831
 \$4,480



Nonclassroom
 \$3,390
 \$3,333

Total
 \$8,221
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	58.1	57.3	55.0	57.2	58.8	57.3	61.0
Nonclassroom dollars:							
Administration	11.9	11.8	11.0	10.7	11.0	9.2	10.8
Plant operations	14.3	15.5	17.0	17.1	15.6	11.3	9.9
Food service	4.2	4.8	5.3	4.6	5.4	4.8	3.8
Transportation	5.1	5.1	4.9	4.3	4.1	4.4	4.2
Student support	3.4	3.1	3.6	3.6	3.0	7.4	5.2
Instruction support	3.0	2.4	3.2	2.5	2.1	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	15.9	15.8	14.7	17.3
Average teacher salary	\$37,331	\$42,930	\$45,404	\$44,967
Average years' experience	9.7	8.7	9.3	8.1

Classroom dollar ranking: 53 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and counselor earned an additional \$5,803 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district and school performance.
- More than half of students met or exceeded the 50th-percentile on standardized tests in language, math, and reading.
- The student attendance rate was 95 percent.
- 92 percent of parents surveyed gave the District "A" or "B" ratings.
- The District also met goals linked to dropout and graduation rates.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Willcox Unified School District

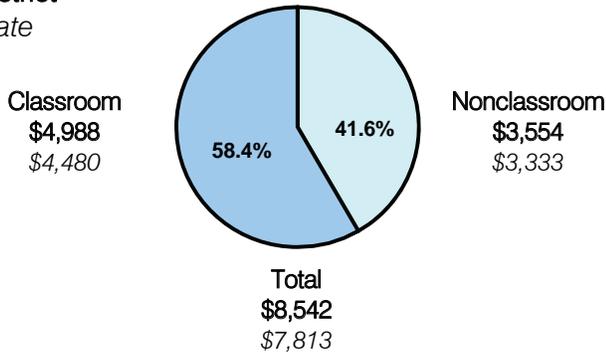
Cochise County

District size: Medium
 Students attending: 1,244
 Number of schools: 3
 Number of certified teachers: 91

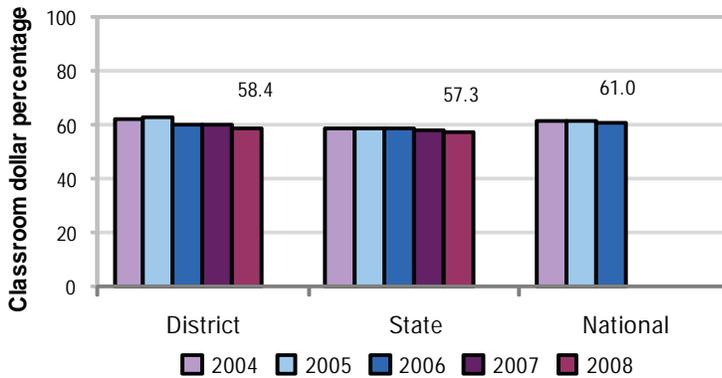
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	62.1	62.8	59.9	60.2	58.4	57.3	61.0
Nonclassroom dollars:							
Administration	9.0	8.2	8.8	9.4	10.0	9.2	10.8
Plant operations	11.5	11.7	12.0	11.7	10.2	11.3	9.9
Food service	5.5	5.1	5.2	5.2	5.5	4.8	3.8
Transportation	4.3	4.5	4.7	4.7	4.8	4.4	4.2
Student support	4.8	5.2	7.1	6.4	8.2	7.4	5.2
Instruction support	2.8	2.4	2.2	2.4	2.9	5.4	4.9
Other		0.1	0.1			0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	14.5	14.9	13.7	17.3
Average teacher salary	\$40,118	\$42,239	\$44,528	\$44,967
Average years' experience	8.3	9.0	9.2	8.1

Classroom dollar ranking: 59 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, counselor, and librarian earned between \$3,584 and \$4,231 in additional salary, and each mentor, trainer, coach, and grade-level/department chair earned between \$1,280 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.
- Student achievement goals were based on AIMS and Dibels test scores.
- Elementary and middle school teachers focused on professional development strategies.
- High school teachers became proficient with the Grade Logic Program.

Menu

- Monies were used to pay mentors, trainers, and coaches to work with instructional staff in support of curriculum delivery.
- 1 teacher and 2 instructional aides were hired for an alternative classroom as dropout prevention.
- Monies were also used to pay a portion of eligible employees' liability insurance premiums.

Classroom Dollars and Proposition 301 Results

Williams Unified School District

Coconino County

District size: Medium
 Students attending: 707
 Number of schools: 2
 Number of certified teachers: 46

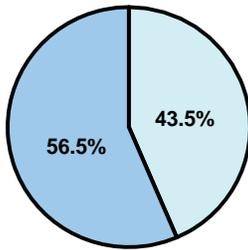
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

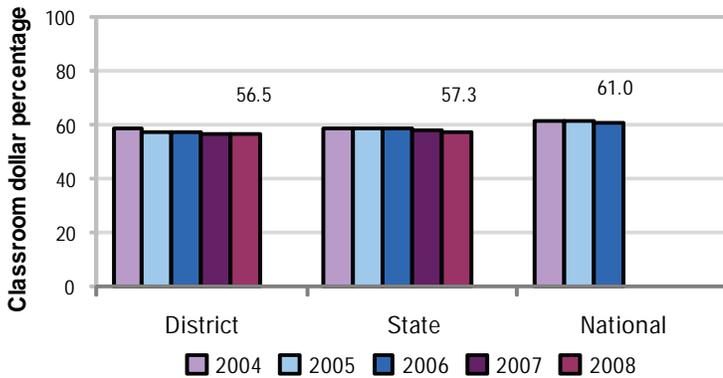
Classroom
\$5,354
\$4,480



Nonclassroom
\$4,124
\$3,333

Total
\$9,478
\$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	58.5	56.9	57.5	56.5	56.5	57.3	61.0
Nonclassroom dollars:							
Administration	12.5	14.5	14.6	15.0	16.0	9.2	10.8
Plant operations	12.2	12.3	12.6	12.2	10.3	11.3	9.9
Food service	3.0	3.2	3.5	3.1	3.3	4.8	3.8
Transportation	4.1	4.6	5.2	5.5	5.5	4.4	4.2
Student support	8.1	6.9	5.5	6.8	7.2	7.4	5.2
Instruction support	1.6	1.6	1.1	0.9	1.2	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	14.4	15.3	15.1	17.3
Average teacher salary	\$36,731	\$38,734	\$43,116	\$44,967
Average years' experience	9.1	8.3	8.6	8.1

Classroom dollar ranking: 92 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher and counselor earned an additional \$7,892 in salary, which includes performance pay for fiscal year 2007 performance.

Performance

- The District accomplished most of its goals, which were based on district and school performance.
- Both schools met Adequate Yearly Progress objectives and were labeled "Performing" or better by ADE for AZ LEARNS.
- The dropout rate decreased by 2 percent, and the graduation rate increased by 3 percent.
- Parent involvement increased through participation in reading and math curriculum activities, and participation in parent-teacher conferences increased by 2 percent.
- Other goals were linked to student achievement, student and teacher attendance, professional development, teacher evaluations, leadership, and tutoring.

Menu

- Eligible employees earned additional compensation for attending reading, math, and English language skill development trainings and for using lesson plans that were more aligned with state academic standards.

Classroom Dollars and Proposition 301 Results

Wilson Elementary School District

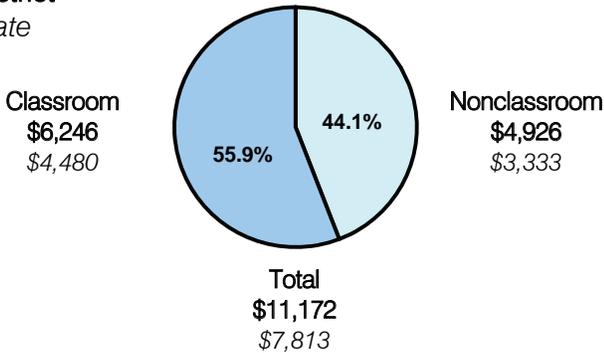
Maricopa County

District size: Medium
 Students attending: 1,224
 Number of schools: 2
 Number of certified teachers: 74

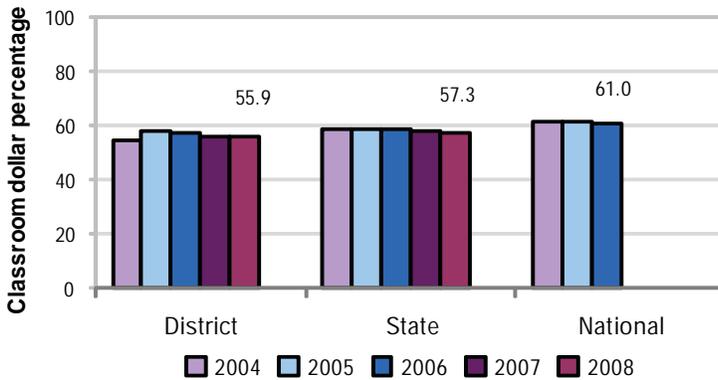
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	54.6	58.0	57.3	55.6	55.9	57.3	61.0
Nonclassroom dollars:							
Administration	13.3	12.6	11.7	11.7	10.6	9.2	10.8
Plant operations	14.9	12.1	12.2	13.4	12.5	11.3	9.9
Food service	7.1	6.5	6.1	6.6	6.5	4.8	3.8
Transportation	2.1	1.7	1.7	2.0	1.9	4.4	4.2
Student support	5.2	5.9	6.2	6.4	7.0	7.4	5.2
Instruction support	2.8	3.2	4.8	4.3	5.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	16.7	15.8	15.0	17.3
Average teacher salary	\$51,006	\$55,534	\$57,106	\$44,967
Average years' experience	9.1	9.4	8.7	8.1

Classroom dollar ranking: 102 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$5,661 and \$5,870 in additional salary.

Performance

- The District accomplished most of its goals, which were based on school performance.
- Students increased AIMS test scores for reading but not for math.
- 70 percent of students passed chapter assessments in math and reading.
- Student attendance was at least 96 percent at the 100th day of school.
- Teachers participated in leadership activities.

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: 2,497
 Number of schools: 7
 Number of certified teachers: 167

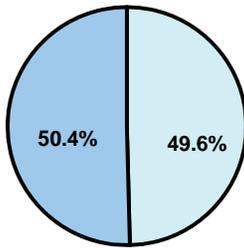
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

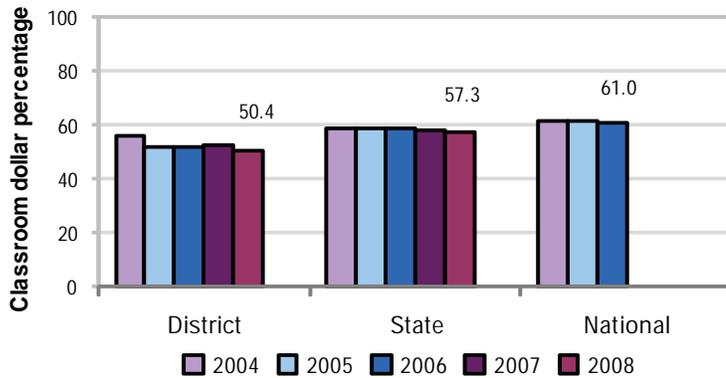
Classroom
\$5,210
\$4,480



Nonclassroom
\$5,124
\$3,333

Total
\$10,334
\$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	56.1	52.0	52.0	52.4	50.4	57.3	61.0
Nonclassroom dollars:							
Administration	11.5	11.6	13.4	12.5	13.0	9.2	10.8
Plant operations	13.5	13.2	14.3	14.1	14.4	11.3	9.9
Food service	4.1	4.4	3.8	3.4	3.9	4.8	3.8
Transportation	4.2	4.4	4.4	4.1	4.7	4.4	4.2
Student support	6.1	7.6	5.7	7.0	7.8	7.4	5.2
Instruction support	4.5	6.8	6.4	6.5	5.8	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	13.9	14.7	14.8	17.3
Average teacher salary	\$44,185	\$44,387	\$44,069	\$44,967
Average years' experience	9.5	10.0	9.8	8.1

Classroom dollar ranking: 175 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$5,480 in salary, which includes performance pay for fiscal year 2007 performance.

Performance

- The District accomplished some of its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- 4 out of 7 schools met Adequate Yearly Progress objectives and 6 schools earned a "Performing" label from ADE for AZ LEARNS.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Winslow Unified School District

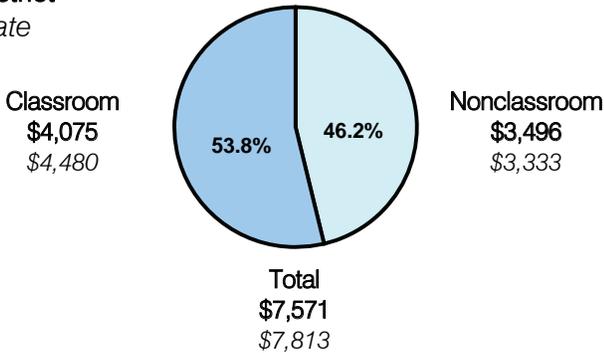
Navajo County

District size: Medium
 Students attending: 2,306
 Number of schools: 5
 Number of certified teachers: 139

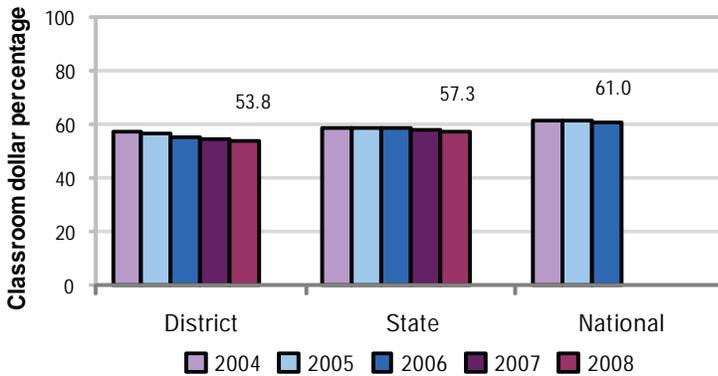
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	57.3	56.8	55.5	54.3	53.8	57.3	61.0
Nonclassroom dollars:							
Administration	9.3	9.6	9.7	10.5	10.6	9.2	10.8
Plant operations	13.4	13.0	13.8	14.7	14.0	11.3	9.9
Food service	3.0	3.0	3.5	3.5	4.0	4.8	3.8
Transportation	2.8	2.9	3.2	3.5	3.8	4.4	4.2
Student support	5.0	4.3	3.8	3.9	3.2	7.4	5.2
Instruction support	9.2	10.4	10.5	9.6	10.6	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	18.0	17.7	16.6	17.3
Average teacher salary	\$44,161	\$44,965	\$43,171	\$44,967
Average years' experience	8.9	8.9	8.7	8.1

Classroom dollar ranking: 137 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned an additional \$5,421 in salary, and each instructional aide earned an additional \$500.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Student achievement increased based on district pre- and post-test scores.
- Teachers continued to implement the use of Galileo assessments to measure growth in writing and math.
- Teachers included state standards performance objectives within daily lesson plans.
- Other goals were linked to teacher development and parent involvement.
- Performance pay monies were also used to pay for teacher salaries associated with the District's dropout prevention program, AIMS intervention program, and class size reduction even though these should have been paid for with menu options monies.

Menu

- Monies were used solely to increase eligible employee compensation.

Classroom Dollars and Proposition 301 Results

Yarnell Elementary School District

Yavapai County

District size: Very Small
 Students attending: 58
 Number of schools: 1
 Number of certified teachers: 6

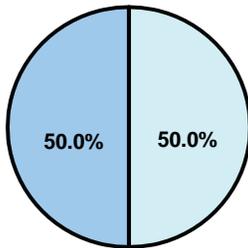
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

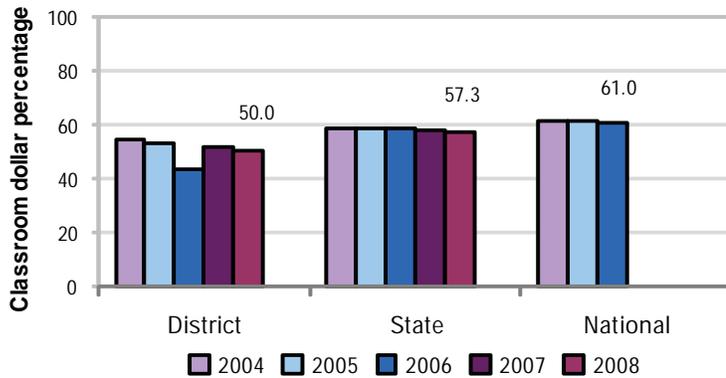
Classroom
 \$7,893
 \$4,480



Nonclassroom
 \$7,898
 \$3,333

Total
 \$15,791
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	54.2	53.2	43.7	51.6	50.0	57.3	61.0
Nonclassroom dollars:							
Administration	22.5	19.4	23.6	15.8	17.3	9.2	10.8
Plant operations	6.3	9.2	11.8	10.8	10.8	11.3	9.9
Food service	7.2	8.8	8.8	10.1	9.0	4.8	3.8
Transportation	5.8	5.1	6.1	4.9	5.6	4.4	4.2
Student support	3.7	3.8	5.3	6.2	7.0	7.4	5.2
Instruction support	0.3	0.5	0.7	0.6	0.3	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	9.0	10.8	9.5	17.3
Average teacher salary	\$26,975	\$38,259	\$38,942	\$44,967
Average years' experience	6.3	6.9	7.8	8.1

Classroom dollar ranking: 180 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$2,592 in salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- The school earned a "Performing" label from ADE for AZ LEARNS.
- Student achievement goals required standardized test scores to improve.
- Other goals were linked to parent involvement, professional development, and tutoring.

Menu

- Monies were used to hire an instructional aide for AIMS intervention.

Classroom Dollars and Proposition 301 Results

Yavapai Accommodation School District

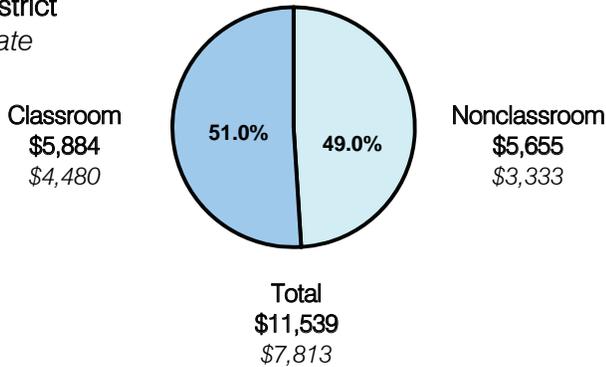
Yavapai County

District size: Very Small
 Students attending: 72
 Number of schools: 1
 Number of certified teachers: 4

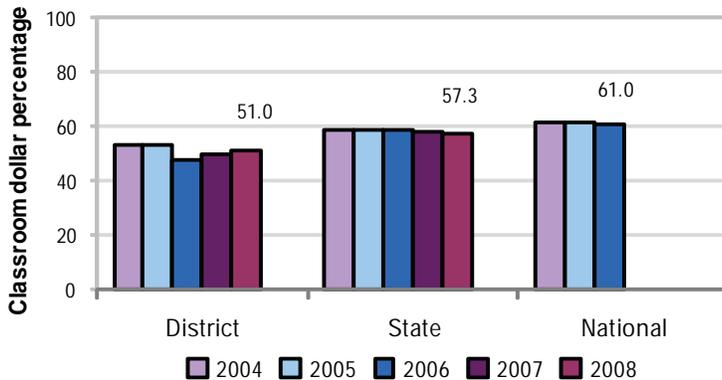
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	53.3	53.1	47.7	49.6	51.0	57.3	61.0
Nonclassroom dollars:							
Administration	37.7	30.3	33.6	28.5	25.7	9.2	10.8
Plant operations	3.0	4.6	4.9	4.8	5.3	11.3	9.9
Food service						4.8	3.8
Transportation	1.8	2.4	2.4	2.0	1.5	4.4	4.2
Student support	3.1	8.7	9.8	7.8	11.6	7.4	5.2
Instruction support	0.8	0.9	1.6	7.3	4.9	5.4	4.9
Other	0.3					0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	36.0	17.9	18.0	17.3
Average teacher salary	\$46,807	\$36,340	\$38,708	\$44,967
Average years' experience	7.0	6.3	7.0	8.1

Classroom dollar ranking: 170 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,783 in salary and each instructional aide earned \$2,123.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- The school earned a "Performing" label from ADE for AZ LEARNS.
- The number of courses successfully completed toward graduation increased 100 percent over the previous year.
- Student achievement was measured using standardized test scores and course grades.
- Satisfactory survey responses were received from parents.
- Teachers received satisfactory performance evaluations and participated in tutoring activities.

Menu

- Monies were used to pay for class registrations and travel costs for professional development activities.

Classroom Dollars and Proposition 301 Results

Young Elementary School District

Gila County

District size: Very Small
 Students attending: 57
 Number of schools: 2
 Number of certified teachers: 8

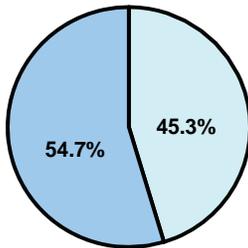
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

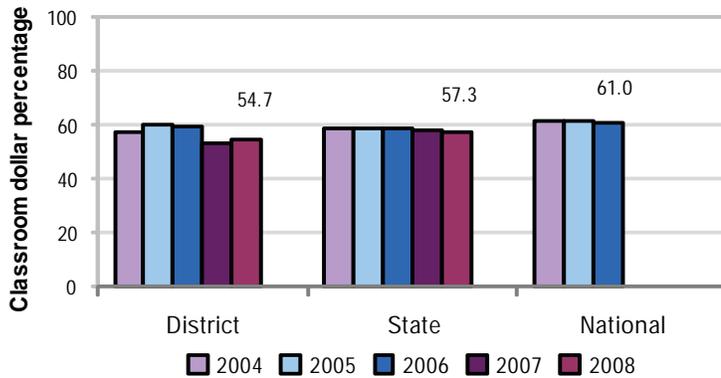
Classroom
 \$12,820
 \$4,480



Nonclassroom
 \$10,611
 \$3,333

Total
 \$23,431
 \$7,813

5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	2004	2005	District 2006	2007	2008		
Classroom dollars	56.9	60.2	59.0	53.0	54.7	57.3	61.0
Nonclassroom dollars:							
Administration	19.7	19.2	19.2	23.4	23.0	9.2	10.8
Plant operations	12.8	12.8	15.2	12.7	12.5	11.3	9.9
Food service	4.9	3.5	3.5	3.7	3.7	4.8	3.8
Transportation				3.1	2.6	4.4	4.2
Student support	1.5	1.1	0.9	2.4	1.1	7.4	5.2
Instruction support	4.2	3.1	2.1	1.6	2.4	5.4	4.9
Other		0.1	0.1	0.1		0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	7.0	8.2	6.3	17.3
Average teacher salary	\$44,591	\$41,925	\$49,027	\$44,967
Average years' experience	9.9	9.6	11.7	8.1

Classroom dollar ranking: 123 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,301 in salary. An instructional aide, a librarian, and 6 classified staff earned an average of \$1,116 each from menu monies.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on district performance.
- Teachers worked together to research and implement student achievement methods and performance measures.
- Communication with parents was increased, and parental involvement was encouraged and tracked.
- Teachers participated in professional development activities and implemented anti-bullying procedures and Character Counts activities.

Menu

- Eligible employees were compensated for providing before- and after-school tutoring, attending professional development workshops, and helping to increase parent involvement.
- 6 classified staff were compensated for attending anti-bullying and Character Counts workshops and for providing support to the District's academic goals.

Classroom Dollars and Proposition 301 Results

Yucca Elementary School District

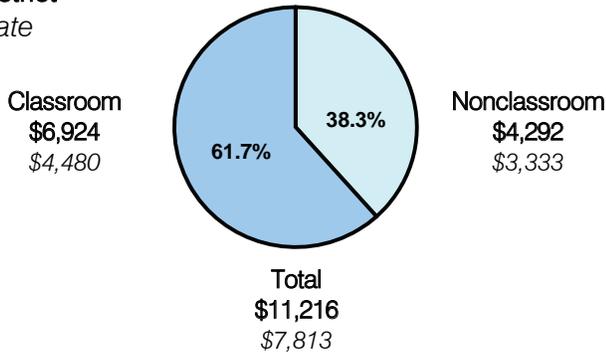
Mohave County

District size: Very Small
 Students attending: 33
 Number of schools: 1
 Number of certified teachers: 3

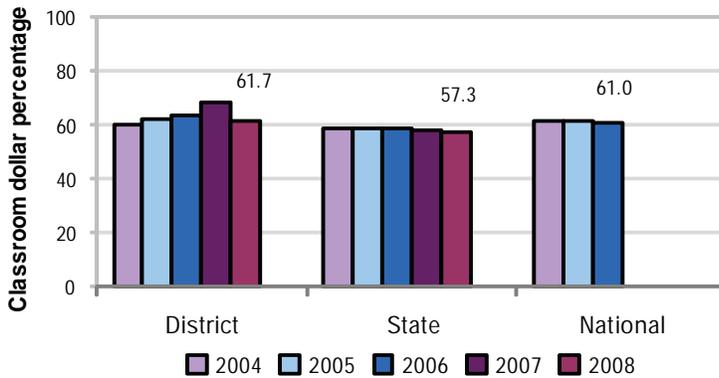
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	60.0	62.1	63.4	68.2	61.7	57.3	61.0
Nonclassroom dollars:							
Administration	20.9	18.9	19.2	17.6	20.1	9.2	10.8
Plant operations	9.3	8.6	8.3	7.2	7.2	11.3	9.9
Food service	5.3	5.9	5.4	4.7	4.5	4.8	3.8
Transportation	0.1	0.6	0.5		0.1	4.4	4.2
Student support	3.9	2.2	1.8	1.4	5.2	7.4	5.2
Instruction support	0.5	1.7	1.4	0.9	1.2	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State
	2006	2007	2008	2008
Student/teacher ratio	9.5	11.5	10.9	17.3
Average teacher salary	\$37,145	\$40,580	\$44,517	\$44,967
Average years' experience	5.7	6.7	7.7	8.1

Classroom dollar ranking: 18 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher earned an additional \$4,658 in salary.

Performance

- The District accomplished its goals, which were similar to the prior fiscal year's goals and were based on school performance.
- Students demonstrated Adequate Yearly Progress in all areas.
- Students and teachers met attendance goals.
- Teachers maintained "highly qualified" status by attending professional development activities.
- The graduation rate was 100 percent.
- Teachers provided before- and after-school tutoring and continued to develop activities to involve parents.
- Other goals were linked to parent-student satisfaction and teacher evaluations.

Menu

- Monies were used to increase teacher compensation.
- Monies were also used to pay 3 instructional aides to help reduce reading and math class sizes.

Classroom Dollars and Proposition 301 Results

Yuma Elementary School District

Yuma County

District size: Large
 Students attending: 9,803
 Number of schools: 19
 Number of certified teachers: 555

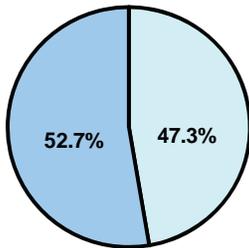
Classroom Dollars

Fiscal year 2008 averages per pupil

District

State

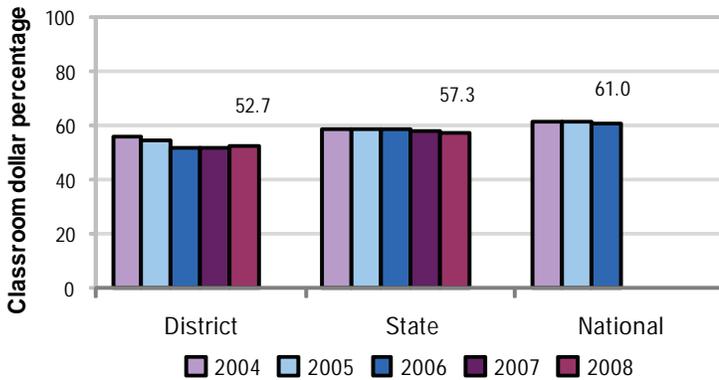
Classroom
 \$4,037
 \$4,480



Nonclassroom
 \$3,618
 \$3,333

Total
 \$7,655
 \$7,813

5-year comparison



Expenditures by function

	District					State 2008	National 2006
	2004	2005	2006	2007	2008		
Classroom dollars	56.0	54.5	51.7	51.9	52.7	57.3	61.0
Nonclassroom dollars:							
Administration	10.5	10.0	10.2	9.7	10.5	9.2	10.8
Plant operations	9.9	10.1	9.7	10.9	10.3	11.3	9.9
Food service	6.6	6.3	6.3	6.4	6.7	4.8	3.8
Transportation	5.0	4.8	5.3	5.6	5.6	4.4	4.2
Student support	8.9	8.1	8.4	8.5	8.0	7.4	5.2
Instruction support	3.1	6.2	8.4	7.0	6.2	5.4	4.9
Other						0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	17.9	18.4	17.7	17.3
Average teacher salary	\$40,171	\$43,565	\$44,753	\$44,967
Average years' experience	8.4	8.4	8.4	8.1

Classroom dollar ranking: 151 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$6,550 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.
- Teachers earned monies for meeting at least 1 of 6 student achievement goals, which included teachers maximizing instruction time and improvements in standardized test scores, writing proficiency, and student attendance rates.
- Other goals called for teachers to attend 15 hours of professional development activities related to literacy assessments, instruction, and intervention, and to participate in school collaboration activities, assessment planning, and interventions.

Menu

- Monies continued to be used to increase eligible employee compensation and employ 8 teachers to reduce class sizes.

Classroom Dollars and Proposition 301 Results

Yuma Union High School District

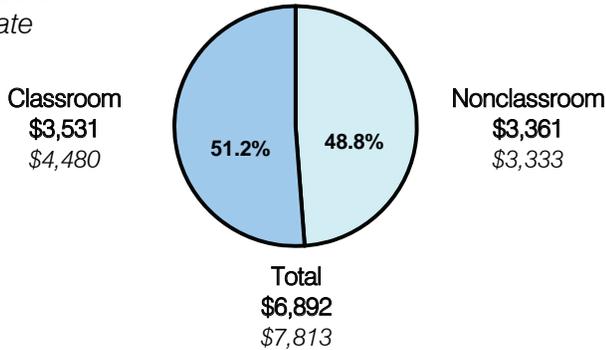
Yuma County

District size: Large
 Students attending: 10,679
 Number of schools: 5
 Number of certified teachers: 485

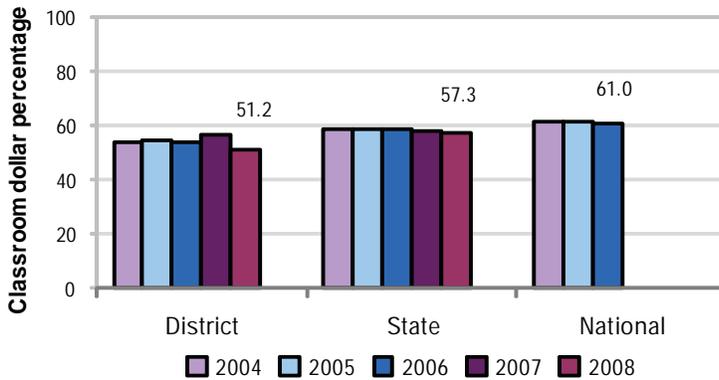
Classroom Dollars

Fiscal year 2008 averages per pupil

District
 State



5-year comparison



Expenditures by function

	Percentage					State 2008	National 2006
	District						
	2004	2005	2006	2007	2008		
Classroom dollars	53.5	54.6	53.5	56.5	51.2	57.3	61.0
Nonclassroom dollars:							
Administration	10.9	10.5	7.9	7.8	7.6	9.2	10.8
Plant operations	12.4	11.2	12.6	11.7	13.3	11.3	9.9
Food service	5.6	6.0	5.6	5.6	5.4	4.8	3.8
Transportation	7.7	6.4	7.9	6.5	6.9	4.4	4.2
Student support	6.4	7.9	8.9	8.3	9.5	7.4	5.2
Instruction support	3.2	3.1	3.3	3.4	5.8	5.4	4.9
Other	0.3	0.3	0.3	0.2	0.3	0.2	0.2

Comparative Information

	District			State 2008
	2006	2007	2008	
Student/teacher ratio	21.0	21.7	22.0	17.3
Average teacher salary	\$41,238	\$41,912	\$43,253	\$44,967
Average years' experience	8.6	8.6	8.3	8.1

Classroom dollar ranking: 167 of 230 districts.

Proposition 301

District-reported 2008 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$5,275 in salary.

Performance

- The District accomplished some of its goals, which were similar to the prior fiscal year's goals and were based on district performance.
- AIMS test scores were used to develop instructional strategies to improve future test scores.
- The dropout rate was reduced by more than 2 percent.
- 90 percent of certified staff attended professional development activities.
- As part of strategic plan development, satisfaction surveys were sent to parents and students.
- Goals not met were linked to graduation and student attendance rates.

Menu

- Monies were used to for longevity pay for experienced certified employees, health benefits, and signing bonuses for math and special education teachers.
- 1 teacher was hired for class size reduction.
- Monies were also used for AIMS intervention after-school activities and for dropout prevention.

Appendix C

Definition of the classroom dollar percentage

The classroom dollar percentage is the amount spent for classroom purposes divided by the total amount spent for day-to-day operations, or total current expenditures. Current expenditures exclude 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. Total current expenditures include classroom and nonclassroom expenses as shown 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; and clerical and other staff who perform accounting, payroll, purchasing, warehousing, printing, human resource, and information technology services
- **Plant operations 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 support services**—Librarians, teacher training, and curriculum development
- **Student support services**—Counselors, attendance clerks, audiologists, speech pathologists, and nurses

Scope

All of the State's 240 school districts were included in the calculation of the state-wide classroom dollar percentage and analysis of state-wide supplanting. However, some districts were excluded from further analysis:

- 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.
- When analyzing factors that affect the percentages, accommodation districts, joint technological education districts, and very small districts were also excluded. Accommodation and joint technological education districts are unique in operation and few in number, and would, thereby, distort the analysis of factors generally affecting other district types. The operations and spending patterns of the 54 very small districts, those with fewer than 200 students, are highly variable and do not contribute to identifying state-wide trends and norms. These three types of districts are listed separately in Appendix A.
- Only 223 districts received CSF monies for fiscal year 2008. The 17 districts not receiving fiscal year 2008 Proposition 301 monies included the 10 transporting districts and 7 of the 11 joint technological education districts.

Methodology

To analyze the most current expenditure and budget data available for Arizona's districts, auditors obtained fiscal year 2008 school district Annual Financial Reports (AFRs) and budgets from the Arizona Department of Education (ADE). In addition, all of the State's 240 school districts provided auditors with fiscal year 2008 summary accounting data, and 223 school districts submitted summaries of their CSF expenditures and program results. The information used to prepare this report was not audited; however, it was subject to certain quality control procedures to help ensure its reasonableness. For example, instead of auditing the AFRs, budgets, and summary accounting data to the underlying district records, auditors performed analytical procedures using the financial data and CSF narratives of program results and interviewed school district officials about significant anomalies or variances. Auditors corrected any data errors prior to calculating classroom dollar percentages and analyzing CSF expenditures.

Other information related to the analysis was obtained from ADE, such as school district staffing levels and average daily membership counts. In addition, auditors obtained state-level data, including staffing, enrollment, and financial data, from the National Center for Education Statistics and poverty rates from the U.S. Census Bureau. To account for inflationary pressures on district spending, auditors compared yearly changes in district spending to changes in the Consumer Price Index calculated by the Bureau of Labor Statistics (BLS) and industry-specific workforce wages compiled by BLS's Occupational Employment Statistics program with the collaboration of Arizona's Workforce Agency. Auditors also considered the impact of energy costs by calculating yearly changes in the total price per kilowatt hour across Arizona using Official Energy Statistics calculated by the U.S. Energy Information Administration.

Auditors made certain adjustments to the Arizona district-level data that affected the average daily membership (ADM) counts for districts that did not offer free all-day kindergarten. This adjustment, which was needed to improve ADM comparability between districts, was made at the school level based on district responses to a survey. Auditors also made certain adjustments that affected the classroom dollar results reported for the State's 11 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.