



A REPORT
TO THE
ARIZONA LEGISLATURE

Division of School Audits

Special Study

Arizona Public School Districts' Dollars Spent in the Classroom Fiscal Year 2003

FEBRUARY • 2004



Debra K. Davenport
Auditor General

The **Auditor General** is appointed by the Joint Legislative Audit Committee, a bipartisan committee composed of five senators and five representatives. Her mission is to provide independent and impartial information and specific recommendations to improve the operations of state and local government entities. To this end, she provides financial audits and accounting services to the State and political subdivisions, investigates possible misuse of public monies, and conducts performance audits of school districts, state agencies, and the programs they administer.

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AUDITOR GENERAL

STATE OF ARIZONA
OFFICE OF THE
AUDITOR GENERAL

WILLIAM THOMSON
DEPUTY AUDITOR GENERAL

February 27, 2004

Members of the Arizona Legislature

The Honorable Janet Napolitano, Governor

I am pleased to present our report, *Arizona Public School Districts' Dollars Spent in the Classroom, Fiscal Year 2003*. We prepared this report in response to the Arizona Revised Statutes §41-1279.03 requirement to determine the percentage of every dollar Arizona school districts spend in the classroom. This report also describes how districts used Classroom Site Fund monies resulting from Proposition 301, the education sales tax that voters approved in November 2000. To provide a quick summary for your convenience, I am also including a copy of the Report Highlights.

Overall, Arizona's state-wide average spent in the classroom increased to 58.6 percent, almost one-half percent higher than fiscal year 2002. However, data reported by the National Center for Education Statistics shows that the national average was 61.5 percent, and the average for the ten states with per-pupil spending similar to Arizona's was 61.6 percent.

The factors that bear a direct relationship to a district's classroom dollars percentage include the size of the student population, and plant operation and maintenance, transportation, and administrative costs. State-wide, Arizona school districts allocate a higher percentage of their dollars to plant costs and student support services than the national average, and allocate a lower percentage of their dollars to administrative costs.

Within Arizona, higher per-pupil spending does not equate to higher classroom dollar percentages. In fact, districts that spend the most per pupil have lower classroom dollar percentages, on average.

Our review found that districts used Proposition 301 monies almost solely for instructional staff's salaries and benefits. This complies with the requirement that districts use at least 60 percent of the monies for teacher compensation. Based on district-reported data, 10 percent of teacher salary amounts, on average, were attributable to Proposition 301 monies.

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

This report will be released to the public on March 1, 2004.

Sincerely,

Debbie Davenport
Auditor General

Enclosure

SUMMARY

The Office of the Auditor General has conducted an analysis of Arizona school districts' percentage of dollars spent in the classroom during fiscal year 2003. In addition, this report describes how districts spent Classroom Site Fund monies resulting from Proposition 301, the education sales tax approved by voters in November 2000. This analysis was conducted pursuant to Arizona Revised Statutes (A.R.S) §41-1279.03, which requires the Auditor General to monitor the percentage of each dollar spent in the classroom and conduct performance audits of school districts. This is the third year the Office of the Auditor General has conducted this analysis.

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

Dollars in the classroom (see pages 9 through 22)

Overall, Arizona's state-wide percentage of dollars spent in the classroom increased slightly in fiscal year 2003 to 58.6 percent, a 0.4 percent increase from fiscal year 2002. However, despite this increase, Arizona still trails nearly 3 percentage points behind the national average of 61.5 percent, as reported by the NCES.

The same disparity is also evident when Arizona's expenditures are compared with those states that are closest to Arizona in per-pupil spending. Based on NCES-reported data, the ten most comparable states spent an average of 61.6 percent of their current expenditures on instruction. Thus, Arizona is behind both the national average and its "peer states" in directing dollars into the classroom.

Although the addition of Proposition 301 monies has helped to raise the state-wide average to 58.6 percent, the average could have been higher still. If districts had spent their fiscal year 2003 non-Proposition 301 monies in the same proportions as they did prior to receiving Proposition 301 monies, the additional monies would have raised the state-wide average to 59.3 percent. However, many districts now spend proportionately less of their other monies in the classroom than they did before Proposition 301.

Excluding certain special-purpose districts, classroom dollar percentages for individual districts ranged from 37 to 84 percent. This wide range is somewhat misleading, as more than two-thirds of Arizona districts were within 5 percent of the state average. Many of the districts with very high or low percentages are the State's very smallest districts with fewer than 200 students. Because of their size, these districts tend to either not provide some nonclassroom services such as administration or food services, or have very high costs, relative to their size, to do so.

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

State-wide, Arizona school districts allocate a lower percentage of their dollars to administrative costs than the national average and allocate a higher percentage of their dollars to plant costs and student support services.

Within Arizona, higher per-pupil total spending does not equate to higher classroom dollar percentages. In fact, districts that spend the most per pupil have lower classroom dollar percentages, on average. While per-pupil classroom spending varies among districts, per-pupil total spending varies even more, thus resulting in significant differences in classroom dollar percentages.

[Districts' uses of Proposition 301 monies \(see pages 23 through 28\)](#)

Districts spent almost \$224 million from their Classroom Site Funds during fiscal year 2003 and continued to use the monies almost solely for teacher compensation. This complies with the requirement that at least 60 percent of the monies be used for teacher compensation. Based on district-reported data, teacher salary increases attributable to Proposition 301 monies averaged 10 percent, but ranged from 1 to 20

percent. The amounts attributable to Proposition 301 monies ranged from \$250 to \$7,547 per eligible employee, on average.

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

Appendix (see pages a-1 through a-223)

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

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INTRODUCTION & BACKGROUND

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

This report also addresses school districts' uses of Proposition 301 funding. In November 2000, voters approved Proposition 301. This proposition raised the state sales tax by six-tenths of 1 percent for 20 years to fund educational programs. School districts may use this funding only for specified purposes, primarily increasing teacher pay.

Classroom dollars: definition and benchmarks

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

NCES compiles its analysis using expenditure data provided by all states, including Arizona. This information is currently available only through fiscal year 2001. Unless otherwise noted, the expenditure data for Arizona in this report is based on our own compilations using districts' Annual Financial Reports and accounting data.

Table 1 Classroom Dollars Definition

"What are dollars spent in the classroom?"

The NCES includes only current expenditures¹ in the following categories:

Classroom Personnel

- Teachers
- Teachers' aides
- Substitute teachers
- Graders
- Guest lecturers/visiting faculty

General Instructional Supplies

- Paper
- Pencils
- Crayons, and like items

Tuition

- Paid to out-of-state districts and private institutions

Instructional Aids

- Textbooks
- Workbooks
- Films
- Software
- Kits

Activities

- Field trips (excluding transportation, hotel, and food costs)
- Athletics
- Cocurricular activities (choir, band, etc.)

"What expenditures are excluded from dollars spent in the classroom"?

Plant Operation and Maintenance

- Salaries, benefits, and other costs for heating/cooling, equipment repair, groundskeeping and security

Administration

- Superintendents, principals, business managers, and staff working in accounting, payroll, purchasing, warehousing, and printing

Student Support Services

- Counselors, audiologists, psychologists, speech pathologists, and nurses

Instructional Support Services

- Librarians, teacher training, and curriculum development

Food Service

- Salaries, benefits, and other costs for preparing and serving meals and snacks

Transportation

- Salaries, benefits, and other costs for transporting students to and from school and school activities

¹ The NCES defines current expenditures as those incurred for the day-to-day operation of schools. They include all expenditures except those associated with repaying debt, capital outlays (for example, purchases of land, buildings, and equipment), and programs outside the scope of preschool to grade 12 (for example, adult education and community services).

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

The decrease in Arizona’s classroom dollar percentage between fiscal year 2000 and 2001, as shown in Figure 1, occurs because prior to fiscal year 2001, the district-level annual financial reports used to provide Arizona’s data did not collect sufficient detail to provide an accurate calculation.

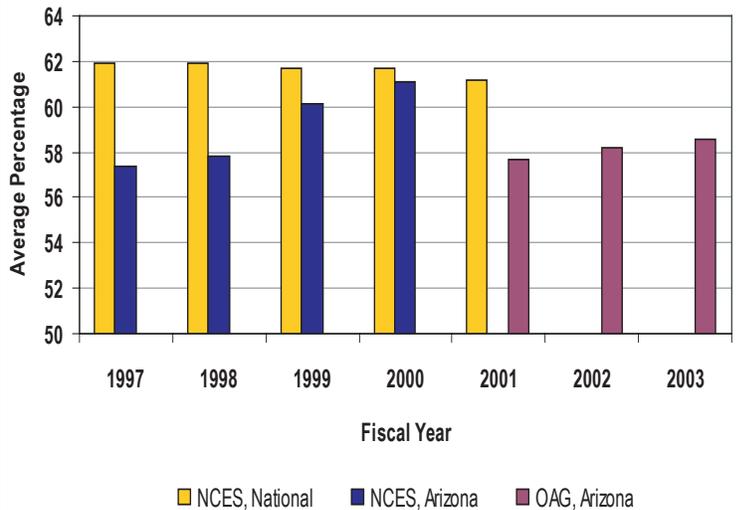
Statutory distribution of Proposition 301 monies

Under Arizona statutes, school districts receive only part of the Proposition 301 monies. Statutes define and prioritize nine education programs that receive Proposition 301 distributions before schools. As shown in Table 2 (see page 5), the Students FIRST Debt Service Fund receives the first allocation, the amount necessary to make annual debt service payments for outstanding state school facilities revenue bonds. The other prioritized distributions go to universities, community colleges, the Arizona Department of Education, and the State General Fund. In fiscal year 2003, these other distributions accounted for about \$196 million of the \$447.8 million in available Proposition 301 monies, or almost 44 percent.

After all of these distributions, any remaining Proposition 301 sales tax collections go to the Classroom Site Fund for allocation to public school districts, charter schools, and state schools for deaf, blind, and committed youth. In fiscal year 2003, sales tax collections plus other sources available to the Classroom Site Fund totaled more than \$257 million. This was a slight reduction from the \$271 million available for distribution in fiscal year 2002.

Using a per-pupil rate established by the Joint Legislative Budget Committee staff,¹ the Arizona Department of Education distributes the Classroom Site Fund monies to districts and other schools based on their weighted average attending student counts. District distributions are based on prior-year student counts, while charter school payments are based on current counts that are updated after each distribution of Classroom Site Fund monies. The Arizona Schools for the Deaf and Blind are paid based on the current number of instruction days, and the Arizona Department of Juvenile Corrections is paid based on prior-year student counts. Districts received \$236 million, or about 92 percent, of the \$257 million distributed; charter and state schools received the remainder.

Figure 1 Average Percentage of Each Dollar Spent on Instruction Fiscal Years 1997 through 2003



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

¹ Statutes require the Joint Legislative Budget Committee staff to determine a per-pupil amount for distributing Proposition 301 monies, using the estimated weighted attending student count and estimated available resources of the Classroom Site Fund for the next budget year.

Once the districts receive the monies, they face statutory requirements regarding how the monies may be spent. A.R.S. §15-977 directs districts to use at least 60 percent of Classroom Site Fund monies for teacher compensation. Districts are required to direct 20 percent toward increasing teachers' base pay and another 40 percent toward pay for performance. The remaining 40 percent can be used for six specified purposes: AIMS intervention (for the state standardized test, Arizona's Instrument to Measure Standards), class size reduction, dropout prevention, additional teacher compensation, teacher development, or teacher liability insurance. Districts are required to use these monies to supplement, not supplant, existing funding. Beginning in fiscal year 2004, the state Legislature further specified that these monies must not be used for administrative expenses, and the monies for class size reduction, AIMS intervention, and dropout prevention programs can only be used for instruction, excluding school-sponsored athletics.¹

Scope and methodology

To analyze the most current expenditure and budget data available, auditors obtained fiscal year 2003 district Annual Financial Reports (AFRs) and budgets from the Arizona Department of Education. In addition, all of the State's 236 school districts provided auditors with fiscal year 2003 summary accounting data, and 215 school districts submitted summaries of their Classroom Site Fund expenditures and program results. The AFRs, budgets, and summary accounting data were not audited to the underlying district records. Instead, auditors performed analytical procedures using the financial data and narrative information about the uses of Classroom Site Fund monies and interviewed school district officials about significant anomalies or variances. Auditors corrected data errors that this review identified prior to calculating classroom dollar percentages and analyzing Proposition 301 expenditures.

Other information related to the analysis was obtained from the Arizona Department of Education, such as school district staffing levels and average daily membership counts. These other types of data were also reviewed for reasonableness, but the various source records were not audited.

Auditors analyzed both individual and grouped districts' classroom dollar percentages and characteristics, such as district size. After using statistical and correlational analyses to identify factors that were significantly associated with individual district percentages, auditors analyzed these factors for their relationship to grouped district percentages and to results that were previously reported for fiscal years 2002 and 2001. In addition, the analysis examined the classroom dollar percentages with and without the addition of Classroom Site Fund expenditures to determine the effect of Proposition 301.

¹ Laws 2003, Chapter 138.

Table 2 Proposition 301 Distributions in Statutory Priority Order
Fiscal Years 2002 and 2003

	2002	2003
Sales Tax Revenue	<u>\$439,105,225</u>	<u>\$447,841,034</u>
Sales Tax Distributions:		
Students FIRST Debt Service Fund —the amount necessary to pay annual debt-service payments for outstanding state school facilities revenue bonds. The revenue bonds cannot exceed \$800 million.	\$69,997,137	\$ 63,181,210
Universities —Technology and Research Initiative Fund for investment in technology and research-based initiatives. (12 percent of amount remaining after Students FIRST deduction.)	44,292,970	46,159,179
Community College District —for districts' Workforce Development Accounts that invest in workforce development programs. (3 percent of amount remaining after Students FIRST deduction.)	11,073,242	11,539,795
Tribal Assistance —to community colleges owned, operated, or chartered by qualifying Indian tribes for investment in workforce development and job training.	504,797	487,109
Arizona Department of Education for five programs:		
• Additional School Days—for additional school days and associated teacher salaries	17,933,408	32,963,233
• School Safety programs	8,450,000	7,800,000
• Character Education matching grant program	216,667	200,000
• School Accountability—for developing performance measures and a state-wide database on student attendance and academic performance	6,405,267	6,689,125
• Failing Schools Tutoring Fund	1,625,000	1,500,000
Income tax credit for sales tax paid —reimburses the State General Fund for the increased income tax credits to low-income households resulting from the sales tax increase.	<u>27,083,333</u>	<u>25,000,000</u>
Available for 2002 Classroom Site Fund:		
Remaining Sales Tax Revenue	251,523,404	252,321,383
Permanent State School Fund earnings	15,132,339	20,826,377
Monies reverted to the Classroom Site Fund ¹	3,975,442	3,975,442
Interest earned	854,930	717,626
Monies not yet distributed to closed charter schools ²	(88,476)	(73,201)
Monies withheld for AIMS noncompliance ³		(9,681)
Monies not yet distributed ⁴	<u> </u>	<u>(20,026,517)</u>
Total 2002 Classroom Site Fund —available for school districts and state and charter schools	<u>\$271,397,639</u>	<u>\$257,731,429</u>

¹ Some Proposition 301 recipients received too much money, and overages were reverted to the Classroom Site Fund.

² These monies will be distributed after the charter schools provide documentation of monies owed.

³ These monies were to be distributed with the first Classroom Site Fund allocation of the next fiscal year.

⁴ Estimated amount of monies that ADE did not distribute in fiscal year 2003. These monies remain in the Classroom Site Fund.

Source: Auditor General staff analysis of Laws 2000, Chapter 1, 5th Special Session, Arizona State Treasurer's Office revenue collection and distribution data, Arizona State Land Department fiscal year revenue distribution data, and other financial information provided by the Arizona Department of Education.

Auditors made certain adjustments that affected the classroom dollar results reported for the State's eight joint technological education districts. These districts typically pass-through more than 50 percent of their available funding to their member school districts. Thus, to avoid the same expenditures being counted for both the joint technological education districts and their member districts, classroom dollar percentages were calculated using only direct expenditures.

All of the State's 236 districts were included in the calculation of the State's classroom dollar percentage. However, some districts were excluded from further analyses of classroom dollars and Proposition 301 monies. The analysis of the percentage of dollars spent in the classroom was based on 156 districts, and the analysis of Proposition 301 information was based on 215 districts. The specific exclusions and the related reasons are as follows:

- When calculating individual district classroom dollar percentages, transporting districts were excluded. These districts transport all their students to other districts and, therefore, do not have classroom expenditures.
- When analyzing factors that affect the percentages, accommodation districts and joint technological education districts were also excluded. These two district types are unique in operation and few in number, and would, thereby, distort the analysis of factors generally affecting other district types. These districts are listed separately in Table 8 on page 22.
- In addition, for the first time, this year the 52 smallest districts, those with fewer than 200 students, were also excluded from our analysis of factors affecting the percentages. These districts' operations and spending patterns are highly variable and do not contribute to identifying state-wide trends and norms. These districts are listed in Table 8 on pages 21 and 22 as "Very Small."
- Only 221 districts received Proposition 301 monies in fiscal year 2003. Six of these districts did not submit the statutorily required report of Proposition 301 results. These districts are included in the expenditure analysis where possible, but lack specific program results. The 15 districts not receiving fiscal year 2003 Proposition 301 monies included the 10 transporting districts and 5 joint technological education districts. These districts are listed in Table 3 on page 7.

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 staff of the Arizona public school districts for their cooperation and assistance during this study.

Table 3 Districts Excluded from Analysis as Noted¹
Fiscal Year 2003

Districts by Type	Excluded from Analysis of	
	State-wide Classroom Dollar Factors	Proposition 301
Accommodation Districts (10) Listed on page 22	X	
Joint Technological Education Districts (8)		
Central Arizona Valley Institute of Technology	X	X
Cobre Valley Institute of Technology	X	X
Cochise Technology District	X	X
Coconino Association for Vocation Industry and Technology	X	X
East Valley Institute of Technology	X	
Gila Institute for Technology	X	
Northern Arizona Vocational Institute of Technology	X	
Valley Academy for Career and Technology Education	X	X
Very Small Districts (52) Listed on pages 21-22	X	
Transporting Districts (10)		
Champie Elementary	X	X
Chevelon Butte Elementary	X	X
Eagle Elementary	X	X
Empire Elementary	X	X
Forrest Elementary	X	X
Klondyke Elementary	X	X
Redington Elementary	X	X
Rucker Elementary	X	X
Walnut Grove Elementary	X	X
Williamson Valley Elementary	X	X

¹ As explained on page 6.

Source: Auditor General staff analysis of fiscal year 2003 summary accounting data provided by individual school districts, School District Annual Financial Reports, school district type, and Proposition 301 revenue distribution data provided by the Arizona Department of Education.

CHAPTER 1

Dollars in the classroom

Arizona spent 58.6 cents of every dollar in the classroom, which is less than the national and peer states' averages

In fiscal year 2003, Arizona school districts spent 58.6 cents of each dollar in their classrooms, compared to 58.2 cents the prior year. In fiscal year 2001, before Proposition 301 monies were available, the classroom dollar percentage for Arizona districts was 57.7 percent. After a 2-year increase of approximately \$420 million in expenditures of Proposition 301 monies, the state classroom dollar percentage has increased by almost 1 percent, but still lags about 3 percent behind the national average. In the most recent national data available, NCES reported the national average for fiscal year 2001 spending on instruction as 61.5 percent. The national average has remained between 61 and 62 percent since fiscal year 1994.

Although the addition of Proposition 301 monies has helped to raise the state-wide average to 58.6 percent, the average could have been higher still. If districts had spent their fiscal year 2003 *non*-Proposition 301 monies in the same proportions as they did in 2001, the additional Proposition 301 monies would have raised the state-wide average to 59.3 percent. However, many districts spent proportionately less of their other monies in the classroom.

The disparity between Arizona's classroom dollar percentage and the national average is also evident when Arizona's expenditures are compared with those states that are closest to Arizona in per-pupil spending. In fiscal year 2001, Arizona spent \$5,371 per pupil, ranking 48th in per-pupil total current expenditures. When compared to the ten other lowest-spending states, which spent an average of \$5,666 per pupil, Arizona's classroom dollar percentage is still below the 61.6 percent average for this peer group, as shown in Table 4 on page 10.

Table 4 Comparison of NCES-Reported Expenditures for Ten Lowest-Spending States, Excluding Arizona
Fiscal Year 2001

State	Total Current Expenditures Per Pupil	Current Instruction Expenditures Per Pupil	Classroom Dollars Percentage
Kentucky	\$6,079	\$3,725	61.3%
Louisiana	6,037	3,638	60.3
Oklahoma	6,019	3,483	57.9
Alabama	5,885	3,629	61.7
Nevada	5,807	3,628	62.5
Idaho	5,725	3,511	61.3
Tennessee	5,687	3,664	64.4
Arkansas	5,568	3,400	61.1
Mississippi	5,175	3,126	60.4
Utah	4,674	3,024	64.7
Average of 10 lowest states' averages (2001)	\$5,666	\$3,483	61.6%
Arizona (2001)	\$5,371	\$3,099	57.7%
Arizona (2002)	\$5,843	\$3,402	58.2%
Arizona (2003)	\$6,048	\$3,545	58.6%

Source: Auditor General staff analysis of fiscal years 2001 through 2003 School District Annual Financial Reports provided by the Arizona Department of Education, summary accounting data provided by individual school districts, and NCES data from the *Digest of Education Statistics 2002*.

Nonclassroom spending is higher mainly for plant operation and maintenance, but lower for administration

State-wide, about 41 percent of districts' current dollars are not spent in the classroom. As shown in Table 5 on page 11, compared with both the national and ten-state peer group average, Arizona districts spend a larger portion of their current dollars on plant operation and maintenance and student support services, and spend less on administration. The national data used for this analysis is for fiscal year 2000, the most recent available from NCES summarizing functional expenditures.

Plant operation and maintenance costs—Arizona school districts allocate a significantly larger percentage of their dollars to plant operation and maintenance costs than the national and ten-state peer group averages. Plant operation and maintenance includes expenditures for the care and upkeep of buildings, grounds, and equipment, utilities, and security. This category accounted for 11.7 percent of fiscal year 2003 current expenditures by Arizona school districts. As shown in Table

Table 5 Comparison of Arizona District Spending to National and Peer Group Averages, by Functional Area

Functional Area	U.S. 2000	10-State Peer Group 2000	Arizona		
			2001	2002	2003
Classroom Dollars	61.7%	61.3%	57.7%	58.2%	58.6%
Plant Operation and Maintenance	9.6	9.3	12.5	11.8	11.7
Administration	10.9	11.3	10.5	10.2	9.9
Student Support Services	5.0	4.4	6.4	6.5	6.8
Instructional Staff Support	4.5	4.0	4.2	4.3	4.3
Food Service	4.0	5.2	4.8	4.9	4.6
Transportation	4.0	3.8	3.6	3.9	3.9
Other Noninstructional Services	0.3	0.1	0.3	0.2	0.2

Note: Peer group amounts do not total to 100% due to averaging.

Source: Auditor General staff analysis of fiscal years 2001 through 2003 School District Annual Financial Reports provided by the Arizona Department of Education, summary accounting data provided by individual school districts, and NCES data from the *Digest of Education Statistics 2002*.

5, despite the 2-year decline in the state-wide percentage spent on plant operations, it is still more than 2 percentage points higher than the national average and the peer group of the ten other lowest-spending states.

Student support services—Arizona school districts also allocate a significantly larger percentage of their dollars to student support services than the national and ten-state peer group averages. Student support services include expenditures associated with student attendance, guidance, and health. This category accounted for 6.8 percent of fiscal year 2003 current expenditures by Arizona school districts, 1.8 percentage points higher than the national average and 2.4 percentage points higher than the peer group average.

Administrative costs—One area in which Arizona school districts allocate a smaller percentage of their dollars than the national and ten-state peer group averages is administration. Administrative costs are associated with a district's governing board's, superintendent's, and school principal's offices, and its business and central support services. Administration accounted for 9.9 percent of Arizona districts' fiscal year 2003 current expenditures, 1 percentage point less than the national average and 1.4 percentage points less than the peer group average.

Most Arizona districts close to state average for classroom spending percentage

For the 208 elementary, union high, and unified districts for which a percentage was calculated, individual district classroom dollar percentages ranged from 37 to 84 percent in fiscal year 2003. However, more than two-thirds, or 143 districts, are within 5 percent of the state average, and one-third, or 71 districts, are within 2 percent. Table 6 groups the districts in comparison to the state-wide average.

Table 6 Districts Grouped by Percentage of Dollars Spent in the Classroom
Fiscal Year 2003

Compared to State Average	Percentage Range	Number of districts
More than 5% above	> 63.6%	10
2.1% to 5% above	60.7-63.6%	26
2% above to 2% below	56.6-60.6%	71
2.1 to 5% below	53.6-56.5%	46
5.1 to 10% below	48.6-53.5%	36
More than 10% below	< 48.6%	19

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

Many of the districts furthest from the average are very small districts (fewer than 200 students) or special purpose districts. The classroom dollar percentages for the very small districts include the highest (84 percent) and lowest (37 percent) in the State and, as a group, they tend to be skewed to one or the other of these extremes. This is often the case because their unique circumstances have a marked effect on nonclassroom expenditures. For example, a very small district may have very

low administrative costs because

the county school superintendent provides most of its administrative services, or it may have very low food service costs because it operates a minimal food service program. On the other hand, very small districts that have their own administrative staff and/or operate a food service program may have exceptionally high per-pupil administrative or food service costs because they have very few students over which to spread the costs. As a result, administration costs for these very small districts ranged between \$774 and \$5,927 per pupil, and their food service costs ranged between \$0.41 and \$2,612 per pupil. Special purpose districts, such as accommodation districts and joint technological education districts, many of which do not operate their own campuses, also have a wide range of classroom dollar percentages (from 0.0 percent to 96.4 percent). These very small and special purpose districts are included in calculating the state-wide classroom dollar percentage, but are excluded from our further analysis.

Most districts continued to spend a similar percentage of dollars in the classroom as they did in fiscal year 2002. Of the 156 districts analyzed, 104 (or 67 percent) remained within 2 percent of their 2002 classroom dollar percentage. The 31 districts

that increased their classroom dollar percentage by more than 2 percent typically had increases in their student populations, while more than half of the 21 districts that decreased their classroom dollar percentage by more than 2 percent had decreases in their student populations.

Factors associated with higher or lower classroom spending

Certain factors were associated with higher or lower percentages of classroom spending. One factor, the number of students in a district, was positively related to dollars being spent in the classroom. That is, as district size increases, so does the classroom dollar percentage, on average. Conversely, cost factors identified in the 2 previous fiscal years continue to be associated with lower classroom spending. In fiscal year 2003, the factors with the strongest negative relationships are plant operation and maintenance, administration, and transportation costs. As these costs increase, the percentage of dollars spent in the classroom decreases, on average.

Larger district size associated with higher classroom

spending—Generally, the more students a district has, the higher the percentage it spends in the classroom. As shown in Table 7, the classroom dollar percentage increases as the number of students in a district increases. This may occur because larger districts can spread fixed noninstructional costs over more students, leaving additional dollars to spend in the classroom. This trend was similarly evident in fiscal years 2001 and 2002.

Table 7 Average Classroom Dollar Percentages of Districts Grouped by Size Fiscal Year 2003

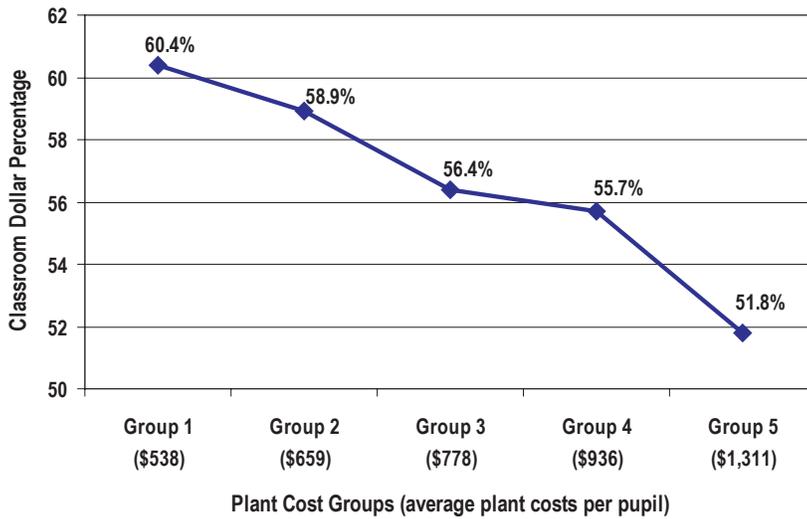
District Size	Number of Districts	Number of Students	Average Classroom Dollar Percentage
Super Large	2	40,000 or more	59.0%
Large	35	5,001-39,999	58.9%
Medium	83	600-5,000	56.2%
Small	36	200-599	55.2%

Source: Auditor General staff analysis of fiscal year 2003 data provided by individual school districts and the Arizona Department of Education.

Higher plant costs associated with lower classroom spending—As

per-pupil spending on plant operation and maintenance increases, the classroom dollar percentage decreases, on average. Auditors ranked districts by per-pupil plant costs and then divided this ranking into five equal-numbered groups, with Group 1 having the lowest per-pupil plant costs and Group 5 having the highest. Figure 2, on page 14, shows the average classroom dollar percentages for these five groups. The group with the lowest per-pupil plant costs (averaging \$538) had the highest classroom dollar percentage (60.4 percent), while the group with the highest per-

Figure 2 Classroom Dollar Percentages by Plant Cost Groups Fiscal Year 2003



Source: Auditor General staff analysis of fiscal year 2003 School District Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by individual school districts.

pupil plant costs (averaging \$1,311) had the lowest classroom dollar percentage (51.8 percent).

Analysis of the districts in the lowest and highest per-pupil plant groups showed that these two groups differed in a number of other characteristics. Compared to districts in the lowest per-pupil cost group, districts in the highest-cost group are:

- **Serving smaller student populations**—48 percent of the high-cost districts are small, serving from 200 to 599 students, compared to 13 percent of the low-cost districts.

- **Located at higher elevations with colder temperatures**—The average elevation for high-cost districts was 4,296 feet above sea level, compared to the low-cost districts' average of 1,799 feet. The 58-degree average annual temperature for these high-cost districts was 10 degrees cooler than the low-cost districts' 68-degree average.

- **Operating and maintaining older buildings**—High-cost districts' buildings were 6 years (33 percent) older, on average. For this comparison, the age of each building was weighted by its proportion of the district's total square footage.
- **Serving more high school students**—87 percent of the high-cost districts were high school or unified, whereas 61 percent of the low-cost districts were elementary. This is likely due to high schools incurring costs for maintaining specialized facilities such as football fields, swimming pools, vocational classrooms, and science laboratories.
- **Providing twice the building space per pupil**—High-cost districts provided twice the amount of square footage per pupil (251 square feet) as the low-cost districts (126 square feet). State requirements for square footage per pupil established in 1999 range from 80 to 125 square feet, depending on school size and grade served.

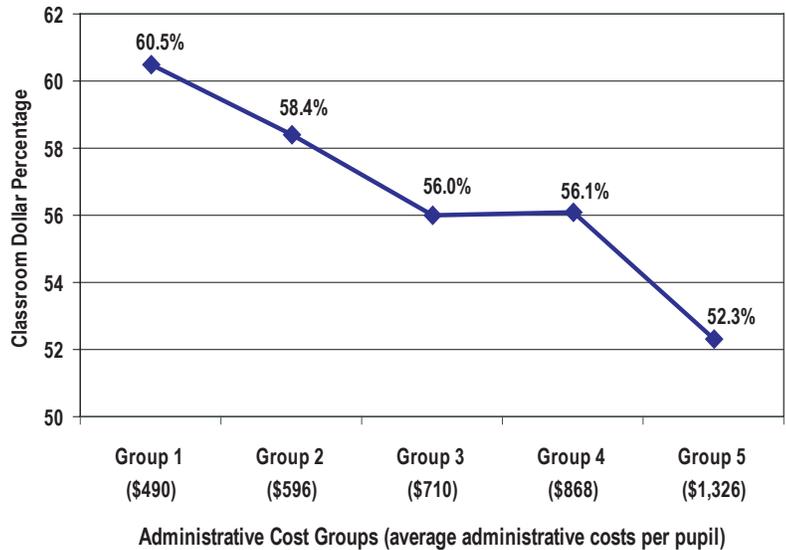
Higher administrative costs associated with lower classroom dollar percentages—As per-pupil spending on administration increases, the classroom dollar percentage decreases, on average. Auditors ranked districts by per-pupil costs for administration and then divided this ranking into five equal-numbered groups, with Group 1 having the lowest per-pupil administrative costs and Group 5 having the highest. Figure 3 shows the average classroom dollar percentages for these five groups. The group with the lowest per-pupil administrative costs (averaging \$490) had the highest classroom dollar percentage (60.5 percent), while the group with the highest per-pupil administrative costs (averaging \$1,326) had the lowest classroom dollar percentage (52.3 percent).

As with plant costs, the groups with the highest and lowest per-pupil administrative costs also differed in certain characteristics, although the list is shorter. Compared to the districts in the lowest per-pupil administrative cost group, the districts in the highest cost group are:

- **Serving smaller student populations**—68 percent of the high-cost districts are small, serving from 200 to 599 students, compared to 3 percent of the low-cost districts.
- **Higher staffing level**—On average, the high-cost districts served only 41 students per administrative position, while the low-cost districts served 75 students per administrative position.¹

Higher transportation costs associated with lower classroom dollar percentages—As per-pupil spending on transportation increases, the classroom dollar percentage decreases, on average. Auditors ranked districts by per-pupil costs for transportation and then divided this ranking into five equal-numbered groups, with Group 1 having the lowest per-pupil transportation costs and Group 5 having the highest. Figure 4, on page 16, shows the average classroom dollar percentages for these five groups. The group with the lowest per-pupil transportation costs (averaging \$142) had the highest classroom dollar percentage (59.7 percent), while the group with the highest per-pupil transportation costs (averaging \$625) had

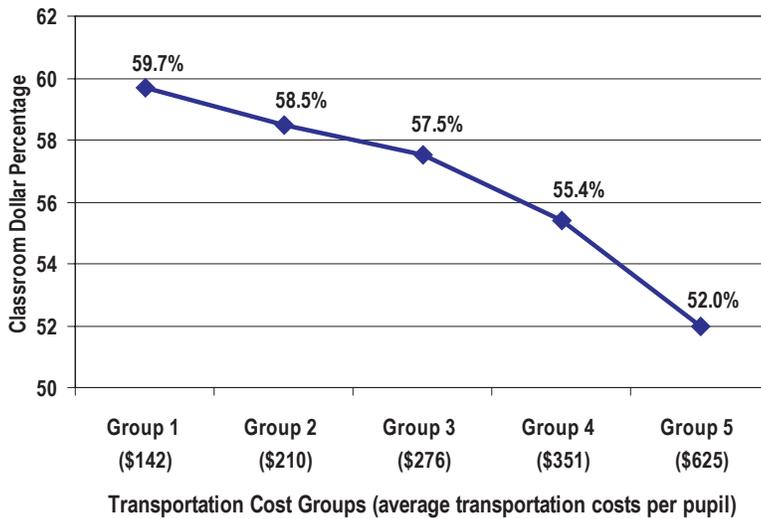
Figure 3 Classroom Dollar Percentages by Administrative Cost Groups
Fiscal Year 2003



Source: Auditor General staff analysis of fiscal year 2003 School District Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by individual school districts.

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

Figure 4 Classroom Dollar Percentages by Transportation Cost Groups Fiscal Year 2003



Source: Auditor General staff analysis of fiscal year 2003 School District Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by individual school districts.

the lowest classroom dollar percentage (52.0 percent).

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

- **Serving smaller student populations**—45 percent of the high-cost districts are small, compared to 16 percent of the low-cost districts.
- **Transporting students farther**—On average, the high-cost districts transport each rider 380 miles per year, nearly two and a-half times farther than the low-cost districts, which averaged 157 miles per year.
- **Transporting fewer students per route**—The high-cost districts, on average, transport ten fewer riders per route than the low-cost districts.

- **Transporting higher percentage of student population**—The high-cost districts transport, on average, 86 percent of the student population, compared to 40 percent for low-cost districts.

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

Districts that spend the most per pupil have lower classroom dollar percentages, on average. While per-pupil classroom spending varies among districts, total spending varies more, resulting in significant differences in classroom dollar percentages. The highest-spending districts allocate a greater percentage of their resources to administration, transportation, and plant operation and maintenance. Higher per-pupil spending may be related to lower classroom dollar percentages for several reasons, including costs outside the district's control, inefficient operation of non-instructional areas, and the availability of additional funding.

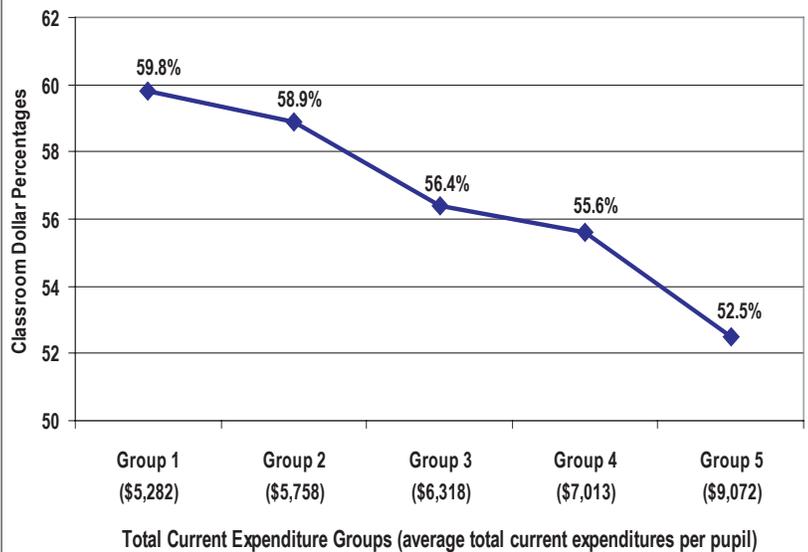
High-spending districts spend a lower percentage of dollars in the classroom—As total current expenditures per pupil increase, classroom dollar percentages decrease, on average. Figure 5 shows the average classroom dollar percentages for groups of districts ranked by their per-pupil total current expenditures and then sorted into five equal-numbered groups. As shown, the group with the lowest per-pupil total spending (averaging \$5,282) had the highest classroom dollar percentage (59.8 percent), while the group with the highest per-pupil total spending (averaging \$9,072) had the lowest classroom dollar percentage (52.5 percent). While the high-spending districts spend significantly more in total, the additional monies flow into the classroom at a lower rate.

High-spending districts spend significantly more of their resources outside the classroom—As seen in Figure 6, on page 18, while the lowest-spending districts' averages are similar to the state-wide averages, the highest-spending districts spend significantly more on plant, administration, and transportation. Specifically, when compared to the lowest-spending districts, the highest-spending districts spent, on average, \$673 more per pupil on plant costs, \$635 more per pupil on administration, and \$297 more per pupil on transportation; more than twice as much per pupil in each category.

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

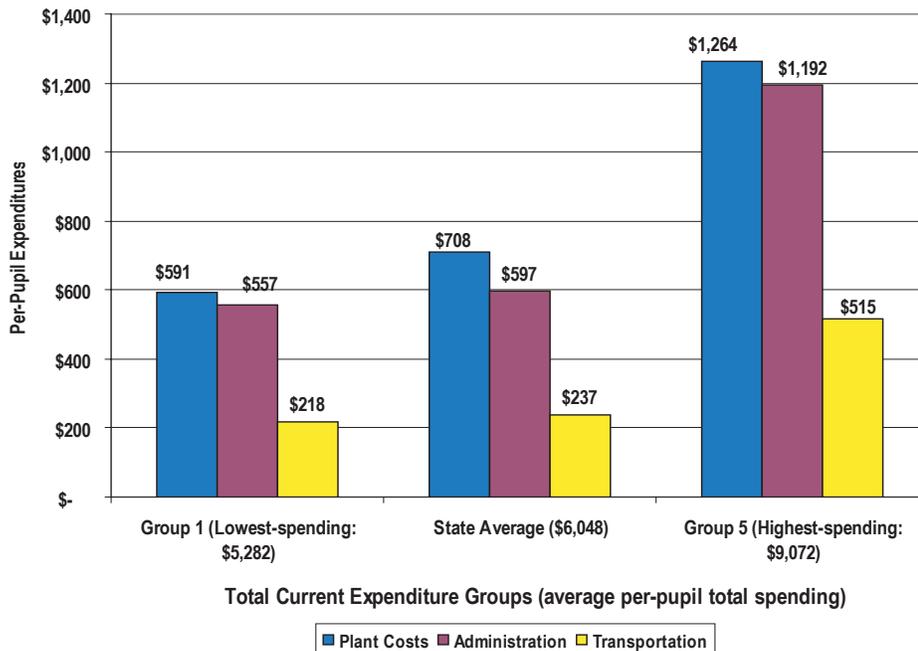
- District location and student population outside of district control**—Highest-spending districts tend to be small, rural, and/or have declining student enrollment. About 55 percent of the highest-spending districts operate in rural locations, while only 10 percent of the lowest-spending districts are rural. One reason districts in rural areas may incur higher noninstructional costs is because they tend to transport their riders longer distances, a factor associated with higher transportation costs. Also, 45 percent of the highest-

Figure 5 Classroom Dollar Percentages by Total Current Per-Pupil Expenditure Groups Fiscal Year 2003



Source: Auditor General staff analysis of fiscal year 2003 School District Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by individual school districts.

Figure 6 Per-Pupil Spending on Certain NonInstructional Cost Areas by Low- and High-Spending Districts and State Average
Fiscal Year 2003



Source: Auditor General staff analysis of fiscal year 2003 School District Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by individual school districts.

spending districts are small, while none of the lowest-spending districts are.¹ Smaller districts have fewer students over which to spread their fixed costs. In addition, the highest-spending districts experienced a 1.5 percent decline in student population from fiscal year 2002, compared to a 6.5 percent increase for the lowest-spending group, on average. These year-to-year changes in student population, especially at small districts, can significantly affect per-pupil costs.

- **Inefficient operations within district control**—Inefficient operation of noninstructional areas, such as those that have been identified by the Auditor General’s audits of individual school districts, can result in higher expenditures outside the classroom, and thus, lower classroom dollar percentages. Following are examples of inefficient operations that auditors found in fiscal

year 2003 that may have contributed to lower classroom dollar percentages: high electricity usage, overpayments on contracts, and high reliance on consultants who duplicate staff services.

- **Additional revenue sources**—Higher-spending districts have more total revenues to spend. Therefore, they are often able to spend at or even above the state average for per-pupil classroom expenditures, and still have sufficient revenues left to support higher-than-average expenditures for nonclassroom purposes.

On average, districts with high per-pupil total expenditures receive more federal and state grants, federal impact aid, budget overrides, small school budget adjustments, and/or rapid decline budget adjustments than lower-spending districts. The highest-spending districts spent three times more per pupil from federal and state grants, and on average, increased their Maintenance and Operation Fund budget capacity by 27 percent through desegregation, federal impact aid, budget overrides, rapid decline adjustments, and/or small school adjustments. In contrast, none of the lowest-spending districts had a small school budget adjustment. Also, only a few received additional monies through desegregation, federal impact aid, or rapid

¹ For the total 156 districts analyzed, 33 percent are in rural locations and 23 percent are small.

decline budget adjustments, and those districts that did received negligible amounts.

How these additional revenues are spent is within the district's control to varying degrees depending on the revenue source. Districts have significant control over whether monies from federal impact aid, budget overrides, rapid decline budget adjustments, and small school budget adjustments are spent in the classroom, and less control over whether federal and state grants are spent in the classroom.

Individual district percentages

Table 8 (see pages 20 through 22) lists the fiscal year 2003 classroom dollar percentages for each of the 208 districts grouped by size, 10 accommodation districts, and 8 joint technological education districts. For further information, see the attached Appendix, which provides alphabetically organized one-page summaries for each district. Along with other information, these pages show each district's comparative classroom dollar ranking from 1 (highest) to 226 (lowest).

Additional Revenue Sources

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

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

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

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

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

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

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

Table 8 Districts Grouped by Size (Average Daily Membership) and Ranked by Percentage of Dollars Spent in the Classroom¹
Fiscal Year 2003

Super Large (40,000+)	Average=59.0%	Medium (600-4,999)	Average=56.2%
Mesa Unified School District	63.0%	Avondale Elementary School District	64.8%
Tucson Unified School District	54.9%	Liberty Elementary School District	64.4%
		Bullhead City Elementary School District	62.9%
Large (5,000-39,999)	Average=58.9%	Prescott Unified School District	62.6%
Gilbert Unified School District	64.5%	Catalina Foothills Unified School District	62.5%
Alhambra Elementary School District	63.6%	Williams Unified School District	61.7%
Chandler Unified School District	63.2%	Payson Unified School District	61.5%
Paradise Valley Unified School District	62.9%	Blue Ridge Unified School District	61.4%
Washington Elementary School District	62.3%	Pima Unified School District	61.0%
Cartwright Elementary School District	62.0%	Douglas Unified School District	61.0%
Kyrene Elementary School District	61.9%	Snowflake Unified School District	60.7%
Lake Havasu Unified School District	61.7%	Buckeye Elementary School District	60.1%
Deer Valley Unified School District	61.6%	Fowler Elementary School District	60.1%
Scottsdale Unified School District	61.5%	Florence Unified School District	59.8%
Peoria Unified School District	61.4%	Chino Valley Unified School District	59.6%
Flagstaff Unified School District	61.3%	Mohave Valley Elementary School District	59.5%
Creighton Elementary School District	59.8%	Balsz Elementary School District	59.4%
Flowing Wells Unified School District	59.7%	Mingus Union High School District	59.4%
Glendale Union High School District	59.6%	Show Low Unified School District	59.4%
Glendale Elementary School District	59.1%	Litchfield Elementary School District	59.3%
Crane Elementary School District	59.0%	Thatcher Unified School District	59.1%
Pendergast Elementary School District	59.0%	Globe Unified School District	59.0%
Sunnyside Unified School District	59.0%	Winslow Unified School District	59.0%
Roosevelt Elementary School District	58.6%	Willcox Unified School District	59.0%
Tempe Union High School District	58.0%	Tanque Verde Unified School District	58.9%
Isaac Elementary School District	58.0%	Maricopa Unified School District	58.8%
Amphitheater Unified School District	57.8%	Colorado River Union High School District	58.8%
Kingman Unified School District	57.0%	Safford Unified School District	58.7%
Dysart Unified School District	56.9%	Vail Unified School District	58.6%
Marana Unified School District	56.5%	Humboldt Unified School District	58.5%
Sierra Vista Unified School District	56.4%	Cave Creek Unified School District	58.3%
Casa Grande Elementary School District	56.4%	Higley Unified School District	58.2%
Yuma Elementary School District	56.2%	Toltec Elementary School District	58.1%
Tempe Elementary School District	55.8%	Madison Elementary School District	58.1%
Nogales Unified School District	55.7%	Morenci Unified School District	58.0%
Yuma Union High School District	55.1%	St Johns Unified School District	57.9%
Phoenix Elementary School District	54.3%	Window Rock Unified School District	57.5%
Apache Junction Unified School District	53.1%	Parker Unified School District	57.4%
Phoenix Union High School District	53.1%	Ray Unified School District	57.3%

¹ Accommodation and Joint Technological Education Districts are shown separately.

Table 8 (Cont'd)

Medium (Concl'd)

Holbrook Unified School District	57.2%
Tolleson Union High School District	57.0%
Tolleson Elementary School District	56.9%
Gadsden Elementary School District	56.6%
Mammoth-San Manuel Unified School District	56.1%
Cottonwood-Oak Creek Elementary School District	56.1%
Wickenburg Unified School District	56.0%
Wilson Elementary School District	55.9%
Casa Grande Union High School District	55.8%
Mayer Unified School District	55.7%
Santa Cruz Valley Unified School District	55.6%
Fountain Hills Unified School District	55.6%
Tombstone Unified School District	55.5%
Round Valley Unified School District	55.4%
Murphy Elementary School District	55.1%
Bisbee Unified School District	55.0%
Page Unified School District	54.8%
Agua Fria Union High School District	54.6%
Whiteriver Unified School District	54.5%
Palominas Elementary School District	54.2%
San Carlos Unified School District	54.1%
Eloy Elementary School District	54.0%
Camp Verde Unified School District	53.8%
Benson Unified School District	53.7%
Littleton Elementary School District	53.5%
Sedona-Oak Creek Joint Unified School District	53.4%
Laveen Elementary School District	52.9%
Osborn Elementary School District	52.9%
Somerton Elementary School District	52.1%
Buckeye Union High School District	52.1%
Miami Unified School District	52.1%
Stanfield Elementary School District	52.0%
Pinon Unified School District	52.0%
Coolidge Unified School District	51.9%
Sahuarita Unified School District	51.4%
Chinle Unified School District	50.2%
Queen Creek Unified School District	49.7%
Indian Oasis-Baboquivari Unified School District	49.4%
Sanders Unified School District	48.8%
Ganado Unified School District	48.0%
Altar Valley Elementary School District	47.7%
Tuba City Unified School District	47.4%
Kayenta Unified School District	46.7%
Red Mesa Unified School District	42.9%

Small (200-599)

Beaver Creek Elementary School District	63.1%
Littlefield Unified School District	62.9%
Ash Fork Joint Unified School District	60.8%
St David Unified School District	60.5%
Joseph City Unified School District	60.2%
Ajo Unified School District	60.1%
Naco Elementary School District	59.7%
Fredonia-Moccasin Unified School District	59.3%
Wellton Elementary School District	59.0%
Duncan Unified School District	58.3%
Clarkdale-Jerome Elementary School District	58.3%
Continental Elementary School District	58.1%
Nadaburg Elementary School District	58.0%
Peach Springs Unified School District	57.8%
Riverside Elementary School District	57.3%
Valley Union High School District	57.2%
Saddle Mountain Unified School District	57.1%
Gila Bend Unified School District	56.4%
Superior Unified School District	55.3%
Heber-Overgaard Unified School District	55.1%
Ft Thomas Unified School District	54.1%
Palo Verde Elementary School District	53.7%
Hyder Elementary School District	53.1%
Mohawk Valley Elementary School District	52.9%
Hayden-Winkelman Unified School District	52.9%
Antelope Union High School District	52.9%
Santa Cruz Valley Union High School District	52.8%
Grand Canyon Unified School District	52.7%
Bagdad Unified School District	52.4%
J.O. Combs Elementary School District	51.6%
Oracle Elementary School District	51.2%
Quartzsite Elementary School District	49.6%
Canon Elementary School District	48.5%
Sacaton Elementary School District	48.5%
Cedar Unified School District	45.3%
Colorado City Unified School District	40.7%

Average=55.2%

Very Small (<200)

Blue Elementary School District	83.8%
Valentine Elementary School District	71.4%
Santa Cruz Elementary School District	68.6%
Sonoita Elementary School District	68.3%
Bonita Elementary School District	68.2%
Crown King Elementary School District	64.7%

Average=55.8%

Table 8 (Concl'd)

Very Small (Cont'd)

Double Adobe Elementary School District	64.1%
Aguila Elementary School District	62.6%
Yucca Elementary School District	62.4%
McNary Elementary School District	62.3%
Cochise Elementary School District	60.4%
Bowie Unified School District	60.3%
Patagonia Elementary School District	60.2%
Elfrida Elementary School District	60.2%
McNeal Elementary School District	60.1%
Congress Elementary School District	58.9%
Topock Elementary School District	58.8%
Pearce Elementary School District	58.6%
Seligman Unified School District	58.3%
Yarnell Elementary School District	57.1%
Clifton Unified School District	56.8%
Arlington Elementary School District	56.5%
Young Elementary School District	56.1%
Hackberry School District	55.9%
Picacho Elementary School District	55.9%
Pine Strawberry Elementary School District	55.7%
Kirkland Elementary School District	55.0%
Pomerene Elementary School District	54.6%
Solomon Elementary School District	54.5%
Alpine Elementary School District	54.3%
Hillside Elementary School District	53.8%
Tonto Basin Elementary School District	53.8%
Apache Elementary School District	53.6%
Concho Elementary School District	53.3%
Owens-Whitney Elementary School District	53.0%
Red Rock Elementary School District	52.2%
Skull Valley Elementary School District	52.0%
Paloma Elementary School District	50.8%
Bicentennial Union High School District	50.6%
San Simon Unified School District	50.3%
Wenden Elementary School District	50.0%
Morristown Elementary School District	49.9%
Salome Consolidated Elementary School District	48.4%
Bouse Elementary School District	48.2%
Maine Consolidated School District	47.7%
Union Elementary School District	47.4%
Vernon Elementary School District	46.5%
San Fernando Elementary School District	46.4%
Ash Creek Elementary School District	45.5%

Very Small (Concl'd)

Sentinel Elementary School District	42.6%
Patagonia Union High School District	41.4%
Mobile Elementary School District	37.3%

Accommodation

Average=56.0%

Greenlee County Accommodation District	96.4%
Pima Accommodation School District	64.5%
Ft. Huachuca Accommodation School District	59.8%
Coconino County Regional Accommodation District	57.3%
Yavapai Accommodation School District	55.9%
Rainbow Accommodation School District	47.8%
Pinal County Special Education Program	47.5%
Graham County Special Services District	45.6%
Maricopa County Regional School District	42.8%
Mary C. O'Brien Accommodation School District	42.5%

Joint Technological Education¹ Average=15.4%

East Valley Institute of Technology	54.6%
Central Arizona Valley Institute of Technology	31.2%
Northern Arizona Vocational Institute of Technology	27.1%
Gila Institute for Technology	9.7%
Valley Academy for Career and Technology Education	0.7%
Coconino Association for Vocation, Industry and Technology	0.0%
Cobre Valley Institute of Technology	0.0%
Cochise Technology 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 2003 School District Annual Financial Reports provided by the Arizona Department of Education and summary accounting data provided by individual school districts.

CHAPTER 2

Districts' uses of Proposition 301 monies

Districts spent nearly \$224 million in Proposition 301 monies

In fiscal year 2003, districts spent \$223.8 million from their Classroom Site Funds, which are used to account for Proposition 301 monies. This accounts for about 95 percent of the total received by the districts (see Table 9).

Districts keep any unspent monies in their Classroom Site Funds to be used in future years for the same purposes.

Almost all Proposition 301 monies were spent on instruction

During fiscal year 2003, 90 of the 221 districts spent all of their Classroom Site Fund monies in the classroom. Furthermore, only 11 districts, or about 5 percent, reported spending less than 85 percent of their monies in the classroom. Nonclassroom expenditures included such things as paying for transportation or guidance counselors for services related to the specified programs.

As shown in Table 10 (see page 24), state-wide, 99 percent of the monies were spent on salaries and benefits, and about 1 percent was spent on purchased services such

Table 9 Proposition 301 Expenditures by Purpose
Fiscal Year 2003

Purpose	Revenue	Expenditures	Percentage spent
Base Pay	\$ 47,121,391	\$ 46,5701,531	99%
Performance Pay	94,242,782	87,346,014	93
Menu Options	94,242,782	89,760,148	95
Total	\$235,606,955	\$223,807,693	95

Source: Auditor General staff analysis of 2003 Proposition 301 revenue distribution data and school district Annual Financial Reports provided by the Arizona Department of Education.

Table 10 Proposition 301 Expenditures by Type
Fiscal Year 2003

Description	Base Pay	Performance Pay	Menu Options	Total	Percentage
Salaries and Benefits	\$46,701,531	\$89,760,148	\$85,034,718	\$221,496,397	99.0%
Purchased Services			1,145,381	1,145,381	0.5
Supplies and Other			1,165,915	1,165,915	0.5
Total	\$46,701,531	\$89,760,148	\$87,346,014	\$223,807,693	100.0%

Source: Auditor General staff analysis of 2003 Proposition 301 school district Annual Financial Reports provided by the Arizona Department of Education.

as registration fees for professional development workshops, outside instructors, and supplies.

Classroom teachers received approximately 92 percent of the monies spent on salaries, and other eligible employees received the rest. For purposes of Proposition 301 expenditures, the Attorney General determined that “certificated teachers, certified teachers and others employed to provide instruction to students on matters related to the school’s educational mission are eligible for the increases in compensation.”¹

Under this definition, districts sometimes included employees other than classroom teachers as eligible for Proposition 301 pay.

Most districts reported paying these increases to teachers, librarians, and

counselors. As shown in Table 11, very few districts paid the Proposition 301 monies to instructional aides and other staff such as nurses.

Table 11 Number of Districts Paying Increases, by Position and Fund
Fiscal Year 2003

Position	Base Pay	Performance Pay	Menu Options
Teachers	208	202	194
Librarians	113	112	106
Counselors/Psychologists	108	110	104
Speech Pathologists/Audiologists	71	76	63
Instructional Aides	4	10	29
Other Staff	35	33	15

Source: Auditor General staff analysis of district-reported data obtained from fiscal year 2003 Classroom Site Fund Narrative Results forms.

Proposition 301 monies contribute significantly to teacher salaries. The 201 responding districts reported an average teacher salary increase of 10 percent, or \$3,480, from Proposition 301 monies. On an individual district basis, increases

ranged from 1 to 20 percent, or from \$250 to \$7,547, per eligible employee. Districts with the highest increases generally paid out unspent fiscal year 2002 monies in addition to monies received in fiscal year 2003.

¹ Attorney General Opinion I01-014.

Districts based performance pay on a variety of goals

Districts created a variety of goals as a basis for awarding the 40 percent portion of Proposition 301 monies required to be allocated for performance-based pay increases. Most districts reported setting performance pay goals related to student achievement. Many districts also set goals linked to teacher development and to parent and student satisfaction or involvement. Table 12 shows the various types of goals, the number of districts that adopted each type, and the number of districts that reported meeting one or more of the goals they set.

Districts used many different techniques and methods to accomplish and measure the stated goals. Examples of a few performance pay goals and measures that districts reported for fiscal year 2003 included the following:

- Salome Consolidated Elementary School District's **student achievement and tutoring goals** included increasing students' knowledge and involvement in extracurricular activities. In accomplishing these goals, the District sponsored a math-a-thon and a science fair. The District indicated these activities provided additional opportunities to tutor students and improve their skills. Additionally, the activities were a means of increasing parent and community involvement.
- To achieve two of its performance goals, Camp Verde Unified School District **restructured its elementary school math and reading curriculums**. With the changes, teachers were able to spend the last quarter of the year reteaching any materials that students had not mastered, and providing enrichment activities for students who demonstrated mastery. Additionally, the District revised its elementary grading system to better show which skills students have mastered and those that need continued work.
- Buckeye Elementary School District's performance goals included improving language arts instruction through **teacher development** activities. Most of the

Table 12 Number of Districts with Performance Pay Goals, by Category
Fiscal Year 2003

Goal Category	Number of Districts		Percentage Accomplishing Goals
	Setting Goals	Accomplishing Goals	
Student Achievement	184	171	93%
Parent/Student Satisfaction	91	88	97%
Teacher Development	91	87	96%
Teacher Evaluations	71	68	96%
Student Attendance	59	46	78%
Other	47	46	98%
Leadership Activities	38	37	97%
Tutoring	37	36	97%
Dropout/Graduation Rates	26	22	85%
Teacher Attendance	24	22	92%

Source: Auditor General staff analysis of district-reported data indicating one or more goals set and accomplished obtained from fiscal year 2003 Classroom Site Fund Narrative Results forms.

District’s teachers obtained additional language arts training, with 95 percent attending a 4-day summer program, 82 percent attending a training institute, and 9 percent completing “Spanish for the Classroom” courses. Additionally, 72 percent of teachers participated in up to 15 hours of technology training.

- **Improving student attendance and reducing disciplinary problems** were among Williams Unified School District’s goals. At its elementary and middle schools, the District reduced student disciplinary referrals by 50 percent, exceeding its goal of a 25 percent reduction. At its high school, the District reduced unexcused student absences by 60 percent and tardiness by 53 percent, far exceeding its goal of a 3 percent reduction in each area. The high school accomplished these reductions by requiring attendance to count toward course grades, offering alternative school schedules, installing cameras in hallways, and requiring students with ten or more unexplained absences or tardies to retake classes.

Districts also directed menu monies toward various Proposition 301 purposes

Table 13 Percentage of Menu Option Expenditures State-wide, and Number of Districts Spending Monies by Program Fiscal Year 2003

Menu Option	Percentage of Expenditures	Number Spending Monies
Teacher Compensation	73.3%	156
Teacher Development	8.6	80
Class-size Reduction	8.5	46
Dropout Prevention	4.2	35
AIMS Intervention	5.2	52
Teacher Liability Premiums	0.3	3
Total	100.0%	

Source: Auditor General staff analysis of district-reported fiscal year 2003 data obtained from Classroom Site Fund Narrative Results forms.

Although districts reported spending Proposition 301 menu monies primarily for teacher compensation, many districts directed some of these monies to the other allowable programs or purposes, often by linking part of teacher compensation to the activities. For example, teachers often performed additional duties to earn monies associated with AIMS intervention and dropout prevention programs. As shown in Table 13, after direct teacher pay increases, districts reported spending most of their menu monies for teacher development and class size reduction programs.

The following are some examples districts reported of how these menu monies were spent in fiscal year 2003:

Teacher Development—The Apache Junction Unified School District used \$182,350 of its menu monies to increase teacher training and development. The District paid its 34 new teachers to attend 4 days of training prior to the start of the school year, and added 2 days for professional development to all teachers’ contracts.

The Nogales Unified School District spent \$250,776 to hire six physical education teachers, one for each of its elementary school sites. Scheduling physical education classes for all students allowed regular classroom teachers time to complete professional development activities, and to work on aligning district curriculum to state standards.

Class-size reduction—Alhambra Elementary School District spent \$526,959 to hire more than 6 teachers and 11 instructional assistants to help reduce class sizes. The new teachers and assistants worked with students in reading, math, language arts, science, social studies, technology, and English language acquisition classes.

Dropout prevention—Mesa Unified School District spent \$492,816 to pay for numerous dropout prevention activities. For example, ten elementary and six junior high schools hired teachers and instructional assistants to supervise alternative learning centers. Other schools offered evening classes, tutoring, and mentoring programs for students at risk of dropping out of school.

In lieu of suspending students with behavioral problems, Casa Grande Elementary School District allocated monies to dropout prevention and hired teachers to work especially with those students. According to the District, providing the specialized instruction helped ensure that students continued to receive instruction, and lessened the possibility that these students would drop out of school.

AIMS intervention—Crane Elementary School District spent \$269,698 on AIMS intervention activities. The District hired additional teachers to tutor students who were having difficulty reading, and also provided before- and after-school tutoring programs, intersession classes, and a language camp. The District also established an all-day kindergarten program at one school.

Statutory change in allowable uses of menu monies

Due to a statutory change beginning in fiscal year 2004,¹ Proposition 301 monies spent for AIMS intervention, dropout prevention, and class-size reduction can only be spent on instruction as defined in the Uniform System of Financial Records, except that they cannot be spent for athletics. Although districts could still spend these monies for noninstructional purposes during fiscal year 2003, only a few appeared to be doing so. At least nine districts spent monies in these three categories for non-instruction items. For example:

- One district established an AIMS intervention summer program for students who were having difficulty meeting state standards. The District indicated its rural location made it necessary to provide transportation for participating students.

¹ Laws 2003, Chapter 138.

The transportation costs, which are not considered instruction, were paid as part of the AIMS intervention program from the District's menu monies.

- For dropout prevention, another district hired two counselors to work with at-risk students who were having attendance problems. Counselors are categorized as student support services rather than as instruction.

In fiscal year 2004, to be in compliance with the new requirements, districts will have to eliminate the noninstruction costs from these programs or pay for them using other monies.

Individual district results

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

APPENDIX

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

The following table shows the sources of data used on the individual district pages, and also defines some common terms and acronyms used to describe districts' Proposition 301 goals and results.

Table 14 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 2003. ADM numbers are rounded to the nearest whole number.
District size	Auditor General staff analysis of ADE's fiscal year 2003 ADM counts. District sizes were categorized as follows: <ul style="list-style-type: none"> • Super Large 40,000 + ADM • Large 5,000 to 39,999 • Medium 600 to 4,999 • Small 200 to 599 • Very Small fewer than 200
Number of schools	ADE fiscal year 2003 data.
Number of certified teachers	ADE October 2003 data on full-time-equivalent (FTE) certified teachers for fiscal year 2003. Certified FTE numbers are rounded to the nearest whole number.
Student/teacher ratio, district and state for 2001, 2002, and 2003	Auditor General staff analysis of ADE's ADM and certified teacher counts for fiscal years 2001, 2002, and 2003.
Average teacher salary, district 2001 and state 2003	ADE average annual salaries associated with full-time-equivalent certified teachers, for fiscal years 2001 and 2003.
Average teacher salary, district 2002 and 2003	District-reported average fiscal year 2002 and 2003 teacher salaries, including Proposition 301 monies.

Table 14 (Concl'd)

Data	Source
Average years' experience, district 2001, 2002, 2003, and state 2003	ADE average years' experience associated with full-time-equivalent certified teachers, by district, for fiscal years 2001, 2002, and 2003. The maximum experience ADE includes for reporting purposes is 15 years.
Classroom dollars—pie chart and per-pupil expenditures	Auditor General staff analysis of fiscal year 2003 school district summary accounting data and Annual Financial Reports (AFRs), and ADE's 2003 ADM counts.
Classroom dollar ranking	Auditor General staff analysis of 226 school districts' summary accounting data. Lower-ranking numbers indicate a higher percentage of dollars spent in the classroom.
3-year comparison—district and State percentages in 2001, 2002, and 2003; national percentage for 2001	Auditor General staff analysis of school district summary accounting data for fiscal years 2001, 2002, and 2003. The 2001 national average was obtained from the U.S. Department of Education's National Center for Education Statistics (NCES), and is the most recent data available for national spending on instruction, the equivalent of classroom dollars.
Expenditures by function—district and state percentages in fiscal years 2001, 2002, and 2003	Auditor General staff analysis of school district summary accounting data for fiscal years 2001, 2002, and 2003.
Expenditures by function—national percentages	NCES fiscal year 2000 data, which is the most recent available at this level of detail. Although the 2003 data is not yet available, the national percentages have been relatively stable. For the most recent 5-year period that is available, fiscal years 1996 to 2000, the variations were less than 0.6 percent in any of the functional categories.
Proposition 301—2002 and 2003 actual expenditures	Auditor General staff analysis of district Annual Financial Reports filed with ADE as of December 2002 and 2003.
Proposition 301—District-reported results	<p>Auditor General staff analysis of district-reported Classroom Site Fund Narrative Results. The report was completed by 215 of the 221 districts receiving Proposition 301 monies.</p> <p>The following 6 districts did not report results:</p> <ul style="list-style-type: none"> Bonita Elementary School District Colorado City Unified School District Pinon Unified School District Red Mesa Unified School District Red Rock Elementary School District Riverside Elementary School District
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," "underperforming," or "failing to meet standards."
AIMS	AIMS, or Arizona's Instrument to Measure Standards, is a series of standardized tests that assesses student achievement in reading, writing, and math. The tests are administered to students in grades 3, 5, and 8 and high school.

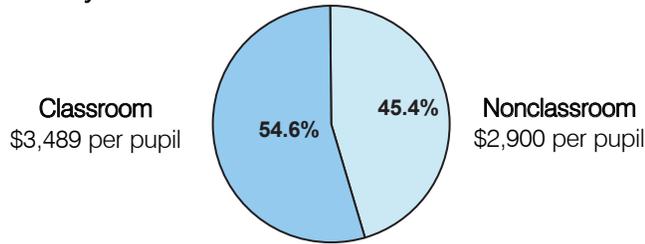
Classroom Dollars and Proposition 301 Results

Agua Fria Union High School District

District size: Medium
 Students attending: 3,101
 Number of schools: 3
 Number of certified teachers: 140

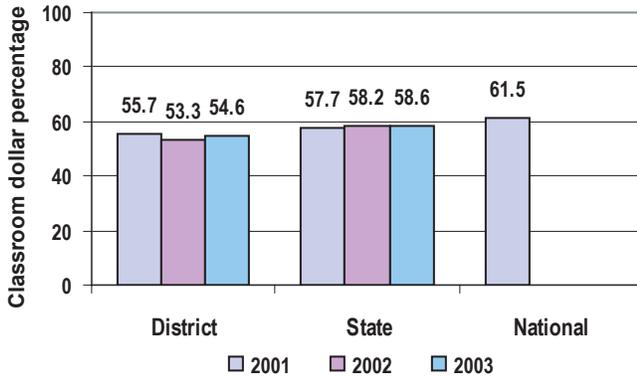
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 145 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	55.7	53.3	54.6	58.6	61.7
Nonclassroom dollars:					
Administration	11.6	13.2	11.3	9.9	10.9
Plant operations	13.9	15.4	17.6	11.7	9.6
Food service	3.8	3.7	4.2	4.6	4.0
Transportation	4.2	4.6	4.0	3.9	4.0
Student support	6.4	5.8	5.9	6.8	5.0
Instruction support	2.0	1.8	1.8	4.3	4.5
Other	2.4	2.2	0.6	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	20.9	22.9	22.1	17.9
Average teacher salary	\$34,046	\$39,101	\$40,235	\$40,328
Average years' experience	7.9	8.4	8.2	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 95,607	\$214,604
Performance	221,484	310,767
Menu	227,247	354,129
Total	<u>\$544,338</u>	<u>\$879,500</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$4,678 in salary.

Performance

- The District accomplished most of its goals, which were based on individual performance.
- Goals involved improving student achievement based on pre- and post-tests, participating in professional development activities, demonstrating skills, tutoring students, and communicating with parents.

Menu

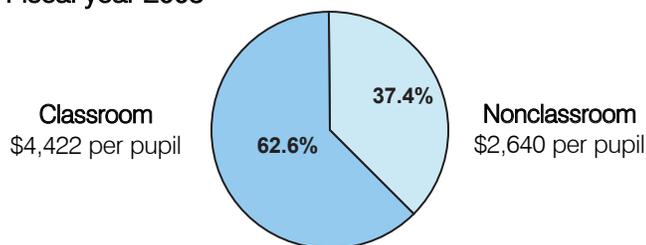
- Monies were used primarily for eligible employee compensation increases.
- Math and language arts classes were added to reduce class sizes.
- 1 school established an AIMS intervention program.
- 2 schools offered tutoring and intersession classes.
- Monies were also used to pay for teacher liability insurance premium increases.

Aguila Elementary School District

District size: Very Small
 Students attending: 151
 Number of schools: 1
 Number of certified teachers: 10

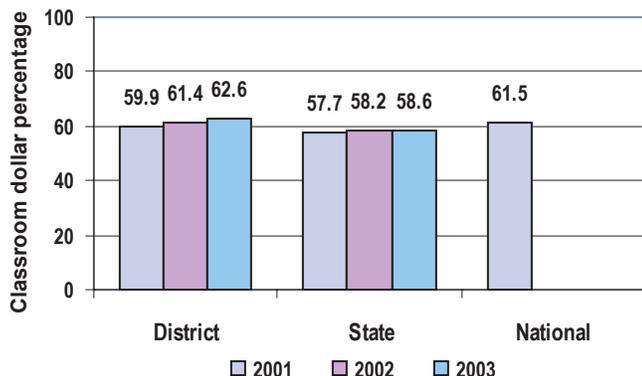
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 20 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	59.9	61.4	62.6	58.6	61.7
Nonclassroom dollars:					
Administration	13.4	12.6	11.0	9.9	10.9
Plant operations	11.4	12.7	13.1	11.7	9.6
Food service	11.0	9.9	9.1	4.6	4.0
Transportation	3.2	3.0	2.5	3.9	4.0
Student support	1.0	0.4	0.6	6.8	5.0
Instruction support	0.1		1.1	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.5	17.0	15.1	17.9
Average teacher salary	\$26,611	\$30,306	\$32,000	\$40,328
Average years' experience	7.4	8.1	8.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$11,872	\$11,062
Performance	23,744	22,286
Menu		22,467
Total	\$35,616	\$55,815

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,554 in salary.

Performance

- The District accomplished its goal, which was based on district performance.
- 75 percent of students, on average, demonstrated adequate yearly progress.

Menu

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

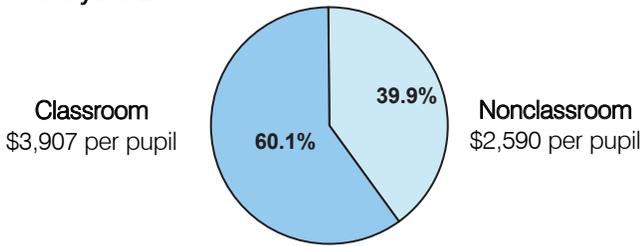
Classroom Dollars and Proposition 301 Results

Ajo Unified School District

District size: Small
 Students attending: 532
 Number of schools: 1
 Number of certified teachers: 34

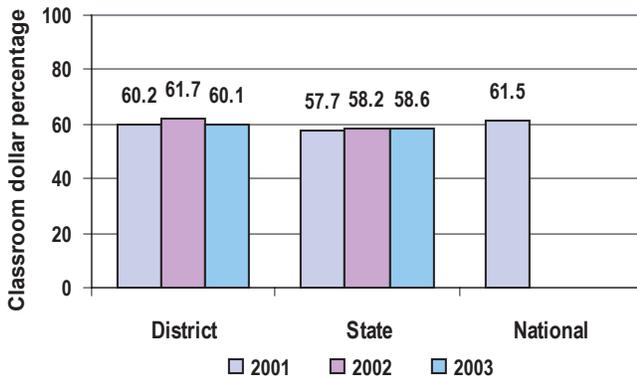
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 47 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	60.2	61.7	60.1	58.6	61.7
Nonclassroom dollars:					
Administration	11.0	11.5	12.7	9.9	10.9
Plant operations	14.2	14.6	15.2	11.7	9.6
Food service	4.4	3.6	3.6	4.6	4.0
Transportation	0.8	0.6	0.4	3.9	4.0
Student support	4.2	5.0	4.0	6.8	5.0
Instruction support	3.7	3.0	3.3	4.3	4.5
Other	1.5		0.7	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.8	14.5	15.6	17.9
Average teacher salary	\$36,338	\$42,004	\$39,555	\$40,328
Average years' experience	11.7	11.4	11.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 40,883	\$ 35,249
Performance	60,551	59,425
Menu	78,809	69,922
Total	<u>\$180,243</u>	<u>\$164,596</u>

District-reported 2003 results

Teacher pay

- On average, each teacher and librarian earned an additional \$4,337 in salary.

Performance

- The District accomplished most of its goals, which were based on district performance.
- The goals accomplished involved student and teacher attendance and teacher development.
- The goal not met required students to make adequate yearly progress based on standardized tests.

Menu

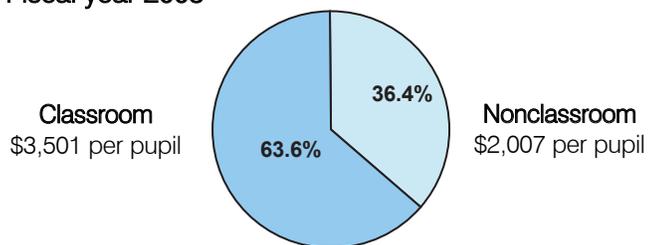
- Monies were used solely to compensate eligible employees for participating in professional development activities.

Alhambra Elementary School District

District size: Large
Students attending: 13,648
Number of schools: 15
Number of certified teachers: 717

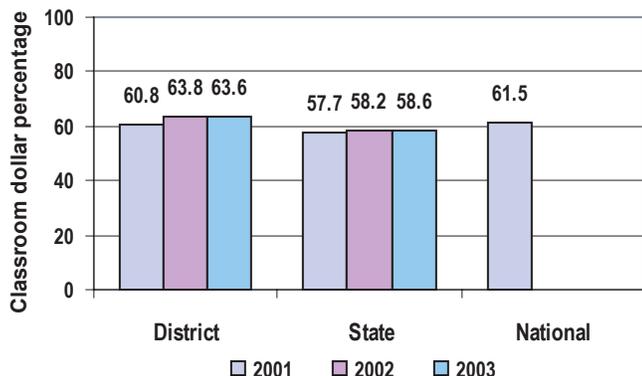
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 13 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	60.8	63.8	63.6	58.6	61.7
Nonclassroom dollars:					
Administration	9.2	8.6	7.9	9.9	10.9
Plant operations	10.5	8.9	8.8	11.7	9.6
Food service	7.6	8.2	7.7	4.6	4.0
Transportation	2.7	2.6	2.6	3.9	4.0
Student support	6.2	5.4	6.4	6.8	5.0
Instruction support	2.6	2.5	3.0	4.3	4.5
Other	0.4			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	19.2	19.1	19.0	17.9
Average teacher salary	\$39,686	\$44,296	\$46,107	\$40,328
Average years' experience	7.6	7.8	7.7	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 797,567	\$ 772,216
Performance	1,417,689	1,598,618
Menu	993,072	1,134,277
Total	\$3,208,328	\$3,505,111

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, peer teacher, and GEAR-UP coordinator earned between \$3,142 and \$3,431 in additional salary.

Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- Student achievement goals were set for the District, for groups of similar schools, and for individual schools. The District accomplished its goal, as did 10 of 15 schools, and 43 percent of teachers in the school groups.
- Teachers completed 15 hours of training, participated in leadership activities, and tutored students.
- Parents participated in School Improvement Councils.

Menu

- More than 6 teachers and 11 instructional aides were hired to reduce class sizes, and peer teachers were hired to provide mentoring and staff development.
- Monies were also used to pay for extended school days, and Saturday and summer school programs.

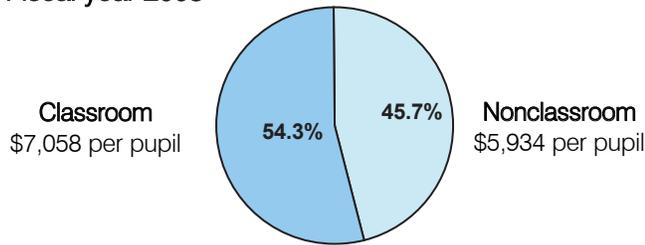
Classroom Dollars and Proposition 301 Results

Alpine Elementary School District

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

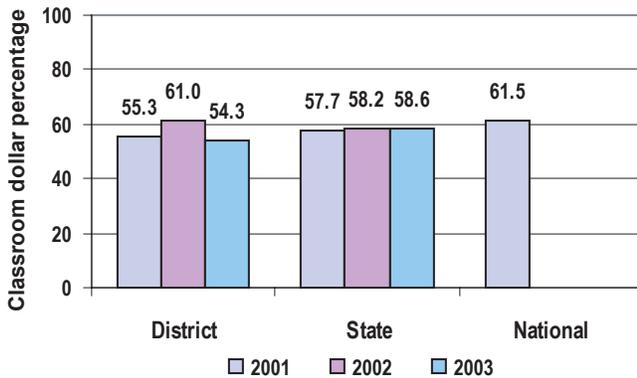
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 148 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	55.3	61.0	54.3	58.6	61.7
Nonclassroom dollars:					
Administration	16.5	15.6	15.7	9.9	10.9
Plant operations	10.8	10.1	12.1	11.7	9.6
Food service				4.6	4.0
Transportation	11.9	8.5	12.3	3.9	4.0
Student support	5.2	4.8	5.2	6.8	5.0
Instruction support			0.4	4.3	4.5
Other	0.3			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	10.0	8.8	8.8	17.9
Average teacher salary	\$33,941	\$42,188	\$45,030	\$40,328
Average years' experience	12.0	12.4	12.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 2,803	\$ 2,643
Performance	5,617	5,286
Menu	5,606	5,286
Total	<u>\$14,026</u>	<u>\$13,215</u>

District-reported 2003 results

Teacher pay

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

Performance

- The District accomplished most of its goals, which were based on school performance.
- Students demonstrated 1 year's academic progress in writing.
- The District made progress toward increasing student attendance to 95 percent.

Menu

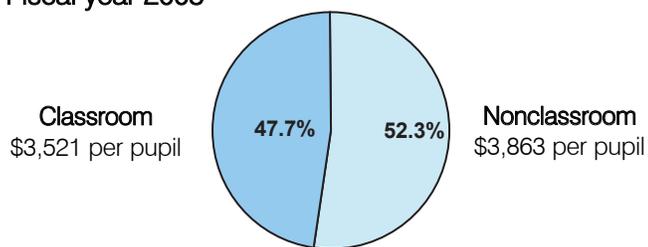
- Monies were used solely to increase teacher compensation.

Altar Valley Elementary School District

District size: Medium
 Students attending: 778
 Number of schools: 2
 Number of certified teachers: 45

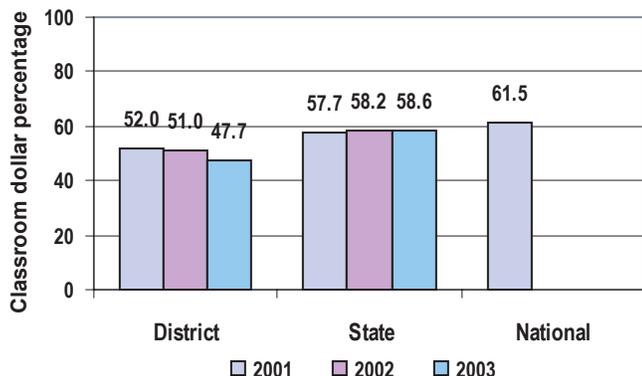
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 203 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	52.0	51.0	47.7	58.6	61.7
Nonclassroom dollars:					
Administration	12.5	12.1	14.5	9.9	10.9
Plant operations	10.4	10.5	10.7	11.7	9.6
Food service	7.0	6.2	6.6	4.6	4.0
Transportation	11.4	11.9	10.4	3.9	4.0
Student support	5.3	6.7	6.0	6.8	5.0
Instruction support	1.4	1.6	4.1	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.9	17.9	17.3	17.9
Average teacher salary	\$31,024	\$36,338	\$35,125	\$40,328
Average years' experience	7.6	8.4	8.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 40,350	\$ 53,065
Performance	73,662	101,719
Menu	<u>76,889</u>	<u>108,775</u>
Total	<u>\$190,901</u>	<u>\$263,559</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$2,206 in salary.

Performance

- The District accomplished its goals, which were based on individual and school performance.
- Each school was labeled "performing" or better by ADE for AZ LEARNS.
- Teachers received acceptable performance evaluations, and developed and implemented curriculum maps to ensure state standards were being taught in each subject area and in each class.

Menu

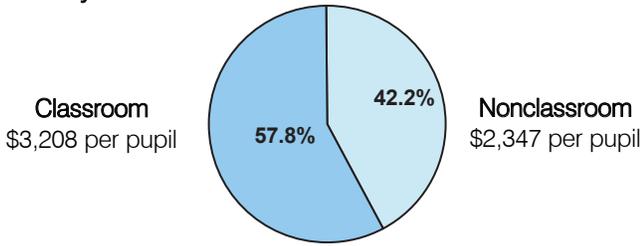
- Monies were used primarily to pay for increased health insurance premiums and enabled the District to continue to fully fund health benefits. Additionally, monies were used to increase eligible employee compensation.

Amphitheater Unified School District

District size: Large
 Students attending: 16,423
 Number of schools: 22
 Number of certified teachers: 893

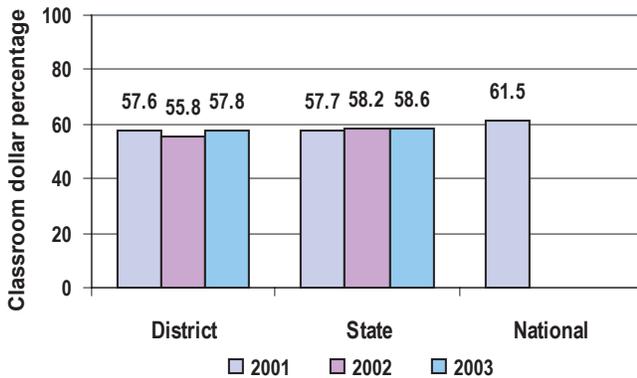
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 96 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	57.6	55.8	57.8	58.6	61.7
Nonclassroom dollars:					
Administration	11.3	10.5	9.9	9.9	10.9
Plant operations	13.7	14.4	13.8	11.7	9.6
Food service	3.6	4.6	3.5	4.6	4.0
Transportation	4.5	4.9	4.9	3.9	4.0
Student support	5.0	4.9	4.8	6.8	5.0
Instruction support	3.9	4.7	5.1	4.3	4.5
Other	0.4	0.2	0.2	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.0	17.8	18.4	17.9
Average teacher salary	\$33,039	\$39,005	\$40,289	\$40,328
Average years' experience	9.2	9.5	9.7	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 919,165	\$ 908,244
Performance	618,989	1,543,436
Menu	<u>1,397,279</u>	<u>1,304,319</u>
Total	<u><u>\$2,935,433</u></u>	<u><u>\$3,755,999</u></u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$3,561 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- The percentage of students demonstrating proficiency in math increased in grades 3, 5, and 10, and the percentage demonstrating proficiency in writing increased in grades 3, 8, and 10.
- Students rated schools positively on a survey.
- Other goals related to dropout and graduation rates, student attendance, and teacher development.

Menu

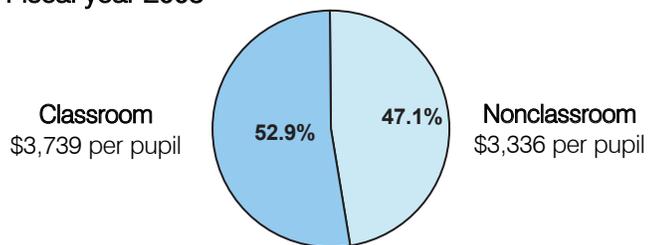
- Monies were used primarily to reduce class sizes and provide salary increases for eligible employees.
- Tutors were hired for AIMS intervention.
- An ongoing assessment system was developed to help guide instructional decisions.
- Teachers attended training workshops.

Antelope Union High School District

District size: Small
 Students attending: 345
 Number of schools: 1
 Number of certified teachers: 20

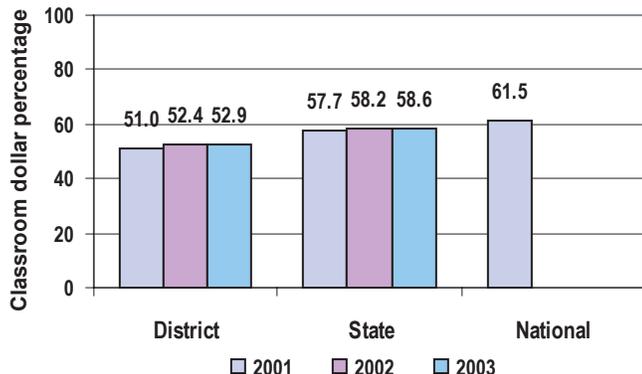
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 171 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	51.0	52.4	52.9	58.6	61.7
Nonclassroom dollars:					
Administration	14.5	13.4	13.8	9.9	10.9
Plant operations	14.0	14.3	14.7	11.7	9.6
Food service	5.9	5.8	5.7	4.6	4.0
Transportation	9.8	9.3	8.3	3.9	4.0
Student support	2.3	2.2	2.7	6.8	5.0
Instruction support	2.5	2.6	1.9	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.8	15.8	17.3	17.9
Average teacher salary	\$33,365	\$33,126	\$34,178	\$40,328
Average years' experience	7.3	7.5	7.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 29,198	\$ 24,502
Performance	58,396	35,824
Menu	58,396	49,005
Total	\$145,990	\$109,331

District-reported 2003 results

Teacher pay

- On average, each teacher earned \$3,141, librarian \$1,039, and counselor \$2,657 in additional salary.

Performance

- The District accomplished its goals, which were based on district performance.
- Eligible employees earned \$15 per student scoring about the 50th-percentile on standardized tests; \$15 per student scoring about the 75th-percentile; and \$15 per graduating student.
- 60 students scored about the 50th percentile on standardized tests; 22 scored above the 75th percentile; and 60 students graduated.

Menu

- Monies were used solely for eligible employee compensation increases.

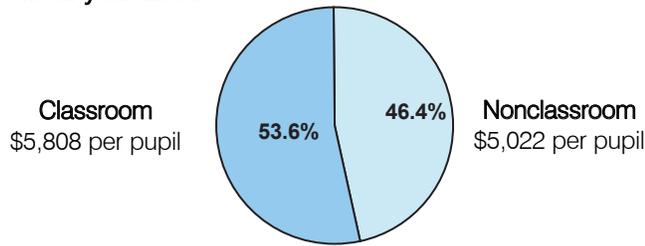
Classroom Dollars and Proposition 301 Results

Apache Elementary School District

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

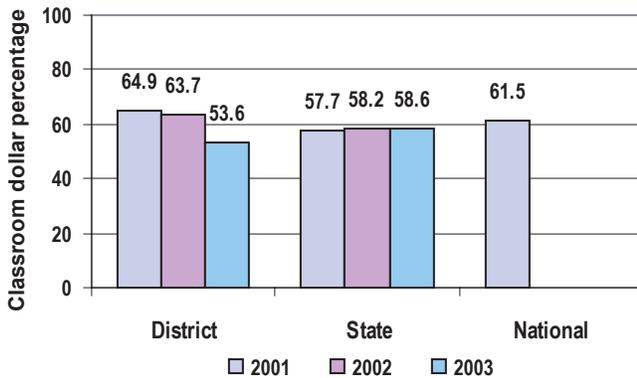
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 159 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	64.9	63.7	53.6	58.6	61.7
Nonclassroom dollars:					
Administration	10.6	12.1	15.5	9.9	10.9
Plant operations	8.8	9.2	11.5	11.7	9.6
Food service				4.6	4.0
Transportation	11.9	11.1	12.4	3.9	4.0
Student support	3.4	2.9	5.0	6.8	5.0
Instruction support	0.2	1.0	2.0	4.3	4.5
Other	0.2			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	20.7	9.0	13.0	17.9
Average teacher salary	\$41,746	\$44,410	\$46,000	\$40,328
Average years' experience	15.0	NA	15.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$1,202	\$ 947
Performance	1,640	2,653
Menu	<u>1,237</u>	<u>3,060</u>
Total	<u>\$4,079</u>	<u>\$6,660</u>

District-reported 2003 results

Teacher pay

- The teacher earned an additional \$4,671 in salary, and the instructional aide earned an additional \$661.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Goals were linked to student achievement, teacher attendance, and parent satisfaction with the overall education provided by the District.
- The teacher had perfect attendance.

Menu

- Monies were used to compensate the teacher for providing additional individualized instruction to students.

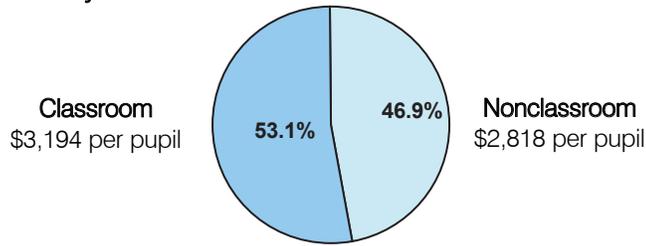
Classroom Dollars and Proposition 301 Results

Apache Junction Unified School District

District size:	Large
Students attending:	5,482
Number of schools:	9
Number of certified teachers:	289

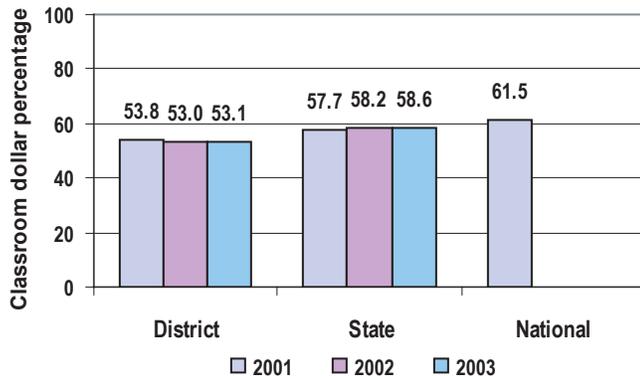
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 163 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	53.8	53.0	53.1	58.6	61.7
Nonclassroom dollars:					
Administration	10.9	10.2	9.3	9.9	10.9
Plant operations	14.0	13.9	14.9	11.7	9.6
Food service	3.8	3.9	3.8	4.6	4.0
Transportation	5.7	5.8	5.2	3.9	4.0
Student support	6.8	6.7	8.0	6.8	5.0
Instruction support	3.5	4.9	4.4	4.3	4.5
Other	1.5	1.6	1.3	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.8	17.9	19.0	17.9
Average teacher salary	\$31,858	\$35,159	\$35,984	\$40,328
Average years' experience	8.4	8.5	8.7	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 257,900	\$ 343,500
Performance	515,318	677,268
Menu	463,232	626,682
Total	<u>\$1,236,450</u>	<u>\$1,647,450</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$3,530 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Students at each school, on average, demonstrated 1 year's academic progress in reading, math, or language arts, or a combination of the three.
- Each school surveyed parent satisfaction.

Menu

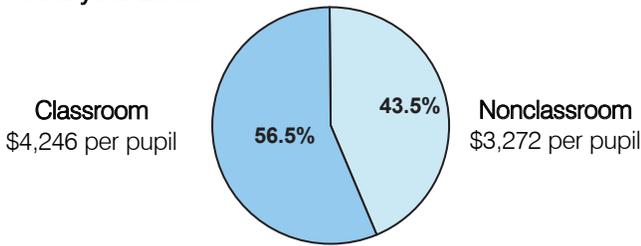
- 7 elementary, 1 middle-school, and 1 high-school teacher were hired to reduce class sizes.
- 34 new teachers attended 4 days of professional development prior to the beginning of the school year.
- All teachers were compensated for an additional 2 days of professional development activities.
- Remaining monies were used to increase eligible employee compensation.

Arlington Elementary School District

District size: Very Small
 Students attending: 181
 Number of schools: 1
 Number of certified teachers: 10

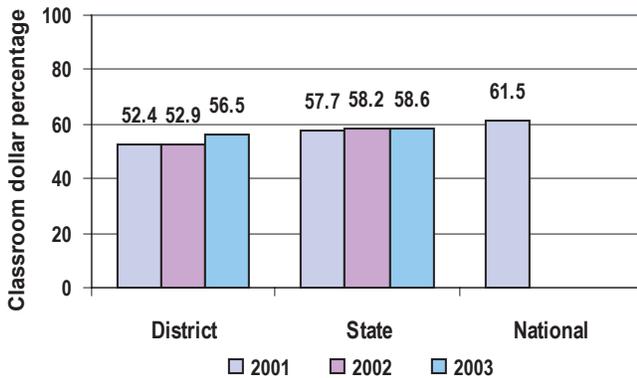
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 113 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	52.4	52.9	56.5	58.6	61.7
Nonclassroom dollars:					
Administration	17.9	19.6	12.4	9.9	10.9
Plant operations	17.7	15.5	11.7	11.7	9.6
Food service	7.0	6.9	9.6	4.6	4.0
Transportation	3.8	3.8	6.4	3.9	4.0
Student support	1.0	1.1	2.7	6.8	5.0
Instruction support	0.2	0.2	0.7	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.9	18.3	18.1	17.9
Average teacher salary	\$33,405	\$35,432	\$36,450	\$40,328
Average years' experience	9.8	10.1	9.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$11,451	\$11,548
Performance	23,671	23,946
Menu	9,498	11,638
Total	<u>\$44,620</u>	<u>\$47,132</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$5,200 in salary.

Performance

- The District accomplished its goals, which were based on individual performance.
- Teachers were required to align curriculum to state standards and assess students; participate in professional development activities; receive acceptable performance evaluations; tutor students; and correspond with parents.

Menu

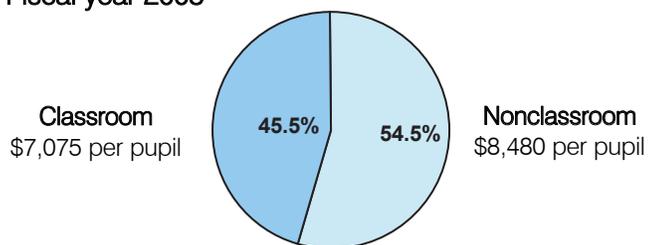
- Monies were used to pay for an AIMS intervention summer school program, including tutoring, transportation, and supplies for students who needed additional help meeting state standards.
- Monies were also used to help provide technology training for teachers.

Ash Creek Elementary School District

District size: Very Small
 Students attending: 44
 Number of schools: 1
 Number of certified teachers: 5

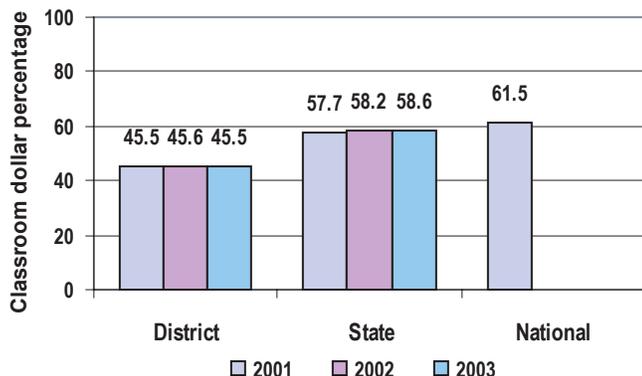
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 211 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	45.5	45.6	45.5	58.6	61.7
Nonclassroom dollars:					
Administration	26.5	24.7	24.5	9.9	10.9
Plant operations	9.4	9.8	10.3	11.7	9.6
Food service	6.1	6.3	5.5	4.6	4.0
Transportation	10.1	11.0	9.9	3.9	4.0
Student support	1.7	1.8	3.2	6.8	5.0
Instruction support	0.7	0.8	1.1	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	10.0	10.2	8.8	17.9
Average teacher salary	\$30,220	\$35,136	NA	\$40,328
Average years' experience	10.0	10.8	11.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 1,983	\$ 2,727
Performance	4,230	7,302
Menu	4,230	7,338
Total	\$10,443	\$17,367

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,673 in salary.

Performance

- The District accomplished its performance goal.
- The goal called for the percentage of students attaining competency on the District's achievement test to increase by 5 percent in reading, writing, and/or mathematics.

Menu

- Monies were used to pay for an AIMS intervention program involving 45 students. Student scores changed by 5 percent on average, according to the District.

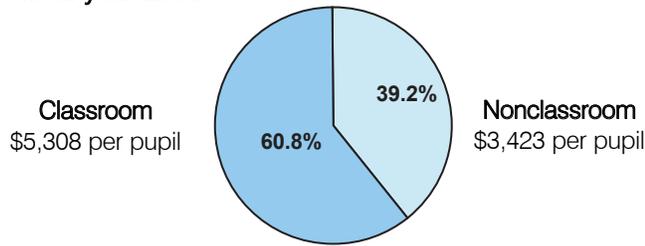
Classroom Dollars and Proposition 301 Results

Ash Fork Joint Unified School District

District size: Small
 Students attending: 212
 Number of schools: 3
 Number of certified teachers: 17

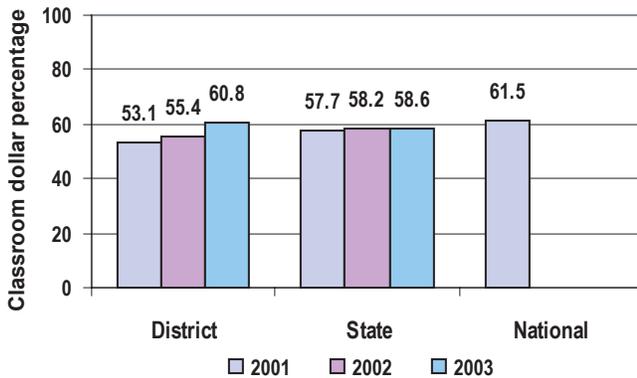
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 38 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	53.1	55.4	60.8	58.6	61.7
Nonclassroom dollars:					
Administration	19.9	20.7	18.4	9.9	10.9
Plant operations	13.4	13.3	11.3	11.7	9.6
Food service	3.4	3.4	2.7	4.6	4.0
Transportation	3.1	2.4	2.7	3.9	4.0
Student support	6.3	3.2	2.3	6.8	5.0
Instruction support	0.8	1.6	1.8	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.4	13.7	12.5	17.9
Average teacher salary	\$30,538	\$31,742	\$31,609	\$40,328
Average years' experience	5.9	8.3	7.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$18,284	
Performance		\$36,085
Menu	18,824	3,565
Total	<u>\$37,108</u>	<u>\$39,650</u>

District-reported 2003 results

Teacher pay

- On average, each teacher and instructional aide earned an additional \$1,814 in salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Goals called for increased student achievement, and for teachers to receive acceptable performance evaluations and attend training sessions on Arizona standards and the No Child Left Behind (NCLB) act.

Menu

- Monies were used to pay for teacher training to meet NCLB requirements.

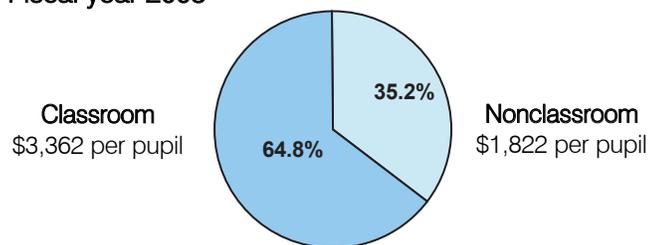
Classroom Dollars and Proposition 301 Results

Avondale Elementary School District

District size: Medium
 Students attending: 3,878
 Number of schools: 6
 Number of certified teachers: 204

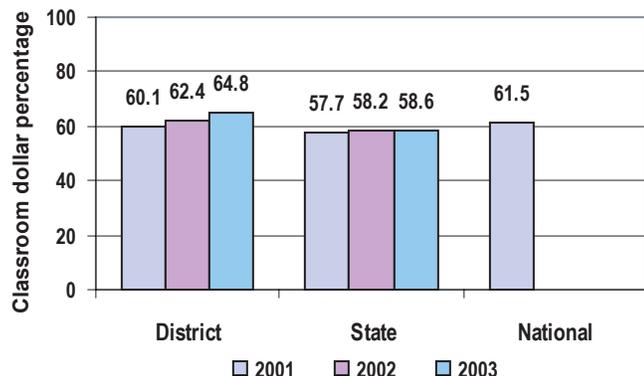
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 7 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	60.1	62.4	64.8	58.6	61.7
Nonclassroom dollars:					
Administration	9.8	9.2	8.9	9.9	10.9
Plant operations	10.7	9.9	9.3	11.7	9.6
Food service	7.0	6.4	6.1	4.6	4.0
Transportation	3.1	2.9	2.8	3.9	4.0
Student support	4.2	4.2	4.1	6.8	5.0
Instruction support	5.1	5.0	4.0	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	20.8	21.0	19.0	17.9
Average teacher salary	\$35,681	\$37,460	\$42,053	\$40,328
Average years' experience	9.7	9.2	8.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$163,287	\$190,974
Performance	318,551	350,359
Menu	219,882	406,580
Total	\$701,720	\$947,913

District-reported 2003 results

Teacher pay

- On average, each teacher and librarian earned an additional \$2,546 in salary, and the counselor earned an additional \$1,600.

Performance

- The District accomplished its performance goals, which were based on school and individual performance.
- Student achievement on standardized tests improved at each school, on average.
- Student attendance of 94.5 percent was maintained.
- Teachers participated in professional development activities, and most met the 97 percent attendance goal.
- Teachers also tutored students, supervised after-school activities, conducted parent-student workshops, and increased communication with parents.

Menu

- 3 full-time and 1 part-time teachers were hired to accommodate 9 percent district growth.
- More than 600 students participated in after-school tutoring, activities, and clubs.
- 107 at-risk students participated in summer school.

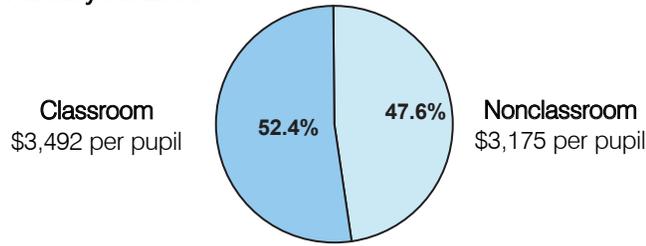
Classroom Dollars and Proposition 301 Results

Bagdad Unified School District

District size: Small
 Students attending: 292
 Number of schools: 2
 Number of certified teachers: 19

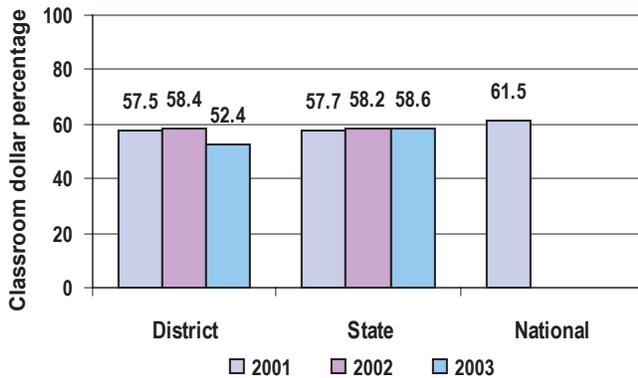
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 174 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	57.5	58.4	52.4	58.6	61.7
Nonclassroom dollars:					
Administration	15.6	17.2	20.2	9.9	10.9
Plant operations	20.6	18.8	21.5	11.7	9.6
Food service				4.6	4.0
Transportation	1.9	1.2	1.7	3.9	4.0
Student support	3.1	2.6	1.8	6.8	5.0
Instruction support	1.2	1.8	2.3	4.3	4.5
Other	0.1		0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	14.5	15.0	15.4	17.9
Average teacher salary	\$34,241	\$34,845	\$36,176	\$40,328
Average years' experience	9.4	9.0	8.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$18,720	\$25,236
Performance	10,497	12,381
Menu	<u>20,772</u>	<u>12,808</u>
Total	<u>\$49,989</u>	<u>\$50,425</u>

District-reported 2003 results

Teacher pay

- On average, each teacher and librarian earned an additional \$3,070 in salary.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Goals were linked to student achievement on standardized tests; and teacher evaluations, participation in professional development, lesson plans, and communication with parents.

Menu

- An instructional aide was hired to help reduce the 5th-grade class size.
- Monies were also used to pay for Saturday and summer school tutoring, to buy AIMS intervention materials, and to send teachers to reading and writing workshops.

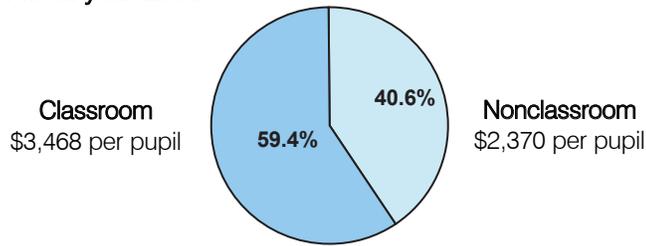
Classroom Dollars and Proposition 301 Results

Balsz Elementary School District

District size: Medium
 Students attending: 3,187
 Number of schools: 4
 Number of certified teachers: 181

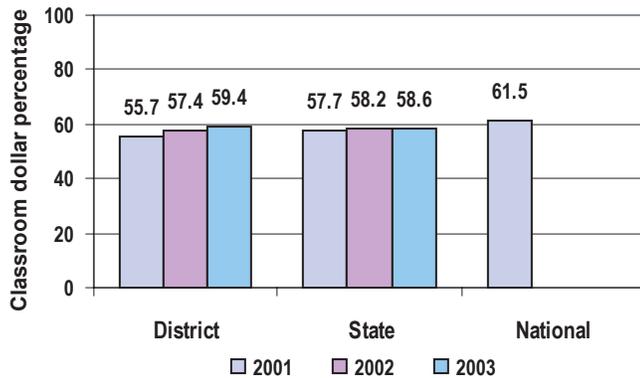
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 58 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	55.7	57.4	59.4	58.6	61.7
Nonclassroom dollars:					
Administration	9.4	9.2	9.3	9.9	10.9
Plant operations	11.6	11.1	9.9	11.7	9.6
Food service	7.8	6.8	6.4	4.6	4.0
Transportation	3.7	3.4	3.5	3.9	4.0
Student support	7.7	7.9	7.5	6.8	5.0
Instruction support	4.1	4.0	4.0	4.3	4.5
Other		0.2		0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.1	17.4	17.6	17.9
Average teacher salary	\$34,468	\$34,412	\$36,773	\$40,328
Average years' experience	7.3	7.3	6.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$144,378	\$127,511
Performance		353,184
Menu	217,690	189,138
Total	<u>\$362,068</u>	<u>\$669,833</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$3,247 in salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Continuously enrolled students' scores improved by 10 percentage points in reading, 19 percentage points in math, and 23 percentage points in language on standardized tests.
- Student achievement increased in 8 of 9 AIMS test categories.
- All schools met federal and state adequate yearly progress standards.
- All teachers participated in professional development activities, including reading, writing, and math workshops.

Menu

- Monies were used solely to increase eligible employee compensation.

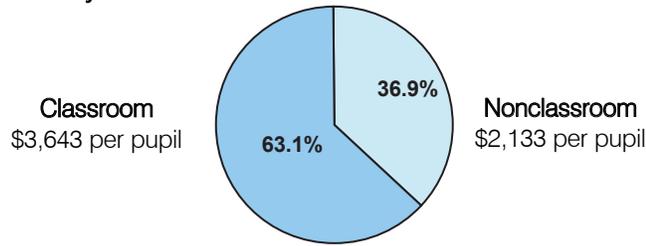
Classroom Dollars and Proposition 301 Results

Beaver Creek Elementary School District

District size: Small
 Students attending: 282
 Number of schools: 1
 Number of certified teachers: 19

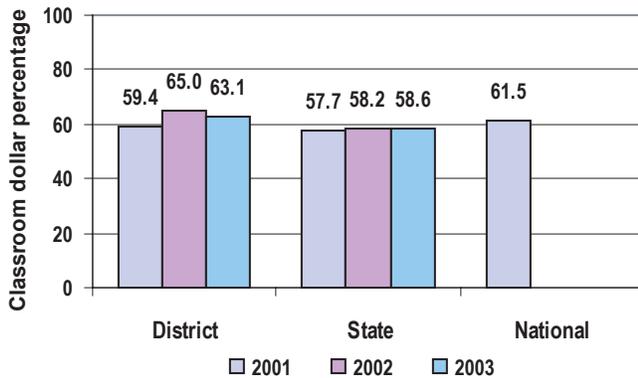
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 15 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	59.4	65.0	63.1	58.6	61.7
Nonclassroom dollars:					
Administration	12.2	10.8	11.4	9.9	10.9
Plant operations	11.6	9.3	9.6	11.7	9.6
Food service	9.6	8.4	9.1	4.6	4.0
Transportation	5.7	4.8	5.0	3.9	4.0
Student support	1.0	1.4	1.3	6.8	5.0
Instruction support	0.5	0.3	0.5	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.7	15.9	14.8	17.9
Average teacher salary	\$31,071	\$33,083	\$36,529	\$40,328
Average years' experience	9.4	8.7	8.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 9,075	\$17,986
Performance	29,198	29,918
Menu	<u>26,657</u>	<u>26,737</u>
Total	<u>\$64,930</u>	<u>\$74,641</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned \$3,644 in additional salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Schools identified at least one performance objective in math, reading, and writing for emphasis and assessment.
- A mentoring program was established, along with a technology committee responsible for coordinating efforts to obtain grants.
- Teachers tutored students and also frequently updated parents about how to assist students with schoolwork.

Menu

- 17 teachers earned monies for completing college courses and/or attending curriculum workshops.
- Monies were also paid to staff for participating in special projects and for making presentations to parents.

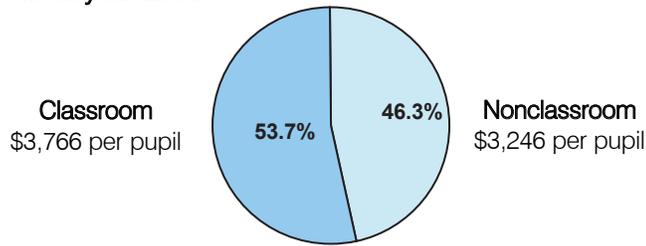
Classroom Dollars and Proposition 301 Results

Benson Unified School District

District size: Medium
 Students attending: 1,016
 Number of schools: 3
 Number of certified teachers: 62

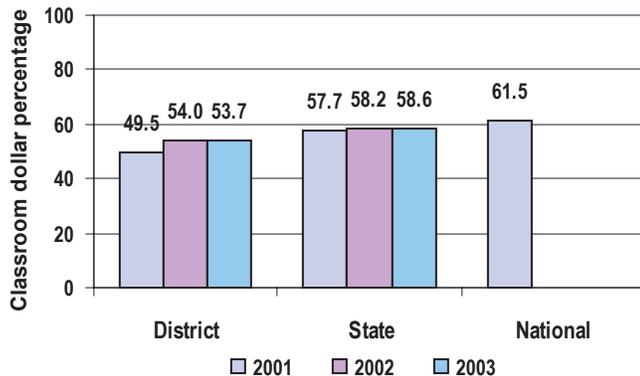
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 158 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	49.5	54.0	53.7	58.6	61.7
Nonclassroom dollars:					
Administration	10.1	10.0	10.4	9.9	10.9
Plant operations	17.7	13.5	14.3	11.7	9.6
Food service	3.6	3.5	3.9	4.6	4.0
Transportation	5.5	5.6	5.8	3.9	4.0
Student support	7.4	6.8	7.3	6.8	5.0
Instruction support	6.2	6.6	4.6	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.2	19.1	16.4	17.9
Average teacher salary	\$34,767	\$37,554	\$38,208	\$40,328
Average years' experience	10.3	9.5	9.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 55,035	\$ 57,821
Performance	118,722	141,881
Menu	97,110	100,915
Total	<u>\$270,867</u>	<u>\$300,617</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$4,220 in salary.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Goals accomplished involved increased student achievement on standardized tests, an increased graduation rate, and increased contact with parents.
- The goal not met called for improved student attendance.

Menu

- Monies were used solely to increase eligible employee compensation.

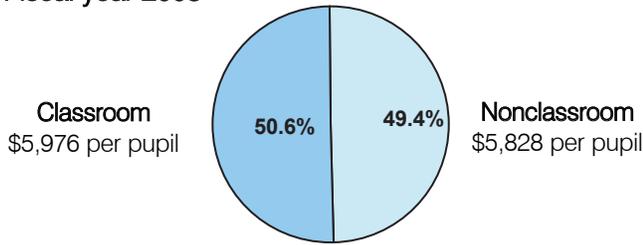
Classroom Dollars and Proposition 301 Results

Bicentennial Union High School District

District size: Very Small
 Students attending: 136
 Number of schools: 1
 Number of certified teachers: 12

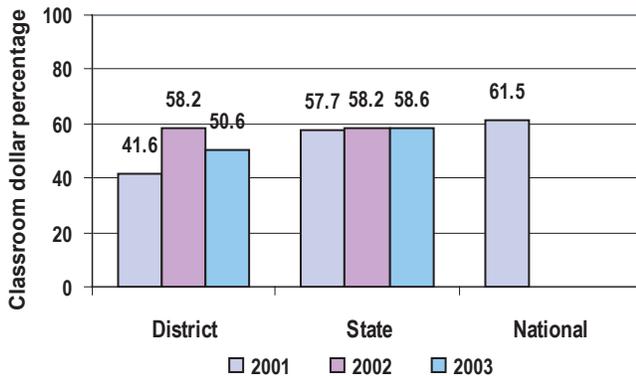
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 187 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	41.6	58.2	50.6	58.6	61.7
Nonclassroom dollars:	NA				
Administration	14.9		9.8	9.9	10.9
Plant operations	18.7		15.7	11.7	9.6
Food service	6.4		5.4	4.6	4.0
Transportation	11.3		12.8	3.9	4.0
Student support	0.1		3.0	6.8	5.0
Instruction support	5.1		2.7	4.3	4.5
Other	1.9			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.0	13.5	11.3	17.9
Average teacher salary	\$40,588	\$40,110	\$38,262	\$40,328
Average years' experience	5.1	6.4	7.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$12,219	\$ 9,943
Performance	22,204	11,885
Menu	24,441	19,884
Total	<u>\$58,864</u>	<u>\$41,712</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,195 in salary, and the counselor earned an additional \$3,391.

Performance

- The District accomplished its goals, which were linked to student achievement, teacher evaluations and professional development, parent-student satisfaction, and curriculum alignment.

Menu

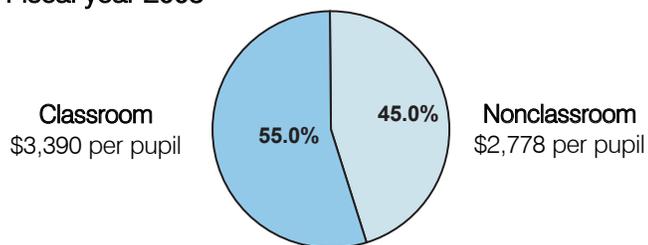
- Monies were used solely to increase eligible employee compensation.

Bisbee Unified School District

District size: Medium
 Students attending: 1,006
 Number of schools: 4
 Number of certified teachers: 56

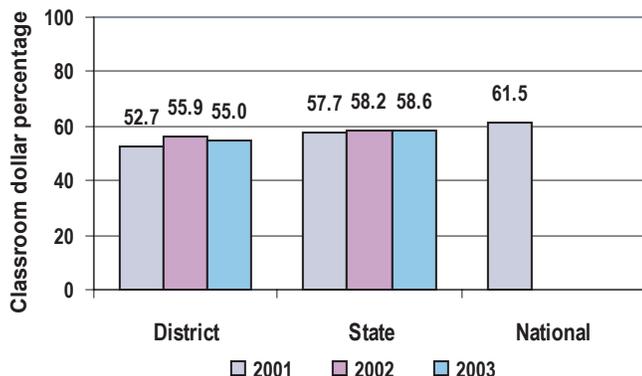
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 140 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	52.7	55.9	55.0	58.6	61.7
Nonclassroom dollars:					
Administration	12.5	11.4	11.6	9.9	10.9
Plant operations	14.3	13.0	13.7	11.7	9.6
Food service	7.0	7.0	6.4	4.6	4.0
Transportation	4.9	4.9	5.2	3.9	4.0
Student support	5.3	4.8	5.1	6.8	5.0
Instruction support	3.3	3.0	3.0	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.1	17.2	18.0	17.9
Average teacher salary	\$29,794	\$35,302	\$37,475	\$40,328
Average years' experience	8.6	9.0	9.1	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 65,828	\$ 63,349
Performance	118,489	113,264
Menu	131,616	129,383
Total	\$315,933	\$305,996

District-reported 2003 results

Teacher pay

- On average, each teacher and counselor earned an additional \$5,368 in salary.

Performance

- The District accomplished most of its goals, which were based on District and individual performance.
- Teachers implemented the school's improvement plan and made contact with at least 50 parents by December 2002.
- The goal not met involved student progress as measured by standardized tests.

Menu

- 56 teachers and 1 counselor earned menu monies for completing 45 hours of professional development.

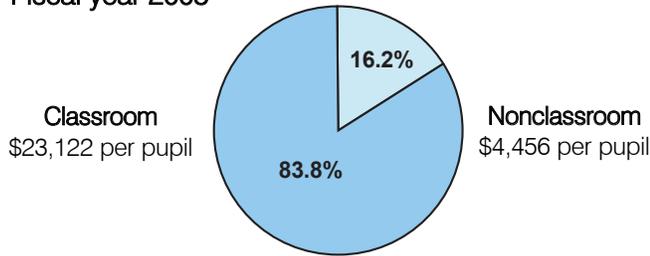
Classroom Dollars and Proposition 301 Results

Blue Elementary School District

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

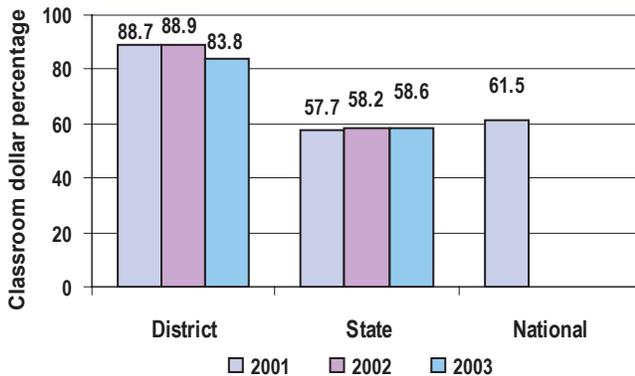
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 2 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	88.7	88.9	83.8	58.6	61.7
Nonclassroom dollars:					
Administration	0.4	0.6	3.8	9.9	10.9
Plant operations	10.9	10.5	12.4	11.7	9.6
Food service				4.6	4.0
Transportation				3.9	4.0
Student support				6.8	5.0
Instruction support				4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	2.0	1.0	2.0	17.9
Average teacher salary	\$32,000	\$33,000	NA	\$40,328
Average years' experience	15.0	15.0	15.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base		
Performance		
Menu		
Total	\$0	\$0

District-reported 2003 results

The District did not spend any Proposition 301 monies in fiscal years 2003 or 2002.

The District has very few students and receives only a small amount of Proposition 301 money each year. In total, the District has received \$1,183 over the past 2 years, and these unspent monies will continue to be available to the District for future spending.

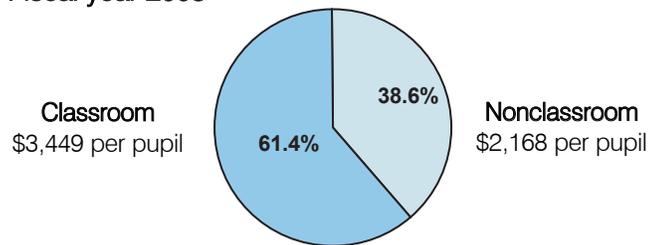
Classroom Dollars and Proposition 301 Results

Blue Ridge Unified School District

District size: Medium
 Students attending: 2,472
 Number of schools: 4
 Number of certified teachers: 145

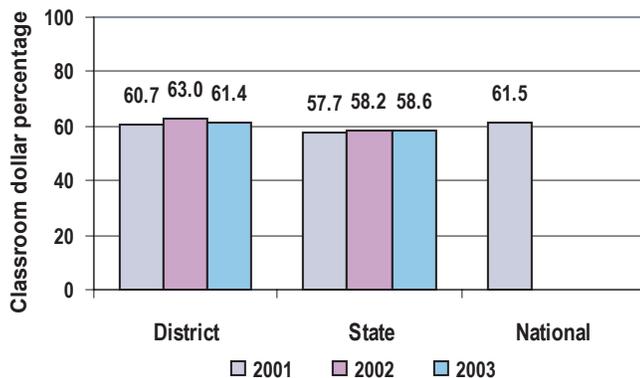
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 34 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	60.7	63.0	61.4	58.6	61.7
Nonclassroom dollars:					
Administration	9.9	10.8	11.3	9.9	10.9
Plant operations	16.9	11.9	11.9	11.7	9.6
Food service	1.2	3.9	4.2	4.6	4.0
Transportation	4.8	4.5	4.6	3.9	4.0
Student support	4.6	4.8	5.5	6.8	5.0
Instruction support	1.9	1.1	1.1	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.6	16.7	17.0	17.9
Average teacher salary	\$33,606	\$34,756	\$35,446	\$40,328
Average years' experience	10.1	10.2	10.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$151,813	\$150,653
Performance	246,914	284,736
Menu	<u>276,993</u>	<u>316,106</u>
Total	<u>\$675,720</u>	<u>\$751,495</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$4,059, and each librarian and counselor earned between \$4,669 and \$5,362 in salary.

Performance

- The District accomplished most of its goals, which were based on individual and school performance.
- Each school improved an identified problem area.
- Surveyed parents gave each school at least an 80 percent approval rating.
- Teachers established individual development, curriculum, and classroom management goals.

Menu

- Most monies were used to increase eligible employee compensation and to pay for increased health insurance premiums.
- Teachers also earned up to \$1,100 for completing 144 hours of professional development.
- 1 5th-grade teacher was hired to reduce class sizes.
- Monies were also used to help pay a counselor to work with at-risk students.

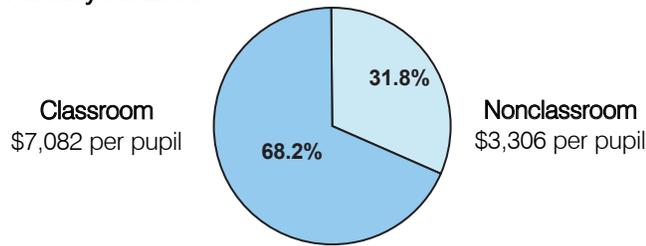
Classroom Dollars and Proposition 301 Results

Bonita Elementary School District

District size: Very Small
 Students attending: 91
 Number of schools: 1
 Number of certified teachers: 10

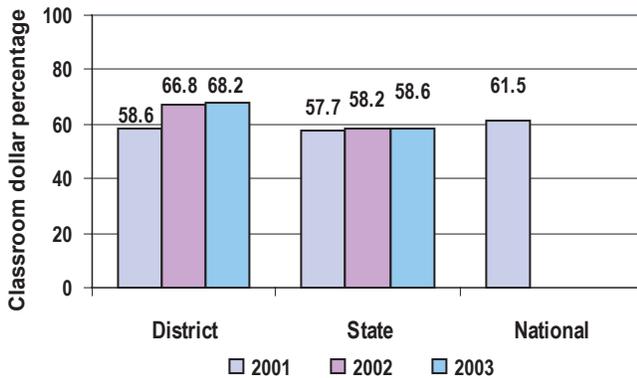
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 6 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	58.6	66.8	68.2	58.6	61.7
Nonclassroom dollars:					
Administration	21.7	15.5	15.2	9.9	10.9
Plant operations	10.9	11.0	10.5	11.7	9.6
Food service				4.6	4.0
Transportation	5.8	2.3	2.1	3.9	4.0
Student support	2.7	3.7	3.3	6.8	5.0
Instruction support	0.3	0.7	0.7	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	8.9	10.4	9.1	17.9
Average teacher salary	\$29,538	\$34,742	NA	\$40,328
Average years' experience	10.0	10.9	10.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 5,991	\$ 7,039
Performance	11,982	14,077
Menu	12,006	14,077
Total	<u>\$29,979</u>	<u>\$35,193</u>

District-reported 2003 results

Although required by A.R.S. §15-977.E, the District did not report any results for programs funded with Classroom Site Fund monies.

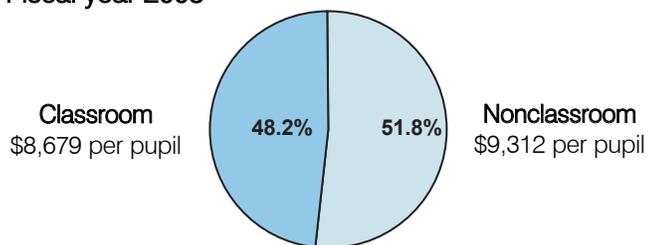
Classroom Dollars and Proposition 301 Results

Bouse Elementary School District

District size: Very Small
 Students attending: 23
 Number of schools: 1
 Number of certified teachers: 4

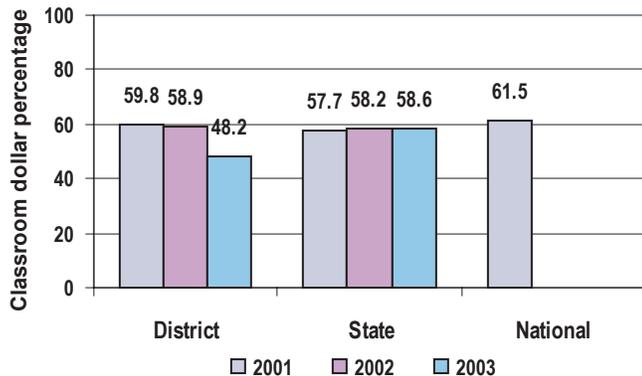
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 199 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	59.8	58.9	48.2	58.6	61.7
Nonclassroom dollars:					
Administration	18.7	17.8	26.3	9.9	10.9
Plant operations	7.5	9.6	7.7	11.7	9.6
Food service	9.4	10.3	8.6	4.6	4.0
Transportation	4.0	2.6	4.5	3.9	4.0
Student support			1.8	6.8	5.0
Instruction support	0.6	0.8	2.9	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	4.8	4.8	5.8	17.9
Average teacher salary	\$29,320	\$30,346	\$29,781	\$40,328
Average years' experience	9.0	7.0	4.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$4,634	\$1,602
Performance		673
Menu		4,805
Total	\$4,634	\$7,080

District-reported 2003 results

Teacher pay

- On average, each teacher and instructional aide earned between \$445 and \$1,649 in additional salary.

Performance

- The District accomplished most of its goals, which were based on individual performance.
- Teachers and instructional aides who met the goals attended at least one professional development activity, received acceptable performance evaluations, maintained exemplary conduct, and completed at least 8 parent contacts.

Menu

- All 3rd-grade students received AIMS intervention tutoring.
- 6th-grade teachers attended a professional development workshop to increase their teaching skills.

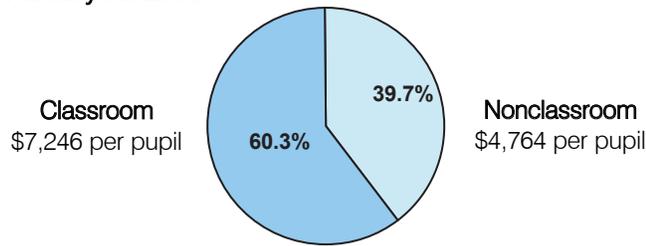
Classroom Dollars and Proposition 301 Results

Bowie Unified School District

District size: Very Small
 Students attending: 120
 Number of schools: 2
 Number of certified teachers: 13

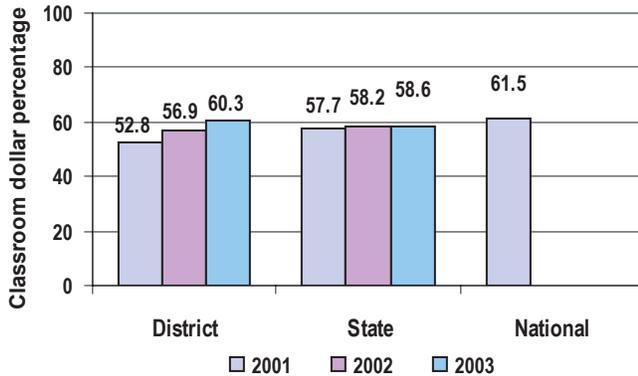
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 42 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	52.8	56.9	60.3	58.6	61.7
Nonclassroom dollars:					
Administration	14.6	11.0	11.3	9.9	10.9
Plant operations	13.8	9.8	12.4	11.7	9.6
Food service	2.3	1.6	1.5	4.6	4.0
Transportation	6.7	5.9	5.1	3.9	4.0
Student support	1.3	0.9	1.9	6.8	5.0
Instruction support	7.2	13.9	7.5	4.3	4.5
Other	1.3			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	9.8	8.3	9.2	17.9
Average teacher salary	\$29,962	NA	\$36,004	\$40,328
Average years' experience	6.8	6.2	9.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 6,905	\$ 26
Performance		13,874
Menu	<u>9,805</u>	<u>9,847</u>
Total	<u>\$16,710</u>	<u>\$23,747</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$1,373 in salary, each instructional aide earned an additional \$410, and each counselor earned an additional \$234.

Performance

- The District did not accomplish its goal, which required at least 1 year's academic progress in grades 2 through 9 as measured by standardized tests.

Menu

- Teachers were compensated for participating in professional development activities.

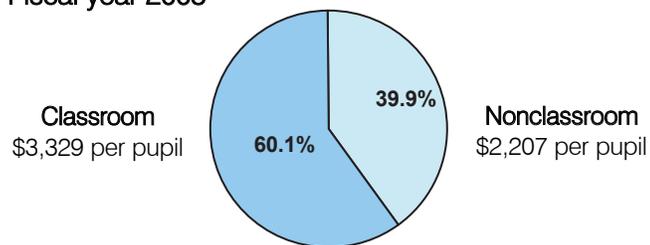
Classroom Dollars and Proposition 301 Results

Buckeye Elementary School District

District size: Medium
 Students attending: 1,424
 Number of schools: 1
 Number of certified teachers: 65

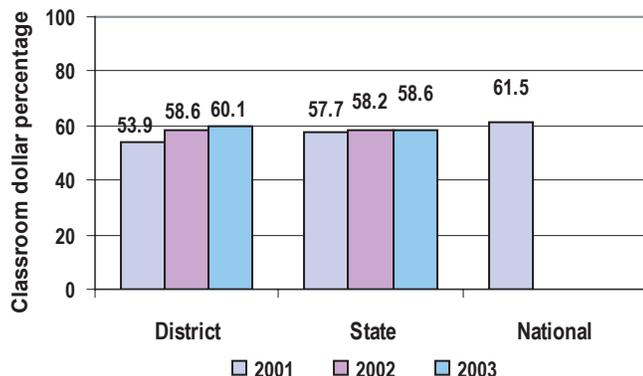
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 46 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	53.9	58.6	60.1	58.6	61.7
Nonclassroom dollars:					
Administration	12.6	11.9	11.9	9.9	10.9
Plant operations	8.1	8.6	9.6	11.7	9.6
Food service	4.9	4.0	4.6	4.6	4.0
Transportation	2.8	2.7	3.8	3.9	4.0
Student support	13.1	10.8	5.9	6.8	5.0
Instruction support	4.1	3.4	4.1	4.3	4.5
Other	0.5			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.2	21.0	21.9	17.9
Average teacher salary	\$33,364	\$38,917	NA	\$40,328
Average years' experience	7.1	8.4	8.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 65,882	\$ 66,761
Performance	128,164	133,131
Menu	116,089	17,477
Total	\$310,135	\$217,369

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$2,588 in salary.

Performance

- The District accomplished most of its goals, which were based on a combination of district, school, and individual performance.
- The percentage of students reaching academic achievement benchmarks and/or students' average scores in reading, math, and writing increased.
- Teachers participated in professional and curriculum development activities. For example, 95 percent of teachers attended a 4-day summer training program, 82 percent attended a training institute, and 72 percent completed 15 hours of technology training. 85 percent also completed curriculum development activities.
- The District's teacher longevity, or average years of experience, increased.

Menu

- Monies were used to increase teacher compensation and to provide relocation stipends to 7 teachers.

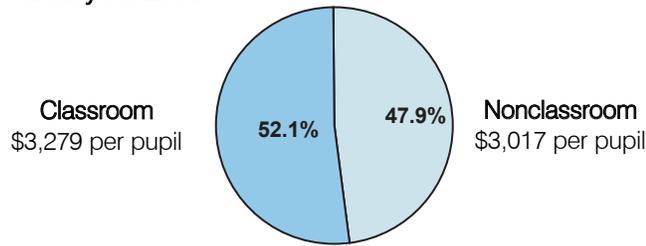
Classroom Dollars and Proposition 301 Results

Buckeye Union High School District

District size: Medium
 Students attending: 1,409
 Number of schools: 2
 Number of certified teachers: 75

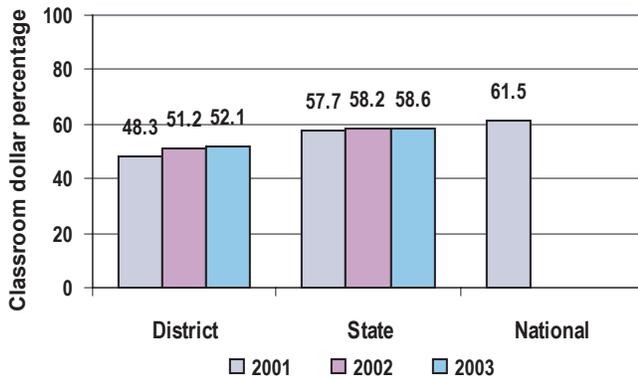
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 177 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	48.3	51.2	52.1	58.6	61.7
Nonclassroom dollars:					
Administration	15.0	16.7	13.6	9.9	10.9
Plant operations	14.6	14.8	15.5	11.7	9.6
Food service	4.4	4.4	3.6	4.6	4.0
Transportation	4.4	4.5	5.9	3.9	4.0
Student support	8.3	5.5	5.9	6.8	5.0
Instruction support	3.2	2.5	3.1	4.3	4.5
Other	1.3	0.4	0.3	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	20.0	21.7	18.8	17.9
Average teacher salary	\$31,738	\$36,589	\$35,275	\$40,328
Average years' experience	7.6	7.4	6.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 68,821	\$ 74,612
Performance	102,257	89,695
Menu	<u>97,682</u>	<u>149,279</u>
Total	<u><u>\$268,760</u></u>	<u><u>\$313,586</u></u>

District-reported 2003 results

Teacher pay

- On average, each teacher and counselor earned an additional \$3,547 in salary.

Performance

- The District accomplished its goals, which were based on individual performance.
- Teachers integrated reading, writing, and/or math into all lesson plans and assessed students using pre- and post-tests.

Menu

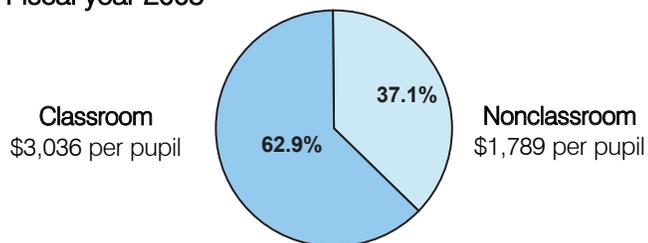
- Monies were primarily used to increase eligible employee compensation.
- Teachers were also compensated for mentoring all freshmen students to help positively influence them to complete high school.

Bullhead City Elementary School District

District size: Medium
 Students attending: 3,670
 Number of schools: 7
 Number of certified teachers: 211

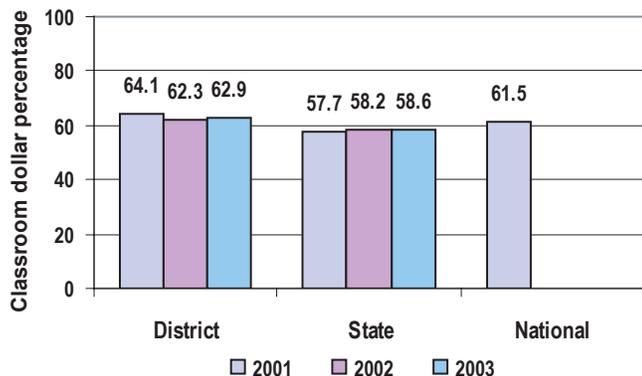
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 17 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	64.1	62.3	62.9	58.6	61.7
Nonclassroom dollars:					
Administration	9.2	10.7	10.1	9.9	10.9
Plant operations	8.4	8.2	8.6	11.7	9.6
Food service	5.6	6.0	5.6	4.6	4.0
Transportation	3.8	3.5	3.6	3.9	4.0
Student support	4.0	4.9	4.4	6.8	5.0
Instruction support	4.5	4.1	4.8	4.3	4.5
Other	0.4	0.3		0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.8	16.7	17.4	17.9
Average teacher salary	\$30,132	\$32,137	\$37,851	\$40,328
Average years' experience	6.3	6.2	5.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$144,975	\$ 215,130
Performance	349,540	399,805
Menu	<u>328,778</u>	<u>419,139</u>
Total	<u><u>\$823,293</u></u>	<u><u>\$1,034,074</u></u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$4,251 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- All parents were contacted twice during the school year.
- All schools met adequate yearly progress objectives as determined by ADE for AZ LEARNS.
- 75 percent of students demonstrated 1 year's academic progress in reading.

Menu

- Monies were used solely to increase teacher compensation.

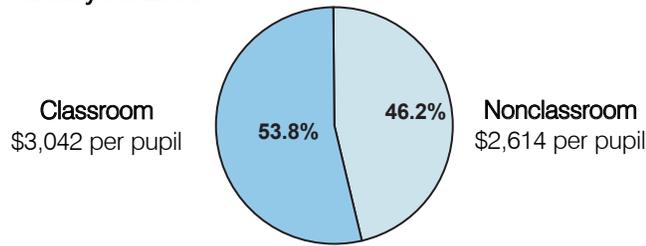
Classroom Dollars and Proposition 301 Results

Camp Verde Unified School District

District size:	Medium
Students attending:	1,363
Number of schools:	3
Number of certified teachers:	71

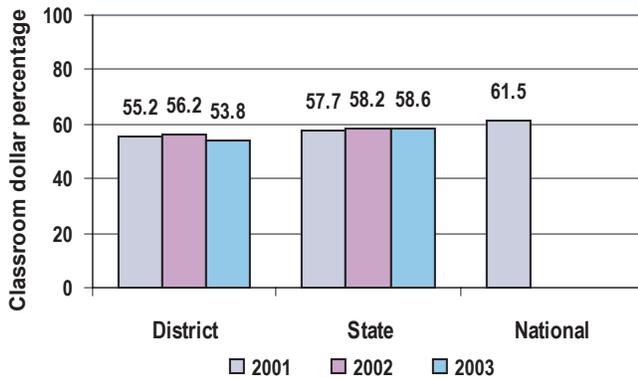
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 154 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	55.2	56.2	53.8	58.6	61.7
Nonclassroom dollars:					
Administration	11.0	9.9	8.1	9.9	10.9
Plant operations	12.4	13.8	16.6	11.7	9.6
Food service	4.1	4.5	4.6	4.6	4.0
Transportation	3.9	4.6	4.7	3.9	4.0
Student support	9.6	8.9	9.1	6.8	5.0
Instruction support	3.8	2.1	3.1	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.4	17.6	19.2	17.9
Average teacher salary	\$31,891	\$35,165	\$35,118	\$40,328
Average years' experience	8.5	8.9	8.7	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 90,543	\$ 79,740
Performance	152,719	159,441
Menu	177,534	130,224
Total	<u>\$420,796</u>	<u>\$369,405</u>

District-reported 2003 results

Teacher pay

- On average, each teacher and counselor earned between \$2,580 and \$4,700 in additional salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- 68 percent of high-school and 50 percent of middle-school students improved their reading scores.
- The elementary school revised its math and language arts curriculums to help ensure students master concepts, and revised its grading system.
- Teachers attended college courses and workshops, participated in leadership activities, provided at least 25 hours of tutoring, and documented their contacts with parents.

Menu

- Monies were used primarily for eligible employee compensation increases.
- 1 history class was added to reduce class size.
- Students earned math and language arts credits through summer remediation classes.

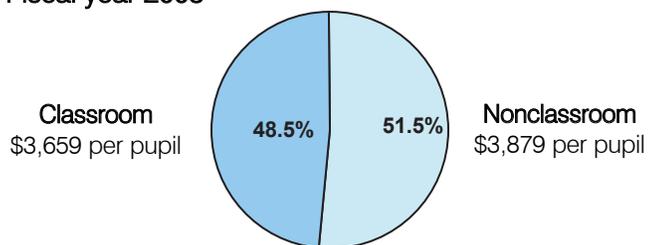
Classroom Dollars and Proposition 301 Results

Canon Elementary School District

District size: Small
 Students attending: 204
 Number of schools: 1
 Number of certified teachers: 21

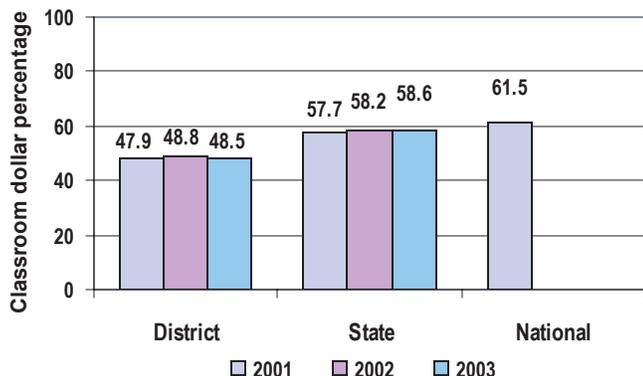
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 196 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	47.9	48.8	48.5	58.6	61.7
Nonclassroom dollars:					
Administration	20.1	18.6	21.0	9.9	10.9
Plant operations	13.7	15.1	13.0	11.7	9.6
Food service	6.4	5.8	6.7	4.6	4.0
Transportation	9.1	8.2	7.9	3.9	4.0
Student support	2.7	3.4	2.9	6.8	5.0
Instruction support	0.1	0.1		4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	10.1	16.7	9.7	17.9
Average teacher salary	\$30,424	\$30,540	\$30,610	\$40,328
Average years' experience	10.5	9.4	9.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$11,890	\$15,275
Performance	25,363	26,771
Menu	<u>21,322</u>	<u>30,340</u>
Total	<u>\$58,575</u>	<u>\$72,386</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$2,910 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Teachers were required to align math, reading, and writing curriculums to state standards and assess students.

Menu

- A second kindergarten class was added, reducing class size from 30 students to 15.
- Physical education classes were added so that each class now serves 1 grade instead of 2.

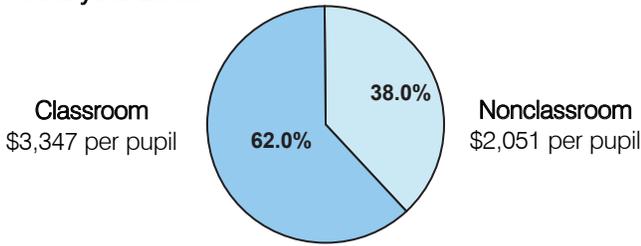
Classroom Dollars and Proposition 301 Results

Cartwright Elementary School District

District size: Large
 Students attending: 18,536
 Number of schools: 21
 Number of certified teachers: 964

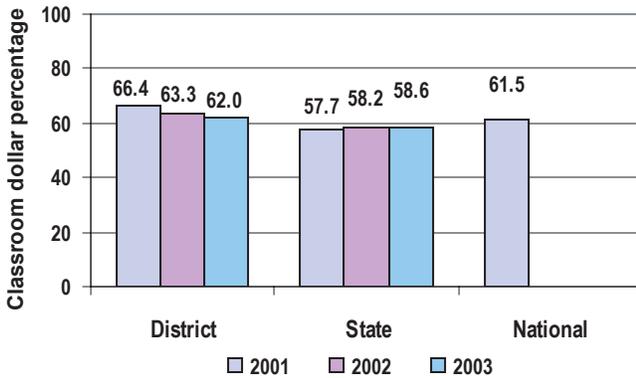
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 26 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	66.4	63.3	62.0	58.6	61.7
Nonclassroom dollars:					
Administration	8.2	9.0	8.9	9.9	10.9
Plant operations	8.6	8.8	8.7	11.7	9.6
Food service	6.2	6.1	6.2	4.6	4.0
Transportation	1.6	1.5	1.6	3.9	4.0
Student support	4.6	5.9	6.4	6.8	5.0
Instruction support	4.4	5.4	6.2	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	19.6	19.0	19.2	17.9
Average teacher salary	\$38,655	\$42,169	\$43,460	\$40,328
Average years' experience	8.7	8.1	7.2	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$1,098,315	\$1,019,031
Performance	1,701,041	1,744,100
Menu	1,893,575	1,310,990
Total	\$4,692,931	\$4,074,121

District-reported 2003 results

Teacher pay

- On average, each teacher and librarian earned an additional \$3,300 in salary, and each social worker earned an additional \$900.

Performance

- Most schools accomplished their goals. Each school was given 2 years to accomplish 1 of 4 possible goals, which include student achievement on standardized tests and ADE ratings for AZ LEARNS. For schools that did not accomplish at least 1 of the goals this year, monies will be set aside and paid to teachers next year if the goal is met at that time.

Menu

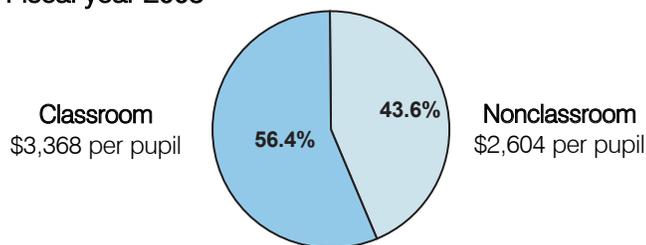
- Most monies were primarily used to increase eligible employee compensation.
- Approximately 4,400 students were involved in AIMS intervention programs to improve reading skills.
- Approximately 1,800 8th-grade students received additional tutoring in preparation for high school.
- Teachers attended trainings focused on improving students' reading and math skills.

Casa Grande Elementary School District

District size: Large
 Students attending: 5,250
 Number of schools: 9
 Number of certified teachers: 304

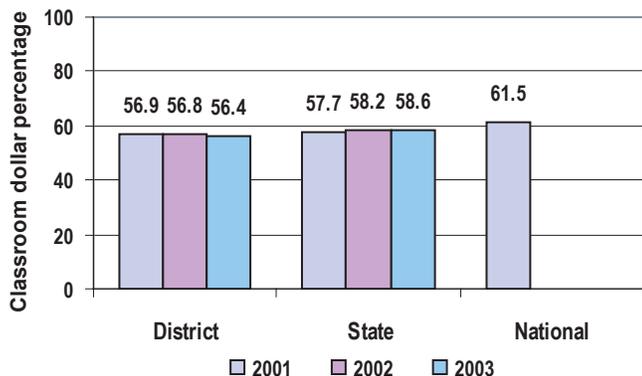
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 115 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.9	56.8	56.4	58.6	61.7
Nonclassroom dollars:					
Administration	11.8	12.8	12.3	9.9	10.9
Plant operations	11.7	11.2	10.3	11.7	9.6
Food service	5.3	5.2	4.8	4.6	4.0
Transportation	4.6	4.7	4.8	3.9	4.0
Student support	5.7	5.6	6.2	6.8	5.0
Instruction support	3.2	3.7	5.2	4.3	4.5
Other	0.8			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.5	18.2	17.3	17.9
Average teacher salary	\$34,675	\$37,200	\$38,304	\$40,328
Average years' experience	8.0	8.2	7.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 271,274	\$ 271,564
Performance	546,836	537,087
Menu	445,070	566,155
Total	\$1,263,180	\$1,374,806

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,579 in salary. Each librarian, speech pathologist, audiologist, and counselor earned an additional \$2,484 to \$2,732, on average.

Performance

- The District accomplished most of its goals, which were based on individual performance.
- Most teachers, librarians, speech pathologists, audiologists, and counselors received acceptable performance evaluations in 17 areas.

Menu

- Teachers assessed students' reading, math, and language arts skills, and adjusted instruction accordingly to increase student achievement.
- Teachers were hired to tutor students with behavioral problems to help ensure they continue to receive instruction and to prevent disruption in regular classes.
- Teachers attended professional development programs.
- One school hired an additional teacher and assistant to reduce class sizes.

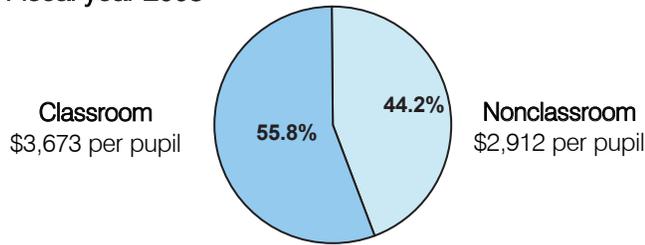
Classroom Dollars and Proposition 301 Results

Casa Grande Union High School District

District size: Medium
 Students attending: 2,722
 Number of schools: 3
 Number of certified teachers: 126

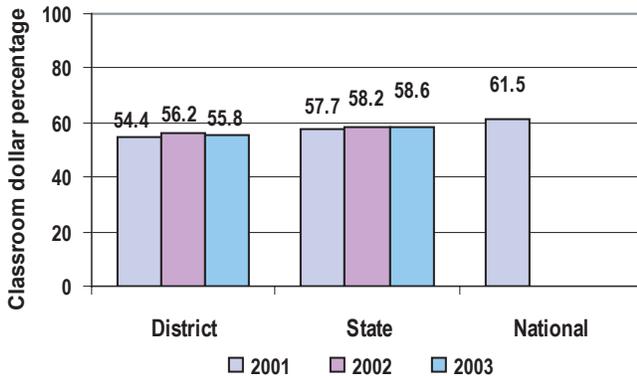
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 127 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	54.4	56.2	55.8	58.6	61.7
Nonclassroom dollars:					
Administration	6.8	10.2	9.4	9.9	10.9
Plant operations	15.1	14.2	11.9	11.7	9.6
Food service	5.7	5.1	4.3	4.6	4.0
Transportation	5.7	5.8	7.2	3.9	4.0
Student support	9.3	7.1	9.8	6.8	5.0
Instruction support	1.1	1.0	1.3	4.3	4.5
Other	1.9	0.4	0.3	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.8	20.3	21.6	17.9
Average teacher salary	\$35,215	\$40,059	\$53,420	\$40,328
Average years' experience	8.9	9.1	9.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$152,652	\$ 228,418
Performance	288,106	458,074
Menu	297,813	462,214
Total	<u>\$738,571</u>	<u>\$1,148,706</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$7,547 in salary, which included fiscal year 2002 monies distributed in fiscal year 2003.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Goals were linked to students' math scores on standardized tests increasing by 5 percent; and to teachers each attending 2 math training sessions; developing and teaching at least 4 math lessons; and receiving acceptable performance evaluations.

Menu

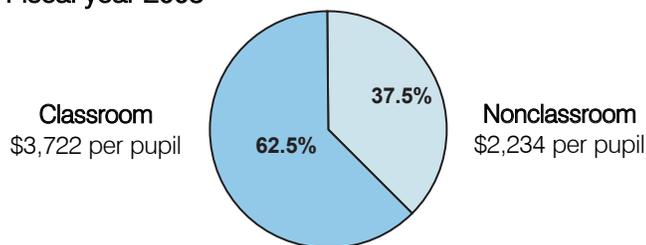
- Monies were used solely to increase eligible employee compensation.

Catalina Foothills Unified School District

District size: Medium
 Students attending: 4,861
 Number of schools: 7
 Number of certified teachers: 298

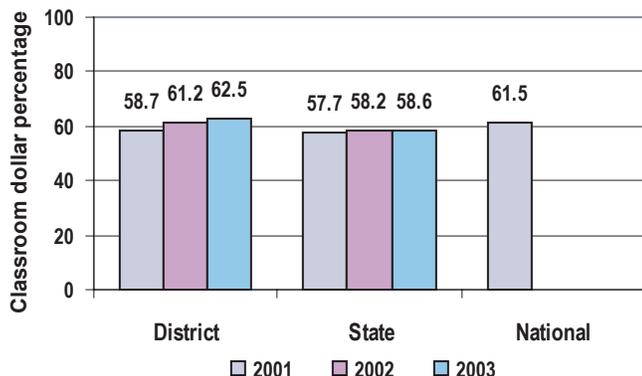
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 22 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	58.7	61.2	62.5	58.6	61.7
Nonclassroom dollars:					
Administration	11.5	10.0	10.6	9.9	10.9
Plant operations	13.2	12.0	12.3	11.7	9.6
Food service	3.8	3.3	2.9	4.6	4.0
Transportation	3.3	4.8	2.8	3.9	4.0
Student support	4.9	4.8	5.1	6.8	5.0
Instruction support	4.2	3.7	3.5	4.3	4.5
Other	0.4	0.2	0.3	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.8	16.7	16.3	17.9
Average teacher salary	\$31,485	\$35,139	\$38,626	\$40,328
Average years' experience	8.1	7.6	7.7	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 251,504	\$ 272,486
Performance	503,169	626,586
Menu	413,034	475,852
Total	\$1,167,707	\$1,374,924

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, and nurse earned an additional \$3,507 in salary.

Performance

- The District accomplished its goals, which were based on school level performance.
- Kindergarten through 8th-grade students' math, language, and reading scores on standardized tests met or exceeded goals.
- High-school students' math and reading scores on standardized tests met or exceeded goals.

Menu

- Monies were primarily used for base salary increases, and to provide extra duty pay for teachers.
- A part-time teacher at each middle school was paid to provide additional counseling, tutoring, and other assistance to 51 at-risk students.

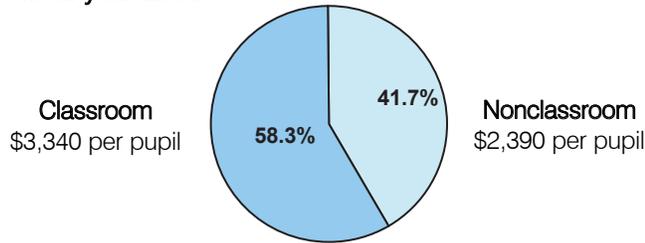
Classroom Dollars and Proposition 301 Results

Cave Creek Unified School District

District size: Medium
 Students attending: 4,930
 Number of schools: 7
 Number of certified teachers: 272

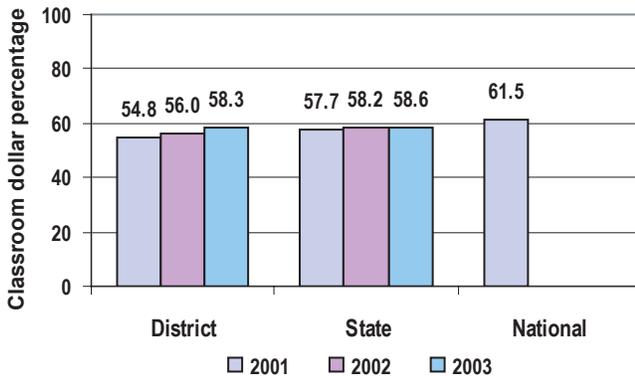
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 85 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	54.8	56.0	58.3	58.6	61.7
Nonclassroom dollars:					
Administration	11.9	11.2	9.3	9.9	10.9
Plant operations	14.0	13.0	12.1	11.7	9.6
Food service	3.2	2.8	3.0	4.6	4.0
Transportation	4.9	5.4	4.9	3.9	4.0
Student support	5.2	5.9	7.5	6.8	5.0
Instruction support	5.9	5.5	4.7	4.3	4.5
Other	0.1	0.2	0.2	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.8	19.1	18.1	17.9
Average teacher salary	\$31,782	\$41,357	\$41,484	\$40,328
Average years' experience	6.7	7.6	7.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 244,419	\$ 254,734
Performance	389,445	490,946
Menu	469,676	563,365
Total	<u>\$1,103,540</u>	<u>\$1,309,045</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, and support specialist earned between \$3,503 and \$3,756 in additional salary.

Performance

- The District accomplished its goal, which was based on individual performance.
- Teachers were required to implement Quality Tools to improve instruction.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Additionally, high-school English and middle-school video production class sections were added to reduce class sizes.
- High school students who had not met State Standards on the AIMS test received math tutoring.
- Teachers attended training sessions on writing, math, reading instruction and comprehension, and other topics.

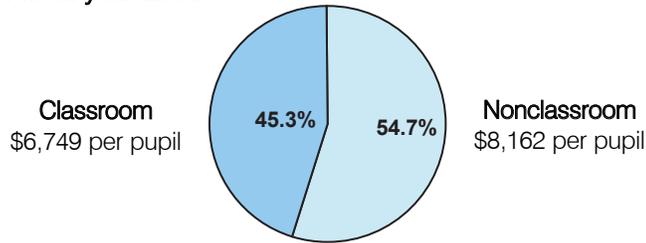
Classroom Dollars and Proposition 301 Results

Cedar Unified School District

District size: Small
 Students attending: 427
 Number of schools: 2
 Number of certified teachers: 40

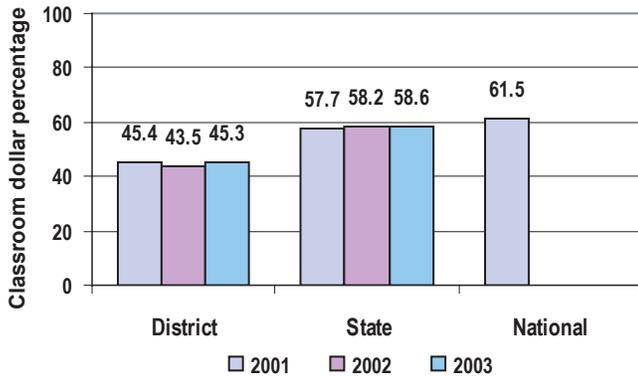
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 212 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	45.4	43.5	45.3	58.6	61.7
Nonclassroom dollars:					
Administration	12.0	13.8	16.5	9.9	10.9
Plant operations	16.7	16.3	14.8	11.7	9.6
Food service	4.1	4.5	3.8	4.6	4.0
Transportation	12.2	11.8	11.0	3.9	4.0
Student support	6.4	6.6	5.2	6.8	5.0
Instruction support	3.2	3.5	3.3	4.3	4.5
Other			0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	12.6	12.9	10.7	17.9
Average teacher salary	\$32,152	\$34,488	\$35,316	\$40,328
Average years' experience	8.8	8.7	8.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$33,033	\$ 22,579
Performance	16,103	9,571
Menu	16,103	79,026
Total	<u>\$65,239</u>	<u>\$111,176</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, counselor, nurse, and curriculum coordinator earned between \$2,250 and \$3,318 in additional salary.

Performance

- The District accomplished about half of its goals, which were based on school and individual performance.
- 3 teachers accomplished the goal of having perfect attendance.
- 14 teachers completed professional development requirements.
- Goals not met involved increasing student attendance and reading skills.

Menu

- Monies were used solely to increase eligible employee compensation.

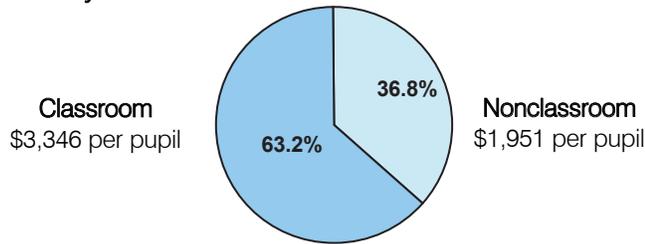
Classroom Dollars and Proposition 301 Results

Chandler Unified School District

District size: Large
 Students attending: 24,500
 Number of schools: 27
 Number of certified teachers: 1,246

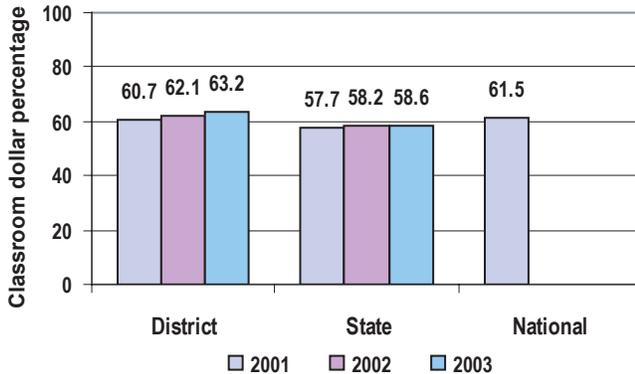
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 14 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	60.7	62.1	63.2	58.6	61.7
Nonclassroom dollars:					
Administration	9.3	8.9	8.5	9.9	10.9
Plant operations	11.3	10.6	10.2	11.7	9.6
Food service	5.1	5.0	4.9	4.6	4.0
Transportation	3.9	3.8	4.0	3.9	4.0
Student support	4.5	4.8	4.4	6.8	5.0
Instruction support	4.9	4.6	4.7	4.3	4.5
Other	0.3	0.2	0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.7	19.0	19.7	17.9
Average teacher salary	\$36,361	\$42,382	\$43,963	\$40,328
Average years' experience	7.2	7.2	7.4	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$1,140,397	\$1,388,587
Performance	1,830,709	810,183
Menu	1,945,473	2,549,687
Total	<u>\$4,916,579</u>	<u>\$4,748,457</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned between \$1,545 and \$4,419 in additional salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Schools were evaluated using student achievement on standardized tests or ADE ratings for AZ LEARNS.
- 17 schools earned 100 percent of performance pay, 11 schools earned 75 percent, 1 earned 50 percent.

Menu

- About one-third of monies were used to increase eligible employee compensation.
- The District hired instructional aides to tutor students and hired teachers to reduce class sizes.
- 8,520 students were impacted by AIMS intervention activities, including tutoring and academic interventions.
- More than 400 teachers participated in professional development activities.
- Monies were also used for dropout prevention activities.

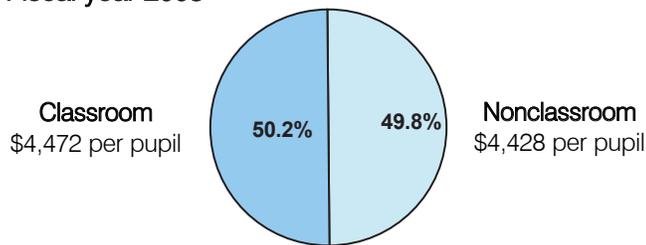
Classroom Dollars and Proposition 301 Results

Chinle Unified School District

District size: Medium
 Students attending: 4,053
 Number of schools: 8
 Number of certified teachers: 266

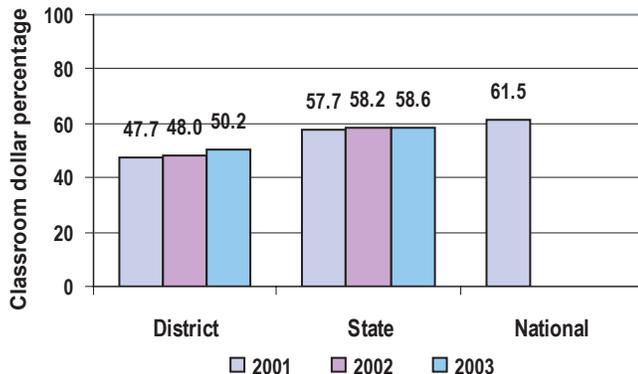
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 189 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	47.7	48.0	50.2	58.6	61.7
Nonclassroom dollars:					
Administration	8.4	8.2	7.8	9.9	10.9
Plant operations	16.6	16.4	15.1	11.7	9.6
Food service	5.8	5.1	5.8	4.6	4.0
Transportation	7.4	7.0	6.8	3.9	4.0
Student support	9.7	12.2	11.8	6.8	5.0
Instruction support	4.4	3.1	2.5	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.1	15.6	15.2	17.9
Average teacher salary	\$33,800	\$41,856	\$39,955	\$40,328
Average years' experience	9.0	9.3	9.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 252,142	\$223,636
Performance	405,066	410,539
Menu	504,276	289,461
Total	<u>\$1,161,484</u>	<u>\$923,636</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, counselor, Junior ROTC Instructor, and the Dean of Students earned an additional \$2,905 in salary.

Performance

- The District accomplished its goal, which was based on school performance.
- Students, on average, improved their reading skills.

Menu

- Teachers and other eligible employees were compensated for increased contact with parents and for improved student attendance.

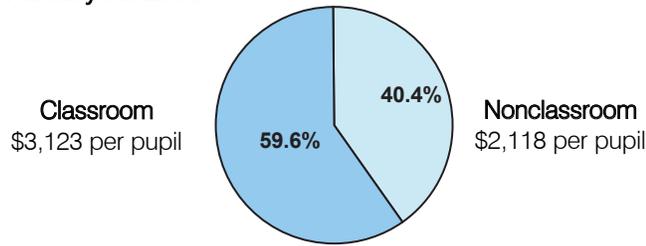
Classroom Dollars and Proposition 301 Results

Chino Valley Unified School District

District size: Medium
 Students attending: 2,505
 Number of schools: 4
 Number of certified teachers: 141

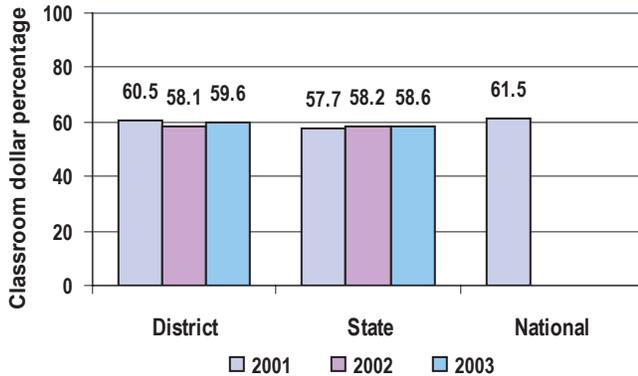
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 56 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	60.5	58.1	59.6	58.6	61.7
Nonclassroom dollars:					
Administration	10.9	12.3	11.9	9.9	10.9
Plant operations	11.9	11.4	9.9	11.7	9.6
Food service	6.0	6.4	6.6	4.6	4.0
Transportation	4.2	4.6	4.5	3.9	4.0
Student support	4.7	5.9	5.5	6.8	5.0
Instruction support	1.8	1.3	1.7	4.3	4.5
Other			0.3	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.3	17.7	17.8	17.9
Average teacher salary	\$29,544	\$32,220	\$34,157	\$40,328
Average years' experience	9.0	9.2	8.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$131,057	\$112,993
Performance		575,344
Menu	264,076	225,989
Total	<u>\$395,133</u>	<u>\$914,326</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,807, in salary. Each librarian, speech pathologist, audiologist, and counselor earned between \$3,660 and \$4,671 in additional salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- School goals were linked to student achievement on standardized tests, attendance, and dropout and graduation rates.
- Individual goals included tutoring, teacher professional development, and participation in leadership activities.
- 74 teachers participated in leadership activities such as mentoring and committee work.
- Teachers also tutored students and attended professional development activities focused on school needs.

Menu

- Monies were used solely to increase eligible employee compensation.

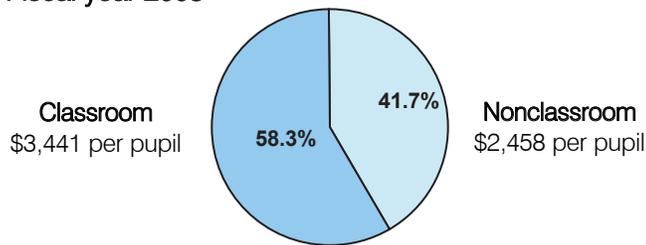
Classroom Dollars and Proposition 301 Results

Clarkdale-Jerome Elementary School District

District size: Small
 Students attending: 345
 Number of schools: 1
 Number of certified teachers: 21

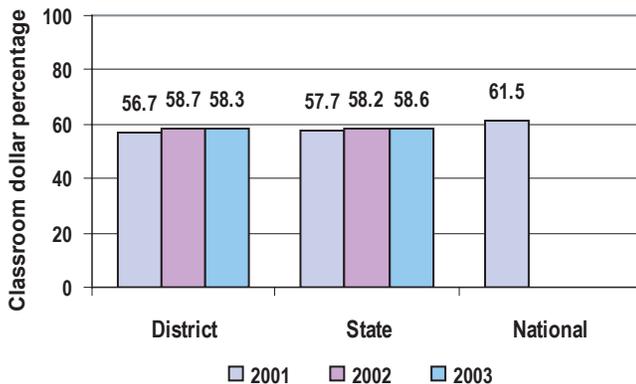
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 84 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.7	58.7	58.3	58.6	61.7
Nonclassroom dollars:					
Administration	8.2	8.0	8.5	9.9	10.9
Plant operations	9.7	9.5	9.8	11.7	9.6
Food service	6.0	7.4	5.9	4.6	4.0
Transportation	4.5	4.8	4.5	3.9	4.0
Student support	7.4	8.7	8.9	6.8	5.0
Instruction support	7.2	2.9	4.1	4.3	4.5
Other	0.3			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.6	17.0	16.4	17.9
Average teacher salary	\$32,467	\$36,320	\$37,154	\$40,328
Average years' experience	9.4	9.1	9.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$20,274	\$21,174
Performance	25,934	24,231
Menu	40,245	46,139
Total	<u>\$86,453</u>	<u>\$91,544</u>

District-reported 2003 results

Teacher pay

- On average, each teacher and counselor earned an additional \$3,114 in salary.

Performance

- The District accomplished its goals, which were based on district performance.
- 91 percent of students demonstrated 1 year's academic progress in math.
- 75 percent of students demonstrated 1 year's academic progress in reading.
- Nearly 98 percent of parent surveys indicated satisfaction with student academic progress, school safety, communication, and other areas.

Menu

- Monies were used to increase eligible employee compensation and pay for AIMS intervention activities.

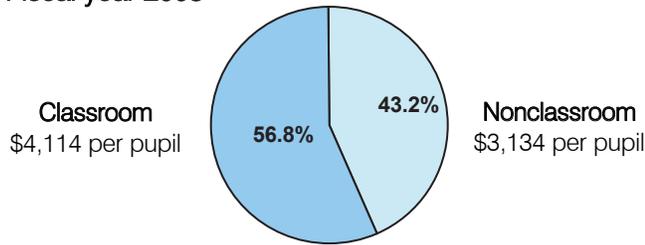
Classroom Dollars and Proposition 301 Results

Clifton Unified School District

District size: Very Small
 Students attending: 194
 Number of schools: 2
 Number of certified teachers: 16

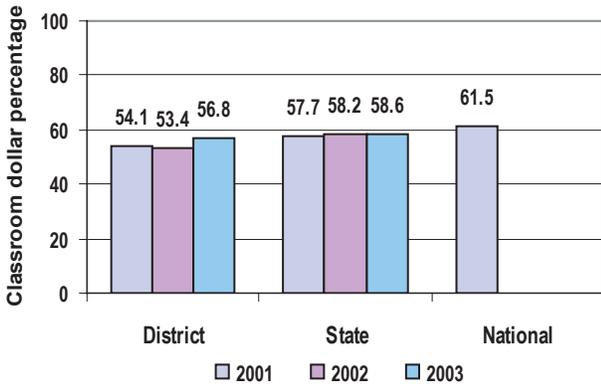
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 110 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	54.1	53.4	56.8	58.6	61.7
Nonclassroom dollars:					
Administration	14.6	16.7	15.8	9.9	10.9
Plant operations	16.1	12.2	8.6	11.7	9.6
Food service	8.9	9.1	8.3	4.6	4.0
Transportation	2.7	2.0	1.9	3.9	4.0
Student support	3.3	6.0	6.8	6.8	5.0
Instruction support	0.3	0.6	1.0	4.3	4.5
Other			0.8	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	14.4	12.8	12.1	17.9
Average teacher salary	\$30,060	\$30,147	\$32,471	\$40,328
Average years' experience	8.6	7.4	7.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$16,389	\$13,712
Performance		57,913
Menu	<u>32,786</u>	<u>26,793</u>
Total	<u>\$49,175</u>	<u>\$98,418</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$4,899 in salary, and the instructional coordinator earned an additional \$2,278.

Performance

- The District accomplished its goals, which were based on individual performance.
- Teachers each completed 30 hours of professional development, implemented 2 new teaching strategies, and received acceptable performance evaluations.

Menu

- Monies were used solely to increase eligible employee compensation.

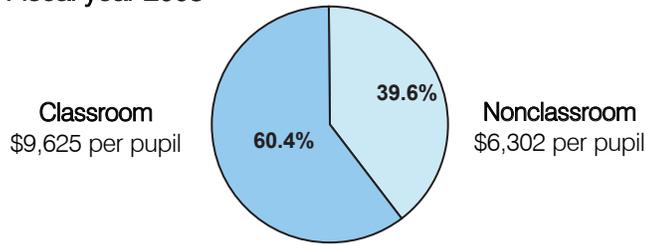
Classroom Dollars and Proposition 301 Results

Cochise Elementary School District

District size: Very Small
 Students attending: 64
 Number of schools: 1
 Number of certified teachers: 9

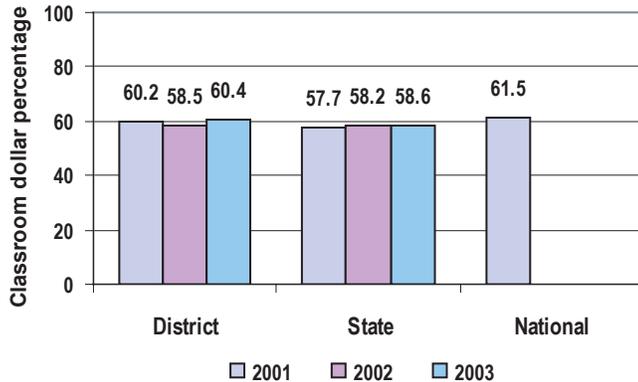
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 41 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	60.2	58.5	60.4	58.6	61.7
Nonclassroom dollars:					
Administration	14.5	14.0	15.8	9.9	10.9
Plant operations	15.7	15.7	14.6	11.7	9.6
Food service	1.0	0.9	3.6	4.6	4.0
Transportation	2.6	2.3	2.2	3.9	4.0
Student support	0.4	2.5	2.4	6.8	5.0
Instruction support	2.1	1.1	1.0	4.3	4.5
Other	3.5	5.0		0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	5.2	4.6	7.1	17.9
Average teacher salary	\$45,664	\$45,059	\$43,909	\$40,328
Average years' experience	11.5	10.3	8.7	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base		\$2,613
Performance		
Menu		2,203
Total	\$0	\$4,816

District-reported 2003 results

Teacher pay

- On average, each teacher and instructional aide earned an additional \$250 in salary.
- Monies were also used to provide \$250 salary increases to non-teaching staff, including the Superintendent, cafeteria manager, bus drivers, custodial and maintenance workers, and others. The District indicated that these other staff interact with students and model behaviors.

Performance

- The District accomplished its goals, which were based on district performance.
- The school achieved a "maintaining" rating by ADE for AZ LEARNS and met adequate yearly progress goals.
- Students' reading scores increased and all kindergarten students were reading.
- Teachers participated in professional development and leadership activities.

Menu

- Monies were used for AIMS Intervention activities including aligning curriculum to state standards, which the District indicated resulted in higher test scores.

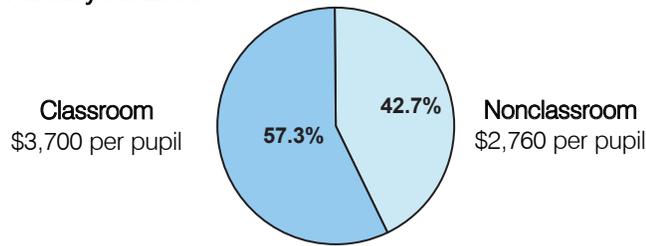
Classroom Dollars and Proposition 301 Results

Coconino County Regional Accommodation School District

District size: Very Small
 Students attending: 36
 Number of schools: NA
 Number of certified teachers: 3

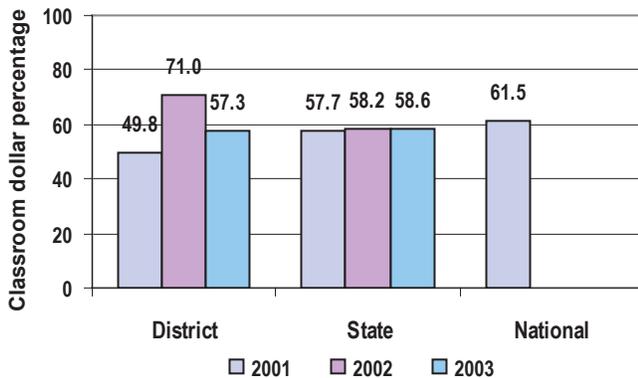
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 100 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	49.8	71.0	57.3	58.6	61.7
Nonclassroom dollars:					
Administration	23.3	25.8	35.7	9.9	10.9
Plant operations	6.8	1.6	2.1	11.7	9.6
Food service				4.6	4.0
Transportation	4.2			3.9	4.0
Student support	11.3	0.4	4.6	6.8	5.0
Instruction support	4.6	1.2	0.3	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	14.5	7.3	12.0	17.9
Average teacher salary	\$26,686	\$32,216	\$31,533	\$40,328
Average years' experience	NA	9.2	10.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 4,800	\$1,958
Performance	8,433	3,948
Menu	430	3,575
Total	<u>\$13,663</u>	<u>\$9,481</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$1,903 in salary.

Performance

- The District's goals were linked to student achievement and attendance, and to teacher evaluations.

Menu

- A part-time math teacher was hired, which reduced class sizes by half.
- Monies were also used to pay for 1 teacher to attend the Chemical Awareness Training Institute.

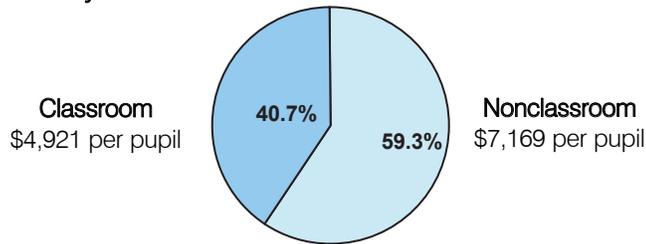
Classroom Dollars and Proposition 301 Results

Colorado City Unified School District

District size: Small
 Students attending: 361
 Number of schools: 3
 Number of certified teachers: 21

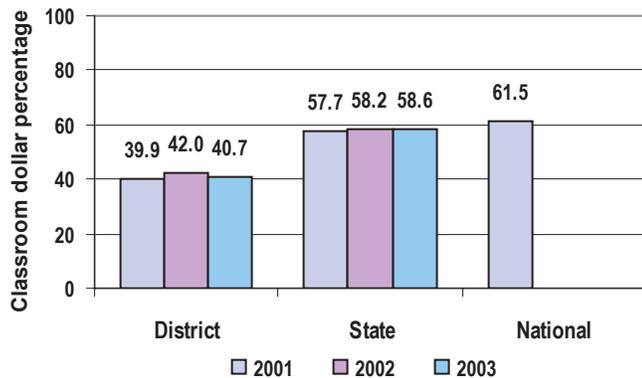
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 218 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	39.9	42.0	40.7	58.6	61.7
Nonclassroom dollars:					
Administration	26.3	24.5	15.7	9.9	10.9
Plant operations	14.2	12.6	18.1	11.7	9.6
Food service			5.4	4.6	4.0
Transportation	3.6	4.0	3.5	3.9	4.0
Student support	7.3	8.4	8.8	6.8	5.0
Instruction support	8.7	8.5	7.3	4.3	4.5
Other			0.5	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.0	18.9	17.2	17.9
Average teacher salary	\$22,299	NA	NA	\$40,328
Average years' experience	10.2	10.9	9.2	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base		\$ 51,046
Performance	\$31,240	53,606
Menu		23,331
Total	<u>\$31,240</u>	<u>\$127,983</u>

District-reported 2003 results

Although required by A.R.S. §15-977.E, the District did not report any results for programs funded with Classroom Site Fund monies.

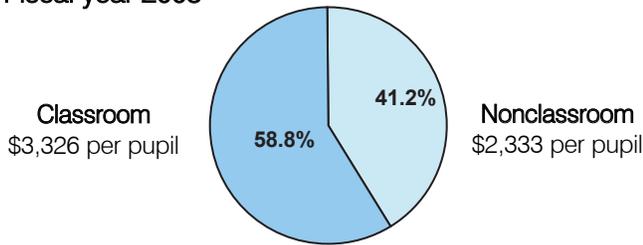
Classroom Dollars and Proposition 301 Results

Colorado River Union High School District

District size: Medium
 Students attending: 1,992
 Number of schools: 2
 Number of certified teachers: 86

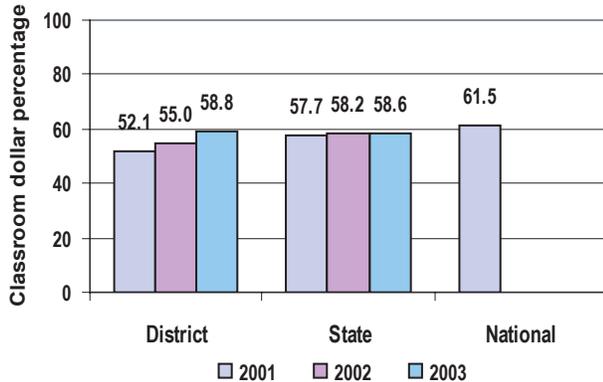
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 76 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	52.1	55.0	58.8	58.6	61.7
Nonclassroom dollars:					
Administration	13.6	11.3	8.7	9.9	10.9
Plant operations	16.0	15.1	13.5	11.7	9.6
Food service	5.4	5.1	5.0	4.6	4.0
Transportation	4.7	4.8	4.4	3.9	4.0
Student support	6.3	6.8	7.0	6.8	5.0
Instruction support	1.1	1.7	2.4	4.3	4.5
Other	0.8	0.2	0.2	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	23.6	25.0	23.2	17.9
Average teacher salary	\$28,770	\$34,926	\$41,315	\$40,328
Average years' experience	8.3	8.8	10.1	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$117,495	\$128,563
Performance	236,247	258,030
Menu	<u>239,773</u>	<u>260,038</u>
Total	<u>\$593,515</u>	<u>\$646,631</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$5,082 in salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- All teachers administered district assessments and completed 15 hours of professional development activities.
- Teachers also received acceptable performance evaluations, attended at least 6 extra-curricular events, and sent course syllabi to parents.

Menu

- 3 new math teachers were hired to reduce average class sizes to 29 students.
- Remaining monies were used to increase compensation.

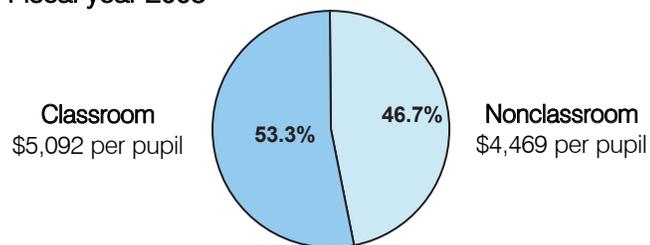
Classroom Dollars and Proposition 301 Results

Concho Elementary School District

District size: Very Small
 Students attending: 172
 Number of schools: 1
 Number of certified teachers: 14

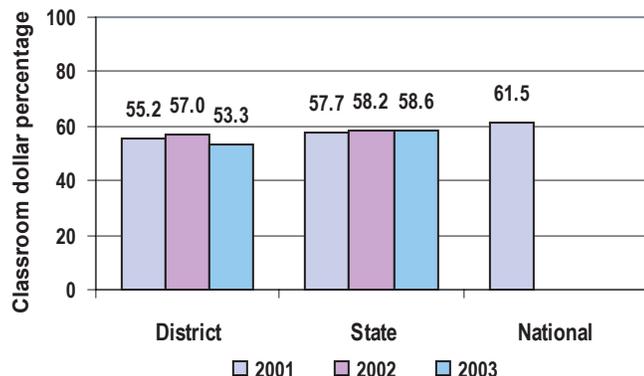
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 162 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	55.2	57.0	53.3	58.6	61.7
Nonclassroom dollars:					
Administration	13.4	14.0	11.0	9.9	10.9
Plant operations	11.2	9.3	12.7	11.7	9.6
Food service	3.9	3.6	3.6	4.6	4.0
Transportation	13.1	12.9	16.7	3.9	4.0
Student support	2.3	1.9	1.4	6.8	5.0
Instruction support	0.9	1.3	1.3	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	12.3	10.8	12.3	17.9
Average teacher salary	\$36,420	\$32,326	\$38,897	\$40,328
Average years' experience	12.3	12.2	12.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 9,930	\$ 9,919
Performance	18,940	17,220
Menu	20,724	6,705
Total	<u>\$49,594</u>	<u>\$33,844</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,033 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- 80 percent of students tested at grade level on the District's assessments of Arizona state standards.
- 60 percent of students met or exceeded the state average in each AIMS test category.
- 70 percent of students scored at or near grade level on standardized tests.

Menu

- Monies were used for teacher compensation increases and to pay for 12 teachers to attend a technology workshop.

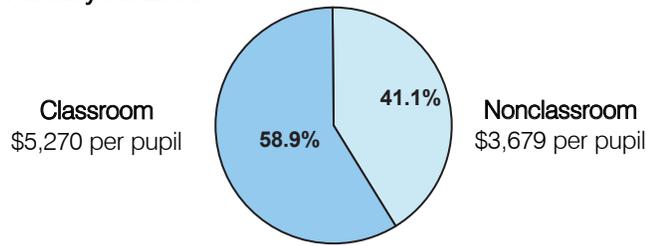
Classroom Dollars and Proposition 301 Results

Congress Elementary School District

District size: Very Small
 Students attending: 112
 Number of schools: 1
 Number of certified teachers: 9

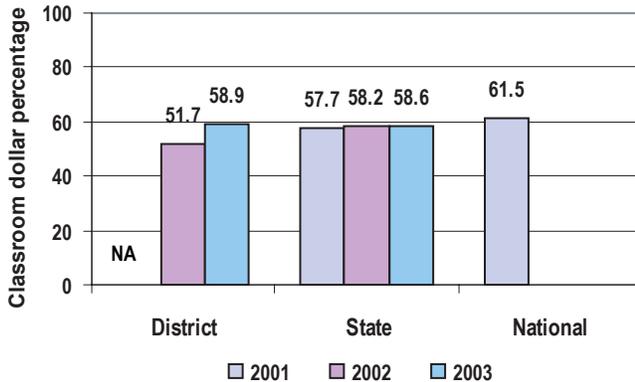
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 73 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	NA	51.7	58.9	58.6	61.7
Nonclassroom dollars:	NA				
Administration		17.3	14.2	9.9	10.9
Plant operations		13.1	9.0	11.7	9.6
Food service		5.4	5.4	4.6	4.0
Transportation		5.2	4.3	3.9	4.0
Student support		1.6	1.7	6.8	5.0
Instruction support		5.7	6.5	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	NA	15.4	12.4	17.9
Average teacher salary	NA	\$37,857	36,361	\$40,328
Average years' experience	NA	9.4	6.7	8.7

Proposition 301

	2002 Expenditures*	2003 Expenditures
Base		\$ 4,979
Performance		4,196
Menu		<u>3,411</u>
Total	NA	<u>\$12,586</u>

*In fiscal year 2002, the District was in its first year of providing classroom instruction and did not receive any Proposition 301 monies.

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$1,461 in salary.

Performance

- The District accomplished most of its goals, which were based on individual performance.
- On average, students in 4 of 5 classes achieved 1 year's academic progress in reading, writing, and math based on pre- and post-test scores.

Menu

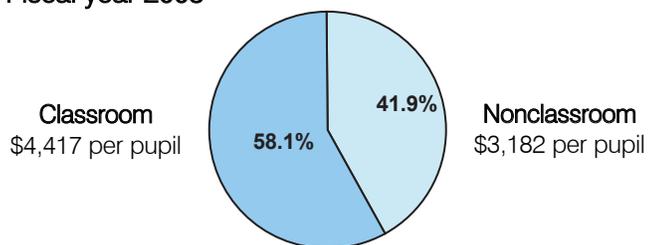
- Monies were used to help pay for dental and vision insurance premiums and to compensate teachers for teaching extra classes.

Continental Elementary School District

District size: Small
 Students attending: 255
 Number of schools: 1
 Number of certified teachers: 19

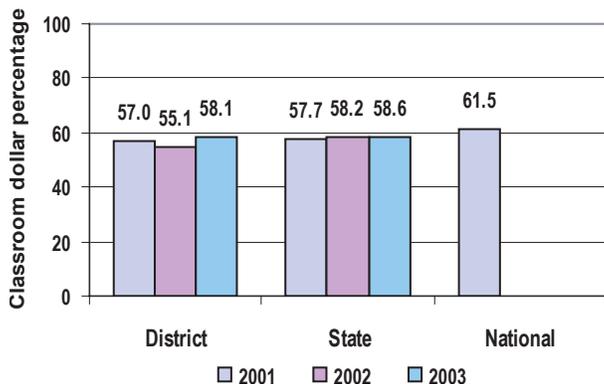
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 89 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	57.0	55.1	58.1	58.6	61.7
Nonclassroom dollars:					
Administration	12.3	13.5	12.3	9.9	10.9
Plant operations	12.2	12.1	13.0	11.7	9.6
Food service	5.2	5.0	5.2	4.6	4.0
Transportation	8.1	8.0	5.6	3.9	4.0
Student support	3.9	3.4	2.9	6.8	5.0
Instruction support	1.3	2.9	2.9	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	12.5	14.2	13.4	17.9
Average teacher salary	\$32,656	\$34,721	\$35,049	\$40,328
Average years' experience	9.2	8.3	8.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$14,653	\$ 12,233
Performance	34,562	37,098
Menu		54,472
Total	\$49,215	\$103,803

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,225 in salary.

Performance

- The District accomplished its goals, which were based on overall district performance.
- Teachers reviewed and updated district documents relating to staff development and reading and writing instruction.
- The District administered a satisfaction survey to parents, students, and staff.
- Student attendance was at least 94 percent.

Menu

- Monies were used to pay for teacher development activities.

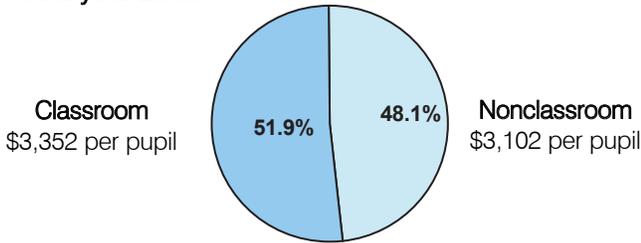
Classroom Dollars and Proposition 301 Results

Coolidge Unified School District

District size: Medium
 Students attending: 2,818
 Number of schools: 8
 Number of certified teachers: 167

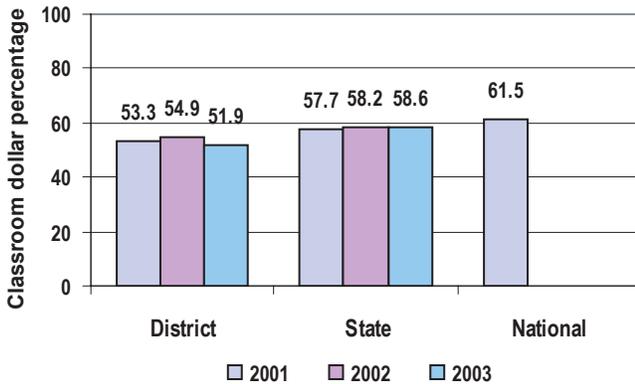
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 182 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	53.3	54.9	51.9	58.6	61.7
Nonclassroom dollars:					
Administration	12.0	11.7	11.8	9.9	10.9
Plant operations	12.1	10.9	12.5	11.7	9.6
Food service	4.9	4.7	4.4	4.6	4.0
Transportation	5.3	4.9	4.8	3.9	4.0
Student support	7.9	8.2	9.0	6.8	5.0
Instruction support	4.5	4.7	4.6	4.3	4.5
Other			1.0	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.7	16.2	16.9	17.9
Average teacher salary	\$29,401	\$35,500	\$35,449	\$40,328
Average years' experience	7.4	7.1	7.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$159,185	\$171,795
Performance	328,618	315,614
Menu	<u>303,206</u>	<u>168,982</u>
Total	<u>\$791,009</u>	<u>\$656,391</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, and curriculum coach earned between \$2,626 and \$3,080 in additional salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- Students, on average, demonstrated 12 percent academic growth in language arts.
- Teacher attendance improved.
- Schools accomplished goals involving such things as increased teacher accountability and professional development, and increased parent outreach activities.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Additionally, the District continued to use monies to pay for curriculum planning, mini-assessment development, after-school tutoring, and summer- and recovery-school programs.

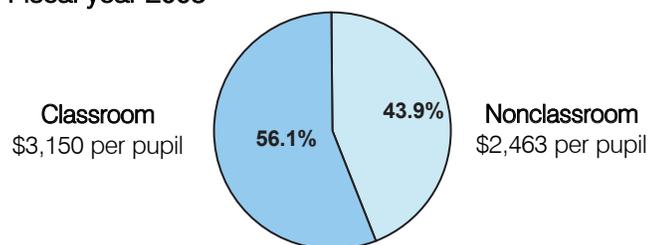
Classroom Dollars and Proposition 301 Results

Cottonwood-Oak Creek Elementary School District

District size: Medium
 Students attending: 2,392
 Number of schools: 4
 Number of certified teachers: 135

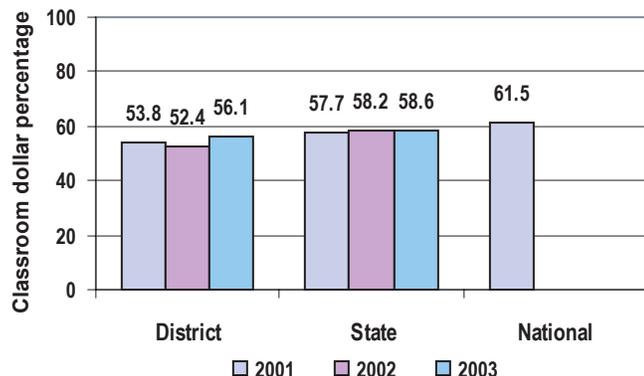
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 120 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	53.8	52.4	56.1	58.6	61.7
Nonclassroom dollars:					
Administration	12.3	13.1	12.4	9.9	10.9
Plant operations	13.3	12.4	10.5	11.7	9.6
Food service	7.9	9.2	8.7	4.6	4.0
Transportation	4.1	3.8	3.4	3.9	4.0
Student support	5.9	5.7	7.4	6.8	5.0
Instruction support	1.9	3.4	1.5	4.3	4.5
Other	0.8			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.5	18.0	17.7	17.9
Average teacher salary	\$30,978	\$36,473	\$33,561	\$40,328
Average years' experience	8.3	7.8	8.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 94,213	\$102,348
Performance	193,553	259,128
Menu	188,429	261,320
Total	<u>\$476,195</u>	<u>\$622,796</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and speech pathologist earned between \$3,454 and \$4,163 in additional salary, which includes fiscal year 2002 performance pay distributed in fiscal year 2003.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- On average, student scores on standardized tests increased district-wide.
- Students at each school, on average, improved writing or literacy skills.
- Teachers earned acceptable performance evaluations.

Menu

- Monies were used solely to increase eligible employee compensation.

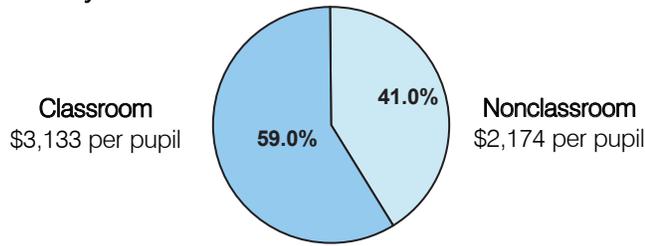
Classroom Dollars and Proposition 301 Results

Crane Elementary School District

District size:	Large
Students attending:	5,367
Number of schools:	7
Number of certified teachers:	303

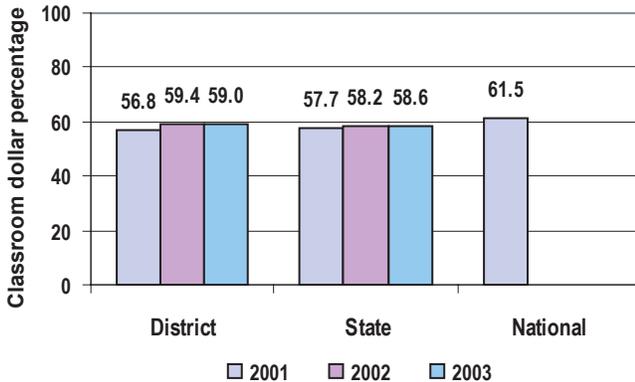
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 66 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.8	59.4	59.0	58.6	61.7
Nonclassroom dollars:					
Administration	13.8	12.8	10.9	9.9	10.9
Plant operations	9.8	10.0	11.6	11.7	9.6
Food service	6.9	6.4	5.8	4.6	4.0
Transportation	3.7	3.6	3.5	3.9	4.0
Student support	5.5	4.9	4.9	6.8	5.0
Instruction support	3.3	2.9	4.3	4.3	4.5
Other	0.2			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.6	18.7	17.7	17.9
Average teacher salary	\$31,174	\$35,880	\$35,265	\$40,328
Average years' experience	8.4	8.4	8.1	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 276,526	\$ 262,854
Performance	541,168	303,306
Menu	506,355	485,583
Total	<u>\$1,324,049</u>	<u>\$1,051,743</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$2,700 in salary, and each librarian, counselor, and facilitator earned an additional \$900, which includes performance pay distributed in fiscal year 2004.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- The number of students reading at grade level increased by 7 percent, on average.
- Each teacher tutored 5 students in reading.

Menu

- Monies were primarily used to pay for AIMS intervention activities, including all-day kindergarten at one school, reading tutoring for at-risk students, a language camp, and before- and after-school programs.
- 1 school hired instructional aides to reduce class sizes.
- 2 facilitators were hired to provide staff development and mentor teachers at 2 schools. 20 students, who otherwise may have been suspended or expelled, received instruction in an alternative setting.

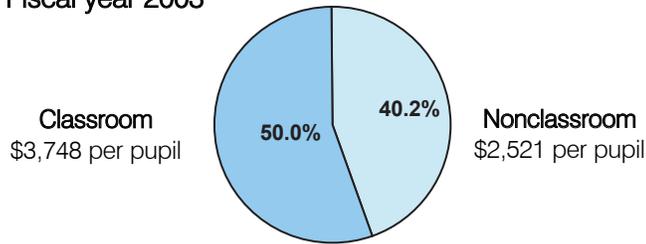
Classroom Dollars and Proposition 301 Results

Creighton Elementary School District

District size: Large
 Students attending: 7,970
 Number of schools: 9
 Number of certified teachers: 454

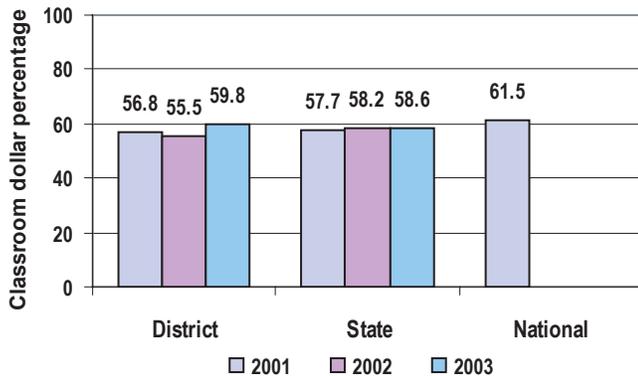
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 51 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.8	55.5	59.8	58.6	61.7
Nonclassroom dollars:					
Administration	9.0	9.1	8.0	9.9	10.9
Plant operations	11.3	12.0	10.7	11.7	9.6
Food service	6.2	6.8	7.5	4.6	4.0
Transportation	2.6	2.6	2.7	3.9	4.0
Student support	7.0	7.1	6.8	6.8	5.0
Instruction support	7.1	6.9	4.5	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.4	19.9	17.6	17.9
Average teacher salary	\$33,577	\$36,026	\$38,949	\$40,328
Average years' experience	7.2	7.3	7.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 487,652	\$ 443,431
Performance	319,188	809,409
Menu	707,920	1,005,345
Total	<u>\$1,514,760</u>	<u>\$2,258,185</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and audiologist earned an additional \$4,261 in salary.

Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- Goals involved student achievement on standardized tests, student and teacher attendance, parent and student satisfaction, and teacher evaluations.
- Student attendance at individual schools either improved compared to last year, or was 96 percent or higher.
- Teachers were absent 4 days or fewer.

Menu

- Monies were used solely to increase eligible employee compensation.

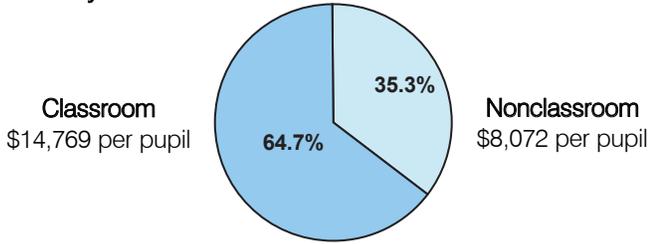
Classroom Dollars and Proposition 301 Results

Crown King Elementary School District

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

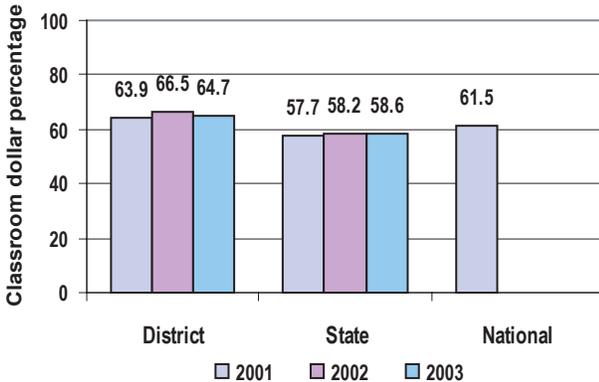
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 8 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	63.9	66.5	64.7	58.6	61.7
Nonclassroom dollars:					
Administration	10.4	13.2	11.8	9.9	10.9
Plant operations	14.5	11.2	12.3	11.7	9.6
Food service				4.6	4.0
Transportation	0.7	1.0	0.6	3.9	4.0
Student support	8.3	7.2	9.5	6.8	5.0
Instruction support	2.2	0.9	1.1	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	5.7	5.0	5.0	17.9
Average teacher salary	\$30,000	\$33,940	\$37,113	\$40,328
Average years' experience	15.0	15.0	15.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 338	\$ 402
Performance	676	800
Menu	626	849
Total	<u>\$1,640</u>	<u>\$2,051</u>

District-reported 2003 results

Teacher pay

- The teacher earned an additional \$1,198 in salary.

Performance

- The District accomplished its goal, which required the teacher to participate on a committee to revise the AIMS test.

Menu

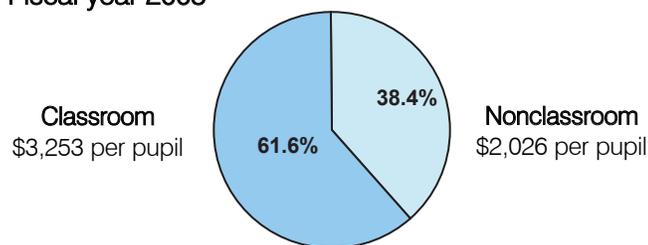
- Monies were used to help pay for health insurance premiums.

Deer Valley Unified School District

District size: Large
 Students attending: 29,037
 Number of schools: 32
 Number of certified teachers: 1,568

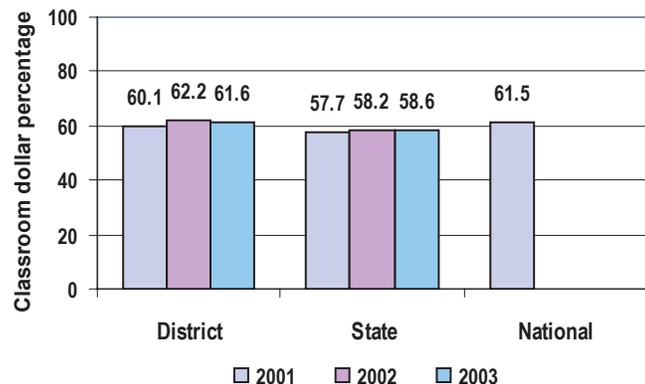
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 30 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	60.1	62.2	61.6	58.6	61.7
Nonclassroom dollars:					
Administration	9.9	9.8	9.7	9.9	10.9
Plant operations	11.8	10.2	10.7	11.7	9.6
Food service	4.8	4.6	4.4	4.6	4.0
Transportation	5.4	4.9	4.5	3.9	4.0
Student support	5.0	5.7	5.8	6.8	5.0
Instruction support	2.6	2.4	2.7	4.3	4.5
Other	0.4	0.2	0.6	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	19.0	18.1	18.5	17.9
Average teacher salary	\$35,197	\$40,564	\$40,885	\$40,328
Average years' experience	7.2	6.9	7.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$1,698,036	\$1,340,556
Performance	2,865,952	3,118,287
Menu	3,396,074	2,612,302
Total	\$7,960,062	\$7,071,145

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned between \$3,252 and \$3,682 in additional salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Goals were linked to student achievement on standardized tests, increases in the amount of after-school tutoring offered, improvements in the graduation and dropout rates, and a satisfaction survey.

Menu

- Monies were used primarily to increase eligible employee compensation.
- An alternative education program serving long-term suspended and other students was funded.
- 3 teachers provided training and technical assistance to teachers at 32 schools in reading, writing, and math.
- 8 teachers were hired to help reduce class sizes.
- 200 teachers participated in an induction program featuring ongoing workshops, mentoring, and coaching.

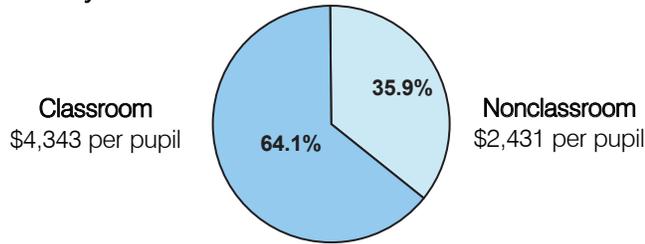
Classroom Dollars and Proposition 301 Results

Double Adobe Elementary School District

District size: Very Small
 Students attending: 54
 Number of schools: 1
 Number of certified teachers: 4

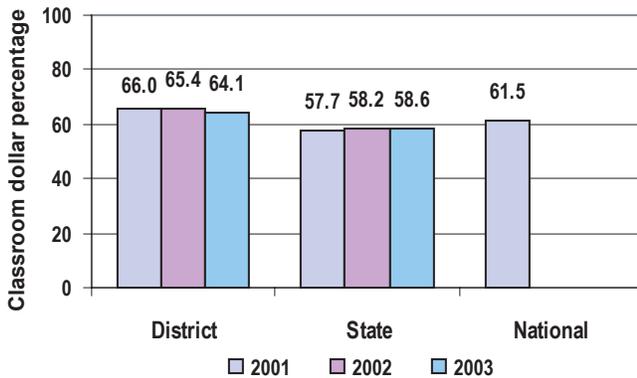
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 12 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	66.0	65.4	64.1	58.6	61.7
Nonclassroom dollars:					
Administration	13.7	14.0	13.0	9.9	10.9
Plant operations	9.4	9.1	9.0	11.7	9.6
Food service				4.6	4.0
Transportation	3.6	4.1	4.3	3.9	4.0
Student support	5.6	6.0	8.7	6.8	5.0
Instruction support	1.7	1.4	0.9	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	14.4	15.8	13.5	17.9
Average teacher salary	\$34,085	\$38,919	NA	\$40,328
Average years' experience	12.2	13.0	13.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$2,049	\$ 5,411
Performance		5,917
Menu	<u>2,049</u>	<u>7,063</u>
Total	<u>\$4,098</u>	<u>\$18,391</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$4,595 in salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Goals were linked to attendance at a school open house and family night activities, and parent participation in a survey and parent teacher conferences.
- Additionally, students were required to demonstrate 1 year's academic progress.
- Teachers were required to complete 20 hours of professional development.

Menu

- 1 teacher was compensated for teaching summer school.
- All teachers were compensated for initiating activities to increase AIMS test scores.

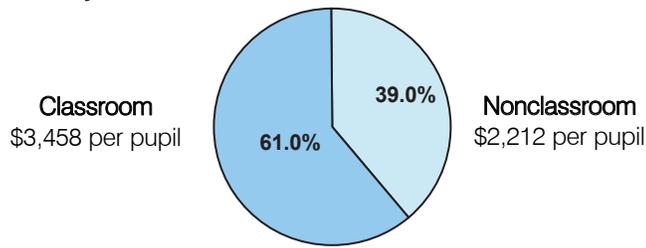
Classroom Dollars and Proposition 301 Results

Douglas Unified School District

District size: Medium
 Students attending: 3,981
 Number of schools: 11
 Number of certified teachers: 215

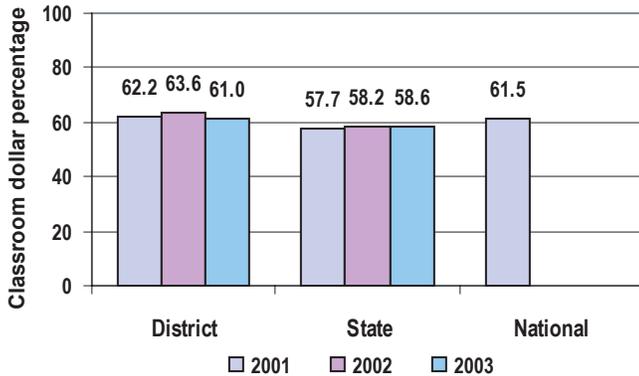
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 37 of 226 districts.

3-year comparison



Expenditures by function

	District			State 2003	National 2000
	2001	2002	2003		
Classroom dollars	62.2	63.6	61.0	58.6	61.7
Nonclassroom dollars:					
Administration	11.8	11.3	12.9	9.9	10.9
Plant operations	11.4	10.3	11.3	11.7	9.6
Food service	5.9	5.7	5.4	4.6	4.0
Transportation	1.4	1.3	1.1	3.9	4.0
Student support	5.3	5.9	6.6	6.8	5.0
Instruction support	2.0	1.8	1.7	4.3	4.5
Other		0.1		0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.9	18.6	18.5	17.9
Average teacher salary	\$31,458	NA	\$38,698	\$40,328
Average years' experience	9.4	9.5	9.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 259,756	\$234,145
Performance	419,374	186,250
Menu	494,207	468,298
Total	<u>\$1,173,337</u>	<u>\$888,693</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$4,714 in salary.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Students at 9 of 11 schools made adequate yearly progress.
- Schools sponsored extra activities related to mentoring and parent involvement.
- Teachers attended 14 professional development activities during the year and received acceptable performance evaluations.

Menu

- Monies were used solely to increase eligible employee compensation.

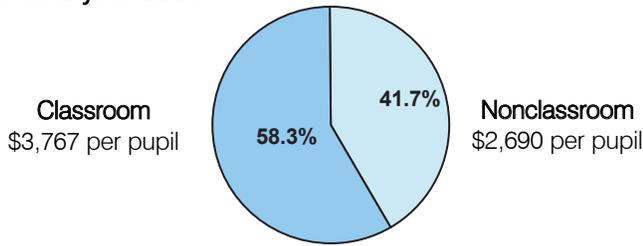
Classroom Dollars and Proposition 301 Results

Duncan Unified School District

District size: Small
 Students attending: 521
 Number of schools: 3
 Number of certified teachers: 36

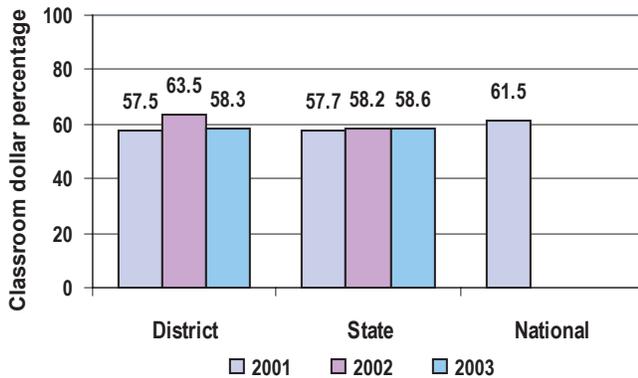
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 83 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	57.5	63.5	58.3	58.6	61.7
Nonclassroom dollars:	NA				
Administration		10.4	10.8	9.9	10.9
Plant operations		13.9	14.9	11.7	9.6
Food service		4.1	3.6	4.6	4.0
Transportation		4.1	4.1	3.9	4.0
Student support		3.6	6.2	6.8	5.0
Instruction support		0.4	2.1	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.2	14.2	14.5	17.9
Average teacher salary	\$28,445	\$34,091	\$34,294	\$40,328
Average years' experience	9.6	10.2	10.4	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 37,609	\$ 32,812
Performance	54,373	79,358
Menu	75,224	65,612
Total	<u>\$167,206</u>	<u>\$177,782</u>

District-reported 2003 results

Teacher pay

- On average, each teacher and counselor earned an additional \$2,990 in salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- Each teacher completed 30 hours of professional development activities.
- Teachers aligned daily lesson plans to state standards.
- The District aligned teacher evaluations to new state standards, and evaluated teachers.

Menu

- Monies were used solely to increase eligible employee compensation.

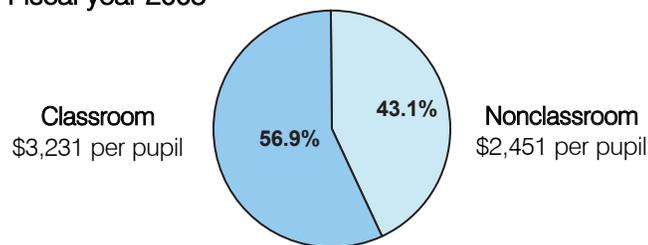
Classroom Dollars and Proposition 301 Results

Dysart Unified School District

District size: Large
 Students attending: 8,322
 Number of schools: 9
 Number of certified teachers: 445

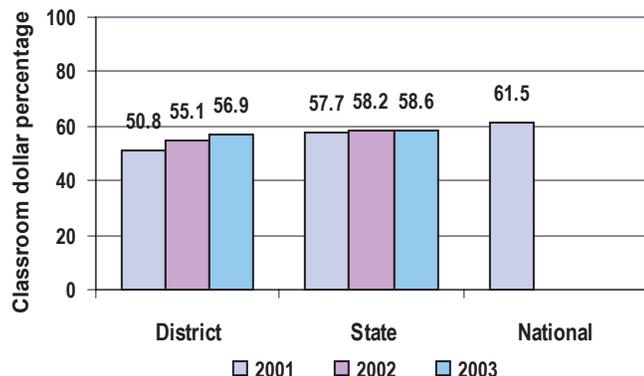
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 109 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	50.8	55.1	56.9	58.6	61.7
Nonclassroom dollars:					
Administration	10.1	9.5	9.2	9.9	10.9
Plant operations	11.7	10.5	9.3	11.7	9.6
Food service	6.8	5.4	5.4	4.6	4.0
Transportation	4.8	4.4	5.1	3.9	4.0
Student support	7.1	7.0	6.7	6.8	5.0
Instruction support	8.3	8.1	7.4	4.3	4.5
Other	0.4			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	20.6	19.8	18.7	17.9
Average teacher salary	\$32,100	\$36,775	\$35,909	\$40,328
Average years' experience	7.6	7.2	6.1	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$293,434	\$ 407,838
Performance		418,083
Menu	<u>581,778</u>	<u>653,489</u>
Total	<u><u>\$875,212</u></u>	<u><u>\$1,479,410</u></u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, mentor, social worker, and therapist earned an additional \$1,975 in salary.

Performance

- The District accomplished most of its goals, which were based on individual and school performance. However, some monies were not paid out until December 2003, after performance results were determined.
- Teachers earned performance pay based on their attendance or participation in extracurricular activities, and for accomplishing 3 individual academically oriented goals.
- Other goals were linked to high-school student attendance, graduation and dropout rates, and to elementary-school student achievement.

Menu

- Monies were used solely to increase eligible employee compensation.

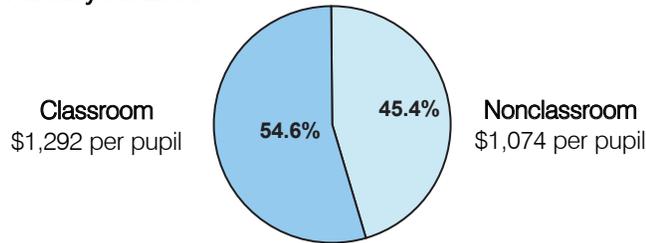
Classroom Dollars and Proposition 301 Results

East Valley Institute of Technology

District size: Medium
 Students attending: 4,031
 Number of schools: 1
 Number of certified teachers: 54

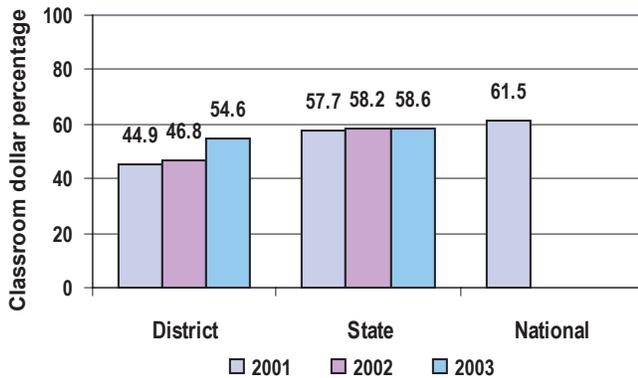
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 143 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	44.9	46.8	54.6	58.6	61.7
Nonclassroom dollars:					
Administration	15.7	20.6	19.8	9.9	10.9
Plant operations	17.9	22.5	16.4	11.7	9.6
Food service				4.6	4.0
Transportation				3.9	4.0
Student support	11.6	9.4	8.5	6.8	5.0
Instruction support	5.2	0.7	0.7	4.3	4.5
Other	4.7			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	36.3	52.4	74.6	17.9
Average teacher salary	\$35,980	\$44,322	\$48,483	\$40,328
Average years' experience	13.7	13.5	13.4	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 79,965	\$ 99,945
Performance	152,497	225,634
Menu	79,605	144,746
Total	<u>\$312,067</u>	<u>\$470,325</u>

District-reported 2003 results

Teacher pay

- On average, each teacher and counselor earned between \$5,838 and \$6,532 in additional salary.

Performance

- The District accomplished its performance goals, which were based on district performance.
- The District's PASS program assists students who are earning failing grades or who have attendance problems to receive additional tutoring, instruction, and counseling. 48 percent of the 1,215 students referred to the program improved their grades to a C or better. Additionally, attendance problems were minimized for 48 percent of students referred to PASS.

Menu

- An instructional aide was hired to reduce automotive class sizes and to help work with students.
- Teachers earned up to \$1,000 each, or \$500 per semester, for having 1 or fewer absences during the year. 63 percent of teachers earned monies the first semester, and 47 percent earned monies the second.
- Teachers also earned \$1 per student placed in a job.

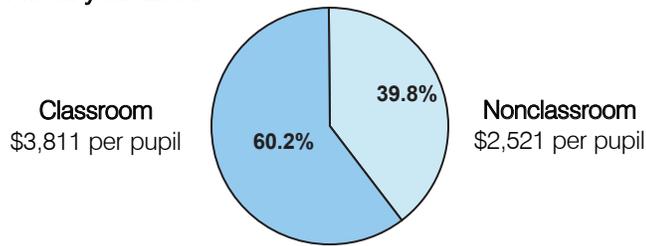
Classroom Dollars and Proposition 301 Results

Elfrida Elementary School District

District size: Very Small
 Students attending: 170
 Number of schools: 1
 Number of certified teachers: 10

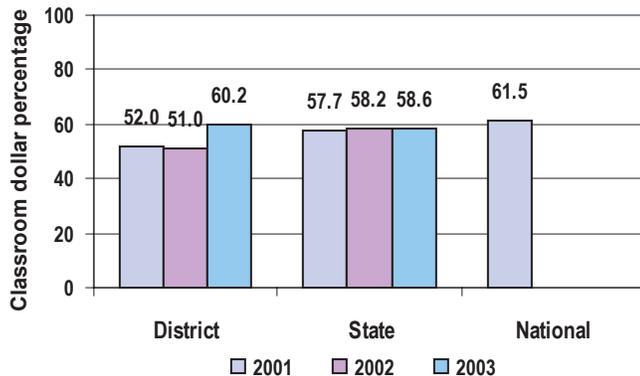
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 44 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	52.0	51.0	60.2	58.6	61.7
Nonclassroom dollars:					
Administration	21.4	22.5	15.4	9.9	10.9
Plant operations	8.3	8.1	9.0	11.7	9.6
Food service			2.9	4.6	4.0
Transportation	6.2	4.1	4.1	3.9	4.0
Student support	4.1	8.8	8.4	6.8	5.0
Instruction support	4.7	4.6		4.3	4.5
Other	3.3	0.9		0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.0	18.2	17.0	17.9
Average teacher salary	\$30,182	\$35,163	\$38,311	\$40,328
Average years' experience	10.3	11.2	11.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 5,788	\$16,887
Performance	10,468	24,732
Menu	13,239	20,965
Total	<u>\$29,495</u>	<u>\$62,584</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$5,961 in salary, and an instructional aide earned an additional \$300.

Performance

- The District accomplished its goals, which were linked to district and individual performance.
- Student scores on standardized tests improved.
- Additional testing was implemented to guide instruction.
- Teachers continued to gain technology skills and technology competencies were added to evaluations.
- The District offered after-school tutoring and developed a Web site to help parents track student achievements.
- Student attendance was 96 percent or higher.

Menu

- Monies were primarily used to compensate teachers whose students demonstrated more than 1 year's academic growth, or who scored above the 55th-percentile on a standardized test.
- Monies were also used to pay for expenses associated with professional development activities.

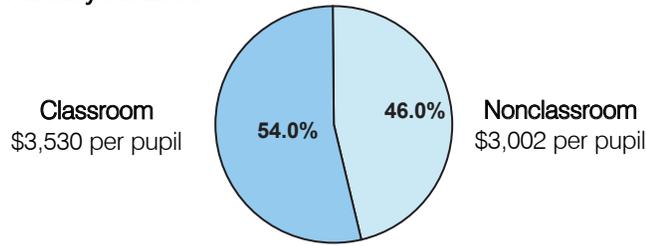
Classroom Dollars and Proposition 301 Results

Eloy Elementary School District

District size:	Medium
Students attending:	1,129
Number of schools:	4
Number of certified teachers:	70

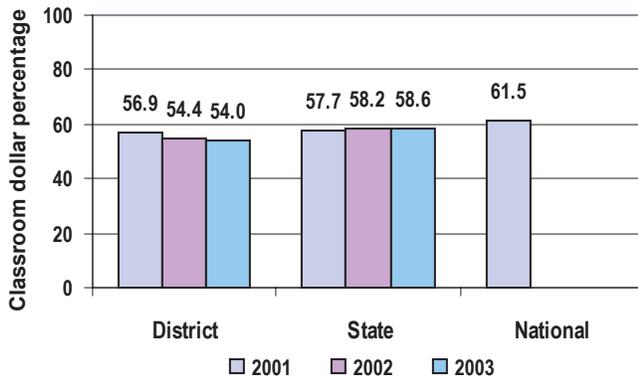
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 153 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.9	54.4	54.0	58.6	61.7
Nonclassroom dollars:					
Administration	10.4	10.4	12.2	9.9	10.9
Plant operations	11.4	11.9	11.7	11.7	9.6
Food service	8.1	7.9	8.0	4.6	4.0
Transportation	3.4	4.2	3.2	3.9	4.0
Student support	7.6	8.9	8.2	6.8	5.0
Instruction support	2.0	2.2	2.7	4.3	4.5
Other	0.2	0.1		0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.0	16.0	16.1	17.9
Average teacher salary	\$27,391	\$33,860	\$32,154	\$40,328
Average years' experience	8.8	8.3	7.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 55,918	\$ 55,682
Performance	128,766	120,919
Menu	123,841	116,615
Total	<u>\$308,525</u>	<u>\$293,216</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, speech pathologist, audiologist, and counselor earned an additional \$2,455 in salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- At least 30 students' test scores increased enough to move into a higher quartile when compared to their last year's scores.
- Student attendance was above 94 percent.
- Teachers received acceptable performance evaluations and worked with academic coaches to implement lesson plans that use a standards-based learning approach.

Menu

- Monies were used to pay academic coaches who provided mentoring and instruction to help teachers improve teaching methods and align curriculum to state standards.
- Monies were also used to help pay for health insurance.

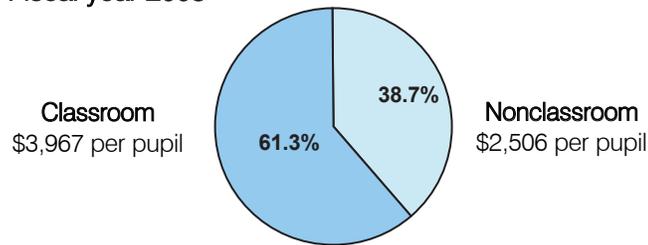
Classroom Dollars and Proposition 301 Results

Flagstaff Unified School District

District size: Large
 Students attending: 10,985
 Number of schools: 21
 Number of certified teachers: 723

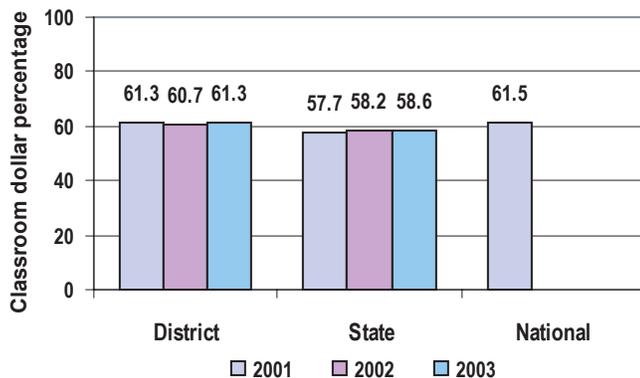
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 35 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	61.3	60.7	61.3	58.6	61.7
Nonclassroom dollars:	NA				
Administration	8.6		9.0	9.9	10.9
Plant operations	10.9		9.4	11.7	9.6
Food service	3.4		2.9	4.6	4.0
Transportation	4.9		4.8	3.9	4.0
Student support	5.6		7.2	6.8	5.0
Instruction support	5.2		4.9	4.3	4.5
Other	0.1		0.5	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.4	14.8	15.2	17.9
Average teacher salary	\$32,738	\$36,300	\$38,000	\$40,328
Average years' experience	9.4	9.4	9.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 726,273	\$ 623,815
Performance	822,436	1,583,665
Menu	1,449,571	1,279,545
Total	\$2,998,280	\$3,487,025

District-reported 2003 results

Teacher pay

- On average, each teacher, counselor, and nurse earned between \$3,149 and \$3,904 in additional salary, which includes fiscal year 2002 performance pay distributed in fiscal year 2003.

Performance

- The District accomplished its goals, which were based on school performance.
- Goals were linked to student achievement and attendance, dropout and graduation rates, and parent and student satisfaction.

Menu

- Monies were used to provide base pay increases for eligible employees, and to compensate them for working additional planning days.

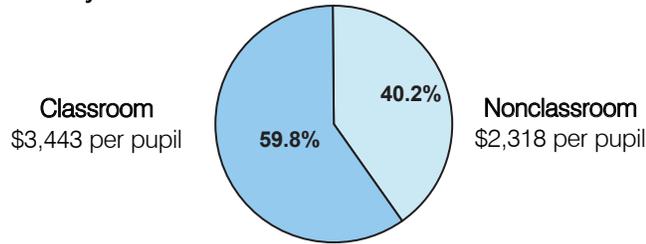
Classroom Dollars and Proposition 301 Results

Florence Unified School District

District size: Medium
 Students attending: 1,909
 Number of schools: 5
 Number of certified teachers: 132

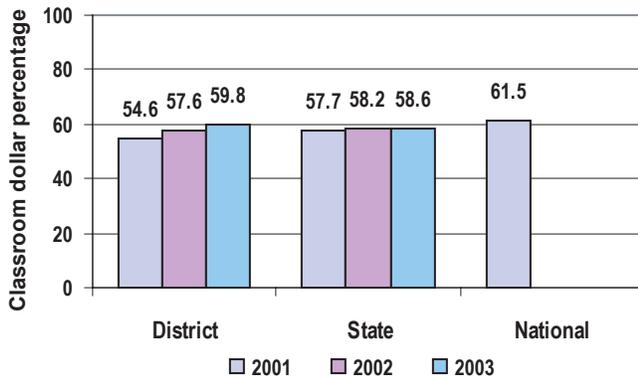
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 52 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	54.6	57.6	59.8	58.6	61.7
Nonclassroom dollars:					
Administration	16.5	14.8	9.9	12.6	10.9
Plant operations	12.4	11.0	11.7	12.7	9.6
Food service	3.8	3.2	4.6	4.6	4.0
Transportation	5.4	5.6	3.9	5.5	4.0
Student support	5.5	5.1	6.8	3.6	5.0
Instruction support	1.4	2.7	4.3	1.1	4.5
Other	0.4		0.2	0.1	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.3	17.2	14.5	17.9
Average teacher salary	\$29,318	\$33,911	\$34,100	\$40,328
Average years' experience	7.1	6.4	5.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 82,065	\$108,000
Performance	122,151	162,301
Menu	155,534	167,813
Total	<u>\$359,750</u>	<u>\$438,114</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned between \$1,699 and \$3,792 in additional salary, and the counselor and staff development specialist earned an additional \$753.

Performance

- The District accomplished its goals, which were based on a combination of district, school, and individual performance.
- Goals called for students, on average, to demonstrate 1 year's academic progress in math, reading, and writing, and for teachers to complete at least 40 hours of professional development activities and receive acceptable performance evaluations.

Menu

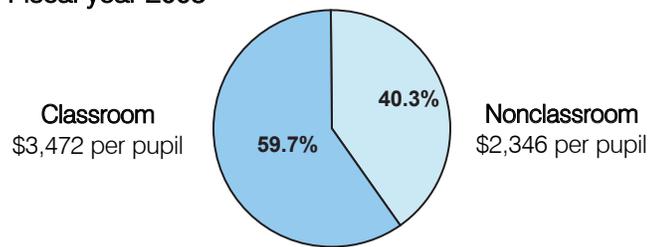
- Monies were used to compensate eligible employees for participating in professional development activities.

Flowing Wells Unified School District

District size: Large
 Students attending: 5,757
 Number of schools: 10
 Number of certified teachers: 307

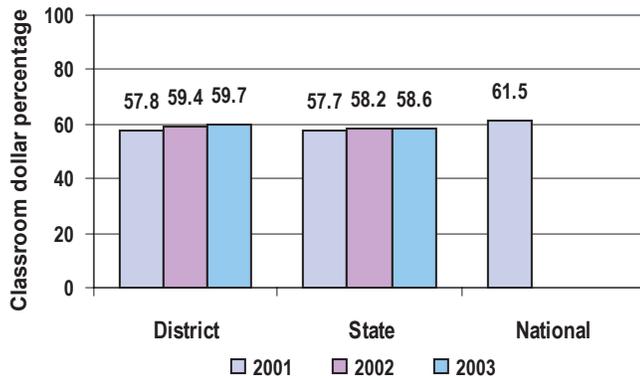
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 54 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	57.8	59.4	59.7	58.6	61.7
Nonclassroom dollars:					
Administration	8.8	9.4	9.0	9.9	10.9
Plant operations	14.7	12.9	14.0	11.7	9.6
Food service	6.4	6.0	5.8	4.6	4.0
Transportation	3.1	2.9	3.1	3.9	4.0
Student support	7.4	8.0	6.5	6.8	5.0
Instruction support	1.4	1.3	1.8	4.3	4.5
Other	0.4	0.1	0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	19.0	18.8	18.8	17.9
Average teacher salary	\$31,529	\$35,312	\$35,821	\$40,328
Average years' experience	8.4	8.8	9.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 285,325	\$ 286,716
Performance	588,438	592,485
Menu	641,475	656,260
Total	<u>\$1,515,238</u>	<u>\$1,535,461</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$3,280 in salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- Elementary-school goals were linked to increased student achievement, teacher involvement in leadership activities, parent and student satisfaction, and homework completion rates.
- Junior high-school goals focused on improvements to student writing skills and attendance.
- High-school goals focused on increased student achievement and school safety.

Menu

- 10 teachers were hired to reduce class sizes.
- Eligible employees received compensation increases.
- 1,450 students participated in dropout prevention activities, including after-school tutoring and study halls.
- The high-school dropout rate declined by 3.01 percent.

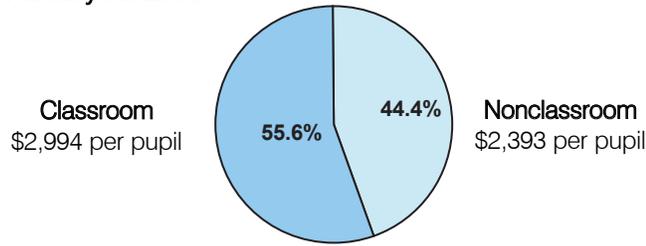
Classroom Dollars and Proposition 301 Results

Fountain Hills Unified School District

District size: Medium
 Students attending: 2,457
 Number of schools: 4
 Number of certified teachers: 134

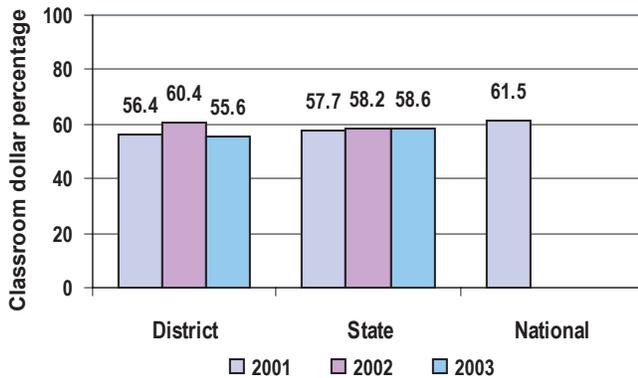
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 132 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.4	60.4	55.6	58.6	61.7
Nonclassroom dollars:					
Administration	16.0	14.1	12.3	9.9	10.9
Plant operations	10.6	10.3	14.2	11.7	9.6
Food service	4.2	4.2	4.2	4.6	4.0
Transportation	2.8	3.0	3.2	3.9	4.0
Student support	4.3	3.7	5.5	6.8	5.0
Instruction support	4.8	4.3	5.0	4.3	4.5
Other	0.9			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.1	17.5	18.3	17.9
Average teacher salary	\$33,191	\$37,789	\$38,027	\$40,328
Average years' experience	8.1	7.9	8.7	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$147,167	\$127,262
Performance	243,875	265,121
Menu	<u>285,332</u>	<u>276,860</u>
Total	<u>\$676,374</u>	<u>\$669,243</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$3,562 in salary.

Performance

- The District accomplished its goals, which were based on individual performance.
- Teachers and other eligible employees completed professional growth portfolios.

Menu

- Monies were used to hire 3 teachers and to increase eligible employee compensation.

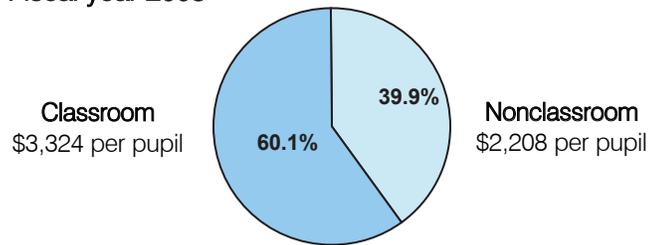
Classroom Dollars and Proposition 301 Results

Fowler Elementary School District

District size: Medium
 Students attending: 2,580
 Number of schools: 4
 Number of certified teachers: 140

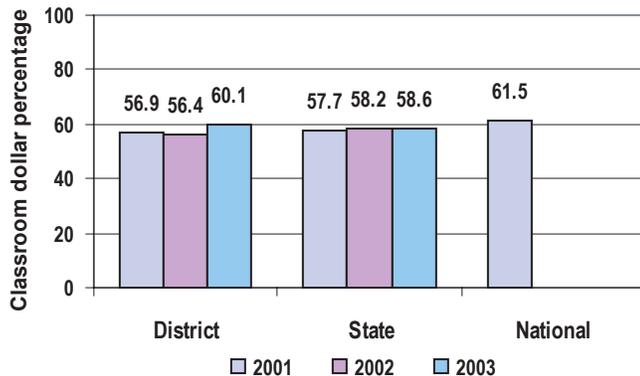
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 49 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.9	56.4	60.1	58.6	61.7
Nonclassroom dollars:					
Administration	14.3	14.6	11.8	9.9	10.9
Plant operations	9.9	9.4	8.7	11.7	9.6
Food service	7.5	7.3	7.1	4.6	4.0
Transportation	4.3	4.2	3.7	3.9	4.0
Student support	5.3	5.7	6.1	6.8	5.0
Instruction support	1.8	2.4	2.5	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	19.2	18.8	18.4	17.9
Average teacher salary	\$33,613	\$35,821	\$37,963	\$40,328
Average years' experience	7.8	7.6	7.2	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 70,026	\$128,880
Performance	37,395	90,894
Menu	157,268	73,316
Total	<u>\$264,689</u>	<u>\$293,090</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$2,963 in salary, and each librarian, speech pathologist, audiologist, and counselor earned between \$1,000 and \$1,289 in additional salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Goals called for increases in students' reading and math standardized test scores, and required teachers to conduct a hands-on technology project with students.
- Completed technology projects included activities such as developing PowerPoint presentations, using spreadsheet functions, and Internet research.
- Additionally, schools set goals, which included ensuring student attendance was at least 95 percent.

Menu

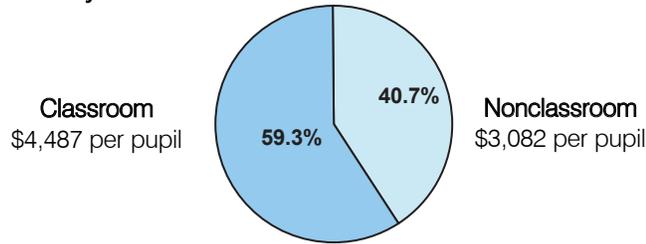
- Monies were used to pay for AIMS intervention activities, including new teacher orientation, after-school tutoring, and intersession classes.

Fredonia-Moccasin Unified School District

District size: Small
 Students attending: 347
 Number of schools: 3
 Number of certified teachers: 25

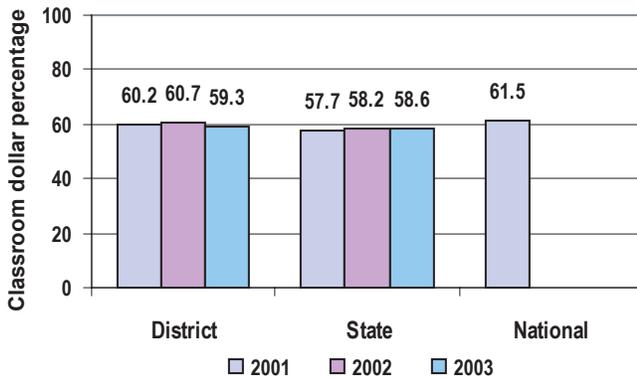
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 61 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	60.2	60.7	59.3	58.6	61.7
Nonclassroom dollars:					
Administration	12.6	13.9	14.4	9.9	10.9
Plant operations	12.9	11.9	14.1	11.7	9.6
Food service	6.0	5.7	6.0	4.6	4.0
Transportation	2.8	2.8	2.4	3.9	4.0
Student support	3.3	3.3	3.0	6.8	5.0
Instruction support	2.2	1.7	0.8	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.1	15.4	13.9	17.9
Average teacher salary	\$31,033	\$36,095	\$35,796	\$40,328
Average years' experience	9.3	10.2	9.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$27,643	\$ 28,129
Performance	17,336	39,686
Menu	43,092	53,602
Total	<u>\$88,071</u>	<u>\$121,417</u>

District-reported 2003 results

Teacher pay

- On average, each teacher and counselor earned between \$1,774 and \$4,548 in additional salary.

Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- Students' reading and writing test scores improved.
- Elementary student attendance was 94.5 percent.
- 92 percent of teachers completed professional development goals.
- High school teachers mentored students and staffed twice-weekly study sessions to help strengthen skills needed to meet state standards. Through the program, 11 percent of graduating students received intensive instruction, which helped them to complete coursework and earn diplomas.

Menu

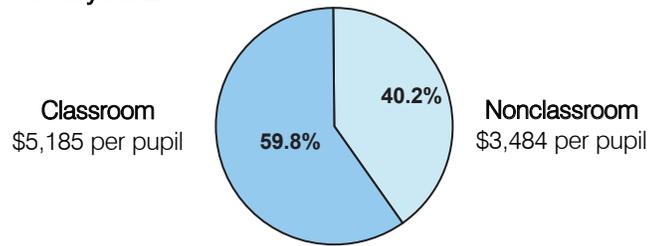
- Monies were used primarily to compensate teachers for completing professional development goals.
- Additionally, monies were used for AIMS intervention activities and for a summer dropout prevention program.

Ft. Huachuca Accommodation School District

District size: Medium
 Students attending: 1,126
 Number of schools: 3
 Number of certified teachers: 80

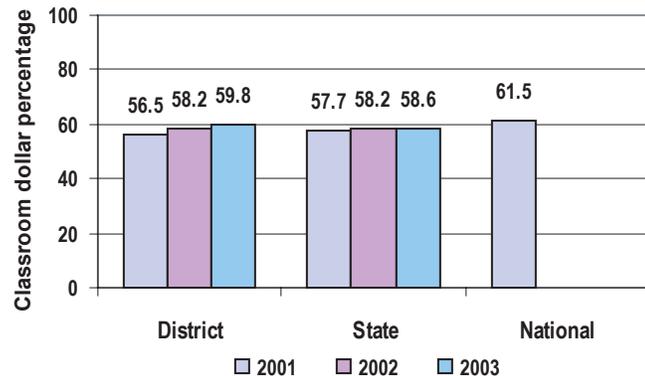
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 50 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.5	58.2	59.8	58.6	61.7
Nonclassroom dollars:					
Administration	14.9	15.3	13.7	9.9	10.9
Plant operations	12.0	9.7	10.2	11.7	9.6
Food service	3.8	3.9	3.7	4.6	4.0
Transportation	3.0	2.8	2.8	3.9	4.0
Student support	7.4	7.7	7.2	6.8	5.0
Instruction support	2.4	2.4	2.6	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	14.9	14.7	14.1	17.9
Average teacher salary	\$37,936	\$42,519	\$43,791	\$40,328
Average years' experience	10.4	10.3	10.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 62,573	\$ 62,149
Performance	62,584	181,920
Menu	117,686	111,964
Total	<u>\$242,843</u>	<u>\$356,033</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, and nurse earned an additional \$3,002 in salary.

Performance

- The District accomplished its goals, which were based on district performance.
- Students demonstrated 1 year's academic progress, as measured by standardized tests.
- Parents surveyed gave schools at least an 80 percent satisfaction rating.

Menu

- Monies were used solely to increase eligible employee compensation.

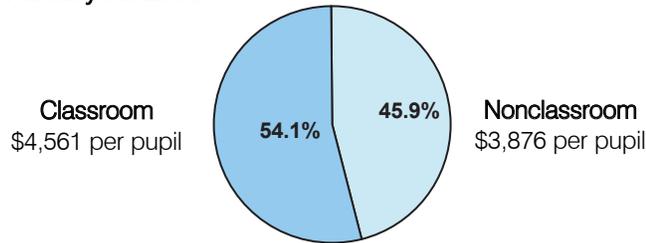
Classroom Dollars and Proposition 301 Results

Ft. Thomas Unified School District

District size: Small
 Students attending: 551
 Number of schools: 2
 Number of certified teachers: 45

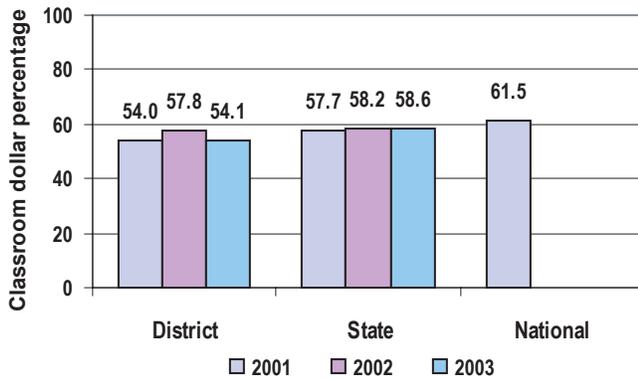
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 152 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	54.0	57.8	54.1	58.6	61.7
Nonclassroom dollars:	NA				
Administration	14.0		13.9	9.9	10.9
Plant operations	11.6		10.0	11.7	9.6
Food service	7.5		6.7	4.6	4.0
Transportation	5.5		5.5	3.9	4.0
Student support	1.7		2.5	6.8	5.0
Instruction support	5.7		7.3	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	14.4	13.2	12.2	17.9
Average teacher salary	\$30,760	\$34,494	\$33,826	\$40,328
Average years' experience	10.5	11.0	10.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 37,276	\$ 36,706
Performance	74,635	52,576
Menu	74,635	73,414
Total	<u>\$186,546</u>	<u>\$162,696</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$3,608 in salary.

Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- Goals called for the student attendance rate to remain steady or improve; for additional tutoring and progress assessments for students; and for teachers to encourage additional parent involvement through home visits, open houses, parent nights, and other activities.

Menu

- Monies were used solely to increase eligible employee compensation in an effort to help the District attract and retain teachers.

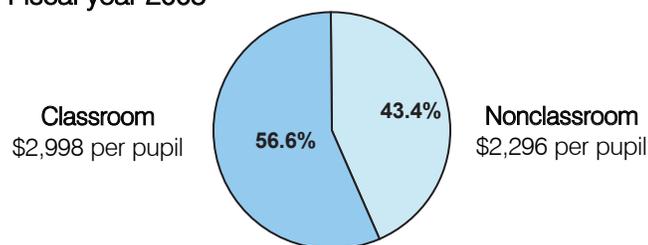
Classroom Dollars and Proposition 301 Results

Gadsden Elementary School District

District size: Medium
 Students attending: 3,874
 Number of schools: 4
 Number of certified teachers: 157

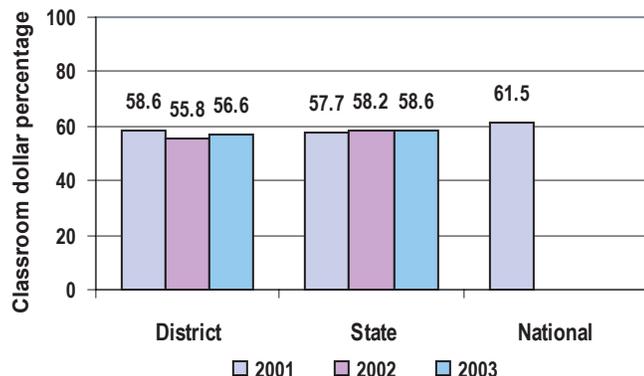
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 111 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	58.6	55.8	56.6	58.6	61.7
Nonclassroom dollars:					
Administration	12.6	12.5	13.5	9.9	10.9
Plant operations	8.4	8.8	9.1	11.7	9.6
Food service	8.8	8.9	7.3	4.6	4.0
Transportation	4.2	3.9	3.7	3.9	4.0
Student support	4.1	3.8	5.1	6.8	5.0
Instruction support	3.3	6.3	4.7	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	24.5	22.9	24.7	17.9
verage teacher salary	\$34,550	\$36,461	\$40,953	\$40,328
Average years' experience	7.3	6.8	6.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$182,976	\$ 196,813
Performance	112,792	653,621
Menu	<u>356,659</u>	<u>264,804</u>
Total	<u><u>\$652,427</u></u>	<u><u>\$1,115,238</u></u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$4,099 and \$5,541 in additional salary. In addition, instructional aides, speech pathologists, and audiologists earned approximately \$2,060 each in performance pay, and the development coordinator earned \$3,389 in performance pay.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Goals were linked to improved students' reading, language arts, and math scores on standardized tests and other assessments.

Menu

- Monies were used for professional development activities, including hiring a professional development coordinator and assistant, and paying outside instructors to provide trainings.
- Teachers earned up to \$1,000 each for completing 30 hours of professional development activities designed to improve student achievement.

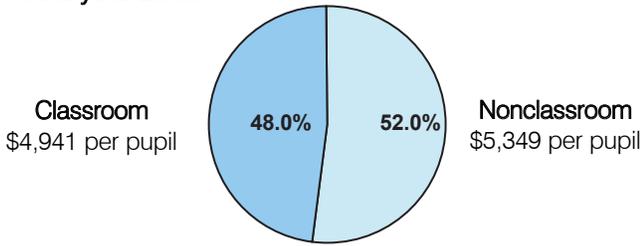
Classroom Dollars and Proposition 301 Results

Ganado Unified School District

District size: Medium
 Students attending: 1,993
 Number of schools: 4
 Number of certified teachers: 128

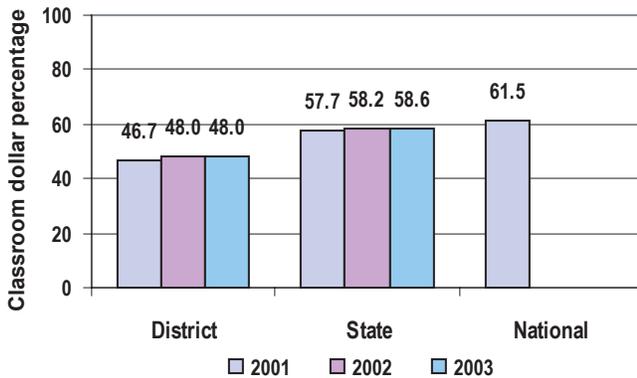
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 200 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	46.7	48.0	48.0	58.6	61.7
Nonclassroom dollars:					
Administration	19.5	15.7	15.8	9.9	10.9
Plant operations	13.0	12.5	13.9	11.7	9.6
Food service	4.1	4.1	3.9	4.6	4.0
Transportation	5.8	6.5	7.3	3.9	4.0
Student support	5.9	6.5	5.9	6.8	5.0
Instruction support	5.0	6.7	5.2	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.4	16.7	15.6	17.9
Average teacher salary	\$31,532	NA	\$43,403	\$40,328
Average years' experience	7.2	7.7	7.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$117,203	\$163,536
Performance	239,522	317,494
Menu	240,898	318,123
Total	<u>\$597,623</u>	<u>\$799,153</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$4,120 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- At least 10 percent of students with limited English language skills made acceptable gains during the school year.
- On average, students at each school demonstrated at least 1 year's academic progress in reading.

Menu

- Monies were used solely for eligible employee compensation increases.

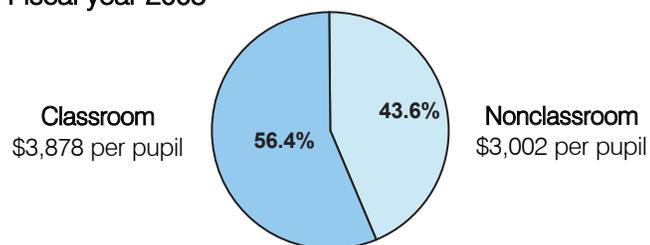
Classroom Dollars and Proposition 301 Results

Gila Bend Unified School District

District size: Small
 Students attending: 537
 Number of schools: 2
 Number of certified teachers: 34

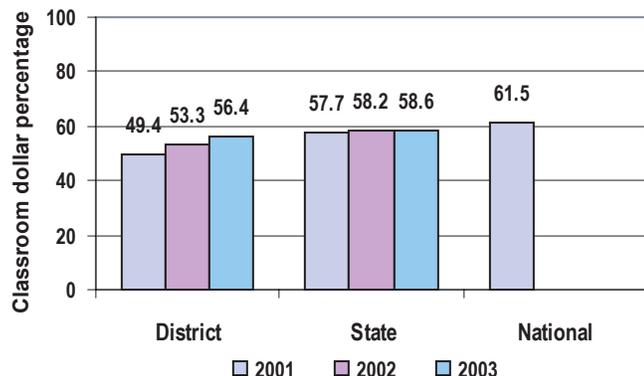
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 116 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	49.4	53.3	56.4	58.6	61.7
Nonclassroom dollars:					
Administration	17.2	16.1	16.0	9.9	10.9
Plant operations	17.5	16.4	14.5	11.7	9.6
Food service	6.4	5.9	5.9	4.6	4.0
Transportation	1.2	1.5	1.9	3.9	4.0
Student support	7.1	5.6	5.1	6.8	5.0
Instruction support	1.2	1.2	0.2	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.1	15.7	15.8	17.9
Average teacher salary	\$29,182	\$34,100	\$31,900	\$40,328
Average years' experience	6.7	8.3	7.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 38,107	\$ 36,151
Performance	74,703	
Menu	80,669	67,315
Total	<u>\$193,479</u>	<u>\$103,466</u>

District-reported 2003 results

Teacher pay

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

Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- Most teachers met the 97 percent attendance goal. Student attendance was 97 percent.
- Teachers completed assigned curriculum materials.
- Schools successfully generated positive school environments through a number of activities, including positive communication with parents, family nights, motivational speakers, and enhanced recognition and awards programs.

Menu

- Monies were used to hire an instructional aide to help reduce class size and to hire a counselor to work with students at risk of dropping out of school. The counselor taught life skills courses, acted as a liaison between school and home, and sought opportunities for students.

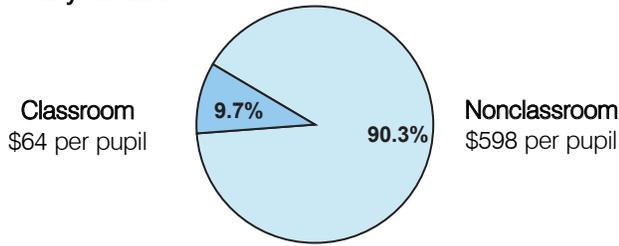
Classroom Dollars and Proposition 301 Results

Gila Institute for Technology

District size:	Small
Students attending:	300
Number of schools:	NA
Number of certified teachers:	1

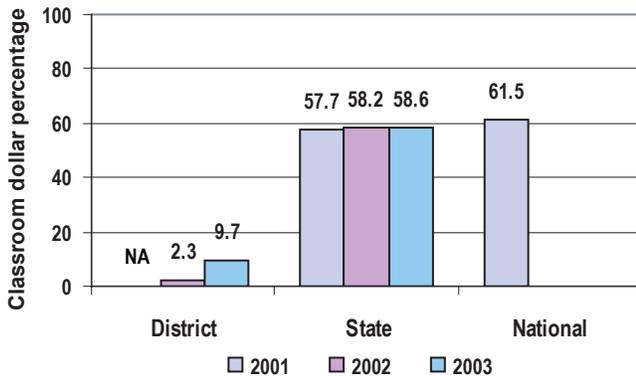
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 222 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	NA	2.3	9.7	58.6	61.7
Nonclassroom dollars:	NA				
Administration		69.6	81.7	9.9	10.9
Plant operations		7.1	7.7	11.7	9.6
Food service				4.6	4.0
Transportation				3.9	4.0
Student support		18.7	0.5	6.8	5.0
Instruction support		2.3	0.4	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	NA	NA	NA	17.9
Average teacher salary	NA	NA	NA	\$40,328
Average years' experience	NA	NA	NA	8.7

Proposition 301

	2002 Expenditures*	2003 Expenditures
Base		\$ 1,076
Performance		1,200
Menu		1,150
Total	\$0	<u>\$3,426</u>

*In fiscal year 2002, the District was in its first year of operation and did not spend any Proposition 301 monies.

District-reported 2003 results

Teacher pay

- The teacher earned an additional \$3,784 in salary.

Performance

- The District accomplished its goal, which was based on individual performance.
- Students gave the teacher high marks on class evaluations.

Menu

- Monies were used for a summer academy for at-risk students. 11 of the 13 participating students earned 6 college credits by completing three classes: Introduction to Computers, Student Success Skills, and Job Seeking Strategies.

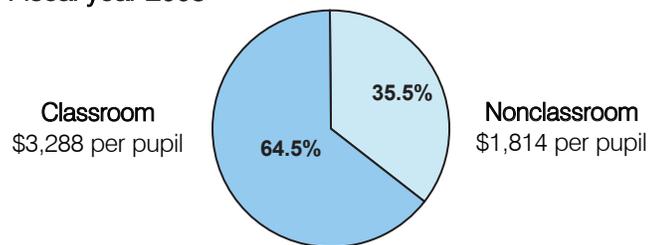
Classroom Dollars and Proposition 301 Results

Gilbert Unified School District

District size: Large
 Students attending: 31,730
 Number of schools: 35
 Number of certified teachers: 1,827

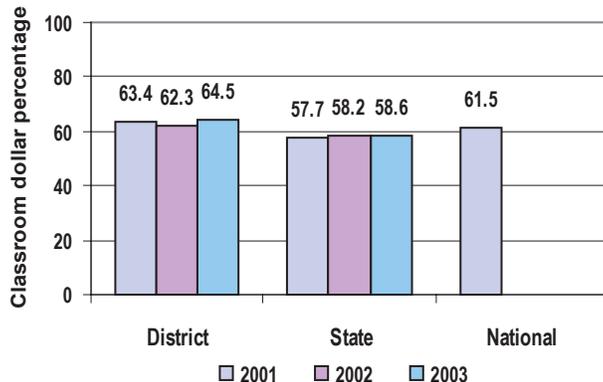
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 10 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	63.4	62.3	64.5	58.6	61.7
Nonclassroom dollars:					
Administration	8.9	8.2	8.2	9.9	10.9
Plant operations	13.1	12.9	12.5	11.7	9.6
Food service	4.4	4.4	4.2	4.6	4.0
Transportation	2.6	2.5	2.7	3.9	4.0
Student support	5.3	5.2	5.2	6.8	5.0
Instruction support	2.3	4.4	2.6	4.3	4.5
Other		0.1	0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	NA	17.6	17.4	17.9
Average teacher salary	\$33,505	\$36,819	\$37,021	\$40,328
Average years' experience	6.4	4.8	7.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$1,668,599	\$1,765,527
Performance	2,576,553	3,991,732
Menu	3,128,493	3,200,018
Total	\$7,373,645	\$8,957,277

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned between \$3,248 and \$5,073 in additional salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Individual schools established student achievement goals. For example, one school set a goal of improving or maintaining reading scores on standardized tests, while another school set a performance goal to improve students' writing skills.
- Teachers each completed an action plan and 15 hours of professional development designed to support the school academic goal.

Menu

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

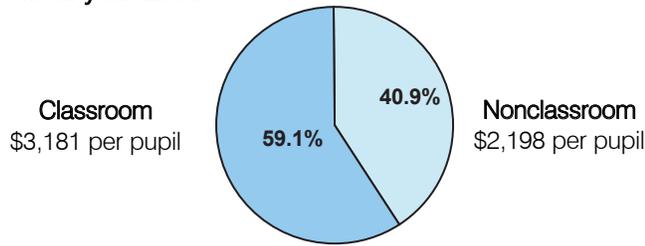
Classroom Dollars and Proposition 301 Results

Glendale Elementary School District

District size: Large
 Students attending: 12,263
 Number of schools: 16
 Number of certified teachers: 673

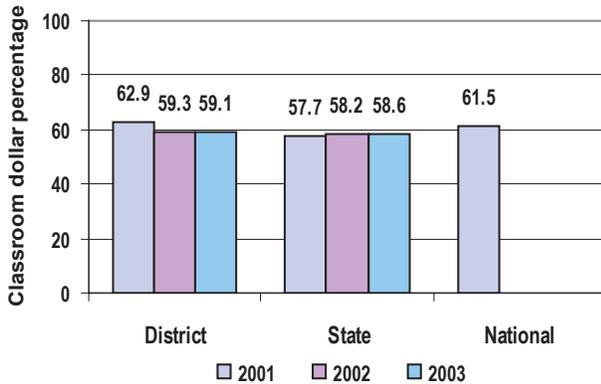
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 63 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	62.9	59.3	59.1	58.6	61.7
Nonclassroom dollars:					
Administration	8.6	9.9	10.3	9.9	10.9
Plant operations	10.7	9.7	9.1	11.7	9.6
Food service	6.1	6.4	5.8	4.6	4.0
Transportation	3.1	2.8	3.1	3.9	4.0
Student support	3.5	5.2	4.7	6.8	5.0
Instruction support	5.1	6.7	7.9	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	19.7	20.0	18.2	17.9
Average teacher salary	\$35,394	\$38,222	\$40,436	\$40,328
Average years' experience	8.5	7.9	7.2	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 705,595	\$ 654,584
Performance	1,310,544	1,204,969
Menu	<u>1,161,082</u>	<u>1,136,023</u>
Total	<u>\$3,177,221</u>	<u>\$2,995,576</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and facilitator earned between \$2,519 and \$5,453 in additional salary. In addition, each mentor and teacher on assignment earned an added \$1,569 in performance pay.

Performance

- The District accomplished its goals, which were based on school performance.
- 97 percent of teachers used research-based strategies to improve student achievement.
- Average scores on one or more district assessments met or exceeded prior year's scores at all but 1 school.

Menu

- Monies were primarily used to increase eligible employee compensation. The District indicates this should help it attract and retain qualified teachers.
- Teachers participated in professional development and/or school improvement activities.
- Monies were also used to help pay for a computer expert who analyzed student data to help guide school improvement efforts.

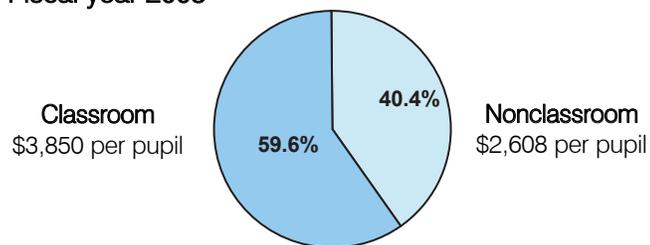
Classroom Dollars and Proposition 301 Results

Glendale Union High School District

District size: Large
 Students attending: 14,152
 Number of schools: 11
 Number of certified teachers: 672

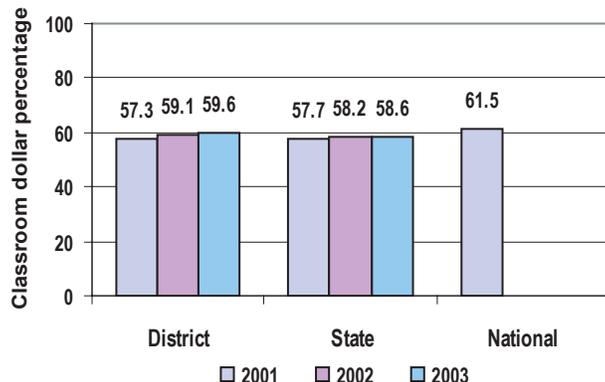
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 55 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	57.3	59.1	59.6	58.6	61.7
Nonclassroom dollars:					
Administration	11.4	10.7	10.7	9.9	10.9
Plant operations	14.0	12.9	12.5	11.7	9.6
Food service	3.6	3.6	3.4	4.6	4.0
Transportation	2.1	2.2	2.7	3.9	4.0
Student support	5.6	5.5	5.2	6.8	5.0
Instruction support	5.7	5.5	5.4	4.3	4.5
Other	0.3	0.5	0.5	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	20.6	20.6	21.1	17.9
Average teacher salary	\$41,587	\$45,411	\$46,939	\$40,328
Average years' experience	10.4	10.2	10.1	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 900,080	\$ 880,398
Performance	372,246	1,196,033
Menu	1,800,160	1,760,796
Total	<u>\$3,072,486</u>	<u>\$3,837,227</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, counselor, and psychologist earned between \$3,927 and \$6,288 in additional salary.

Performance

- The District accomplished its goals, which were based on school performance.
- At each school, students' scores on standardized tests and other measures met a set performance standard or showed improvement compared to last year, on average.
- Each school's dropout rate was 6 percent or lower.
- Each school received at least an 80 percent rating on a parent satisfaction index or showed improvement compared to last year.

Menu

- Monies were used to increase eligible employee compensation, including pay for working an additional 3 school days on the District's extended 180-day calendar.

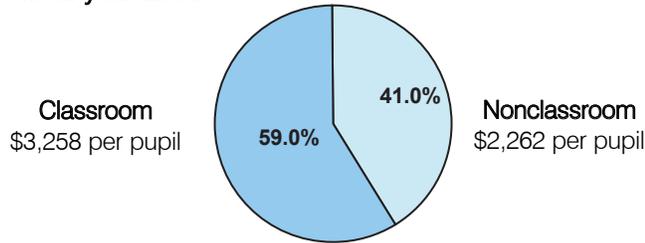
Classroom Dollars and Proposition 301 Results

Globe Unified School District

District size: Medium
 Students attending: 2,128
 Number of schools: 4
 Number of certified teachers: 110

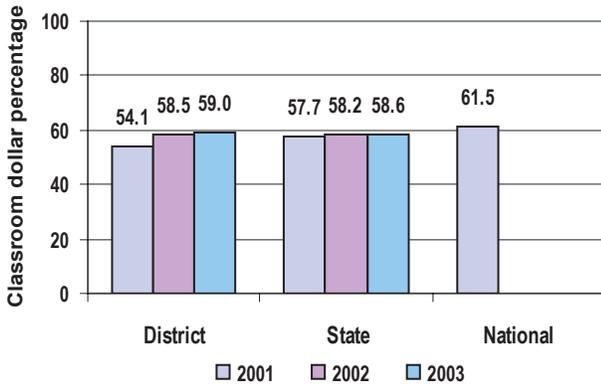
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 67 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	54.1	58.5	59.0	58.6	61.7
Nonclassroom dollars:					
Administration	15.6	12.8	13.7	9.9	10.9
Plant operations	12.7	12.5	11.3	11.7	9.6
Food service	5.4	5.0	5.3	4.6	4.0
Transportation	5.2	5.7	4.7	3.9	4.0
Student support	4.0	2.9	2.9	6.8	5.0
Instruction support	3.0	2.6	3.1	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.3	19.2	19.3	17.9
Average teacher salary	\$30,848	\$33,209	\$35,602	\$40,328
Average years' experience	9.6	9.8	9.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 86,666	\$105,232
Performance	196,797	294,545
Menu	181,717	244,169
Total	<u>\$465,180</u>	<u>\$643,946</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned between \$4,264 and \$5,145 in additional salary.

Performance

- The District accomplished 1 of its goals, which were based on school performance.
- Each of the District's 4 schools established between 1 and 3 student achievement goals.
- One school accomplished its goal, which resulted in 55 percent of its students meeting or exceeding state standards on the math portion of the AIMS test.

Menu

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

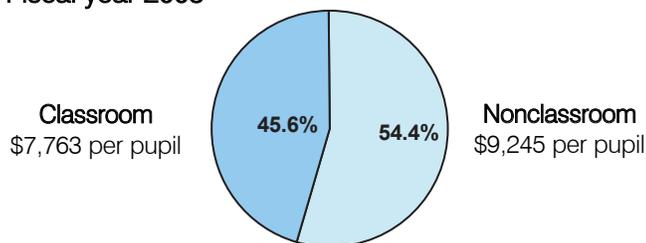
Classroom Dollars and Proposition 301 Results

Graham County Special Services

District size: Very Small
 Students attending: 48
 Number of schools: 1
 Number of certified teachers: 7

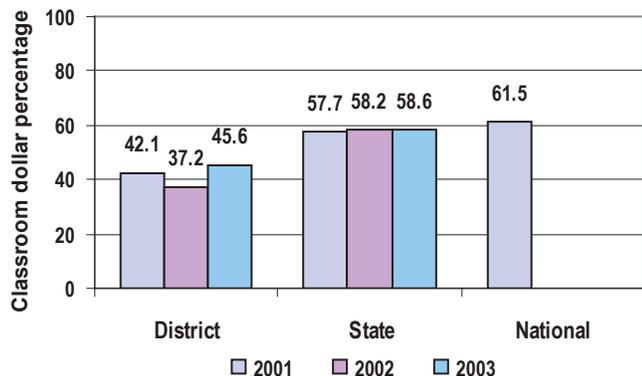
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 210 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	42.1	37.2	45.6	58.6	61.7
Nonclassroom dollars:					
Administration	6.9	6.9	6.5	9.9	10.9
Plant operations	3.3	3.4	2.5	11.7	9.6
Food service				4.6	4.0
Transportation	6.0	8.4	8.0	3.9	4.0
Student support	37.3	36.8	34.6	6.8	5.0
Instruction support	0.8			4.3	4.5
Other	3.6	7.3	2.8	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	NA	7.6	6.9	17.9
Average teacher salary	\$31,150	\$30,636	\$34,199	\$40,328
Average years' experience	NA	9.4	10.2	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base		\$ 4,991
Performance		10,761
Menu		12,264
Total	\$0	\$28,016

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$5,215 in salary. In addition, speech pathologists and audiologists were eligible for performance pay and each earned an additional \$971.

Performance

- The District accomplished most of its goals, which were based on a combination of school and individual performance.
- Teachers participated in professional development activities focused on enhancing student learning and teacher effectiveness.

Menu

- Monies were used solely to increase teacher compensation.

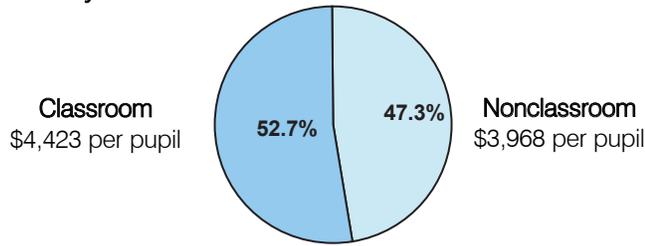
Classroom Dollars and Proposition 301 Results

Grand Canyon Unified School District

District size: Small
 Students attending: 356
 Number of schools: 2
 Number of certified teachers: 29

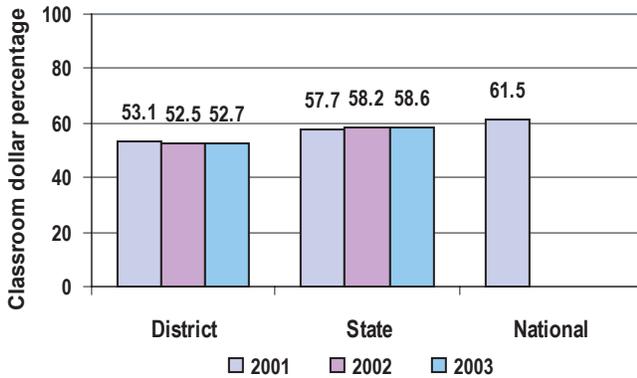
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 173 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	53.1	52.5	52.7	58.6	61.7
Nonclassroom dollars:					
Administration	13.9	12.5	13.0	9.9	10.9
Plant operations	18.6	18.5	17.7	11.7	9.6
Food service	2.2	2.7	2.6	4.6	4.0
Transportation	2.9	3.9	4.0	3.9	4.0
Student support	7.4	6.8	5.2	6.8	5.0
Instruction support	1.9	3.1	4.8	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	11.1	10.7	12.3	17.9
Average teacher salary	\$28,871	\$33,966	\$35,027	\$40,328
Average years' experience	8.3	8.8	9.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 28,214	\$ 27,433
Performance	44,101	14,072
Menu	42,541	62,708
Total	<u>\$114,856</u>	<u>\$104,213</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$2,299 in salary, each librarian earned an additional \$2,794, and each counselor earned an additional \$3,520.

Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- The District designed a new report card format.
- About two-thirds of teachers accomplished attendance goals, which required 3 or fewer absences.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Additionally, monies were used to pay for AIMS intervention tutoring, including transportation for participating students.
- 30 teachers participated in 4 days of professional development activities.

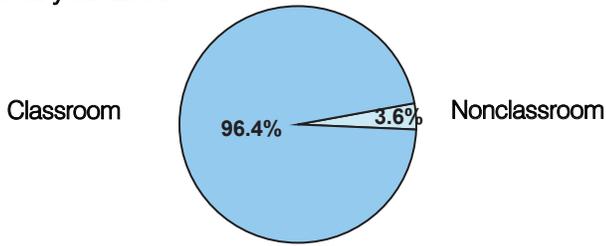
Classroom Dollars and Proposition 301 Results

Greenlee County Accommodation District

District size:	NA
Students attending:	NA
Number of schools:	1
Number of certified teachers:	NA

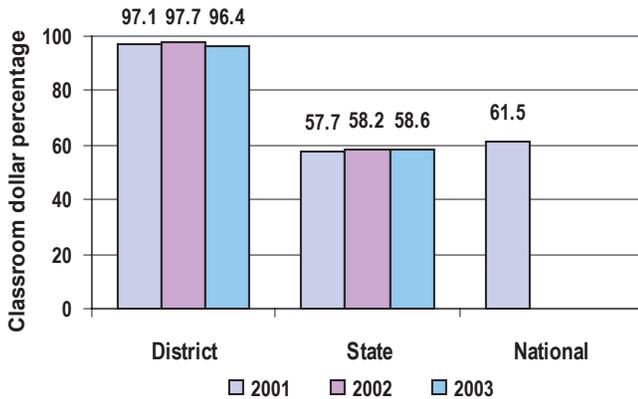
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 1 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	97.1	97.7	96.4	58.6	61.7
Nonclassroom dollars:					
Administration	1.9	0.2	0.3	9.9	10.9
Plant operations	1.0	1.1	3.3	11.7	9.6
Food service				4.6	4.0
Transportation		0.1		3.9	4.0
Student support		0.1		6.8	5.0
Instruction support		0.8		4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	NA	NA	NA	17.9
Average teacher salary	\$32,800	\$29,491	NA	\$40,328
Average years' experience	NA	4.0	2.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base		
Performance		
Menu	—	—
Total	<u>\$0</u>	<u>\$0</u>

District-reported 2003 results

The District did not spend any Proposition 301 monies in fiscal years 2003 or 2002.

The District has very few students and receives only a small amount of Proposition 301 money each year. In total, the District has received \$5,491 over the past 2 years, and these unspent monies will continue to be available to the District for future spending.

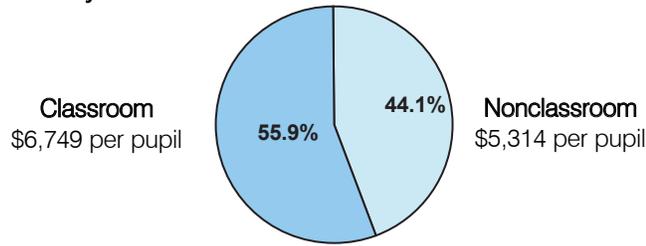
Classroom Dollars and Proposition 301 Results

Hackberry Elementary School District

District size: Very Small
 Students attending: 48
 Number of schools: 1
 Number of certified teachers: 2

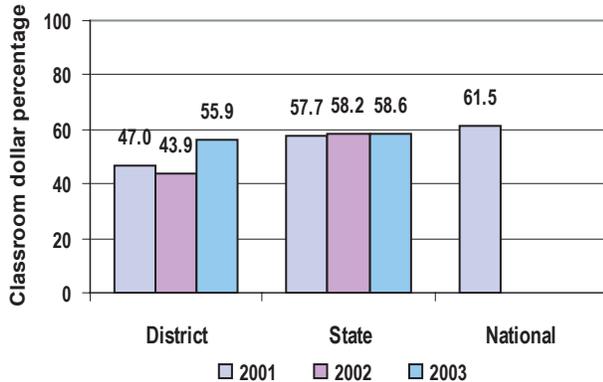
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 122 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	47.0	43.9	55.9	58.6	61.7
Nonclassroom dollars:					
Administration	28.3	34.0	25.5	9.9	10.9
Plant operations	7.1	10.4	8.3	11.7	9.6
Food service	0.1	3.6	2.7	4.6	4.0
Transportation	7.2	4.7	5.1	3.9	4.0
Student support	10.3	3.3	0.1	6.8	5.0
Instruction support		0.1	2.4	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	13.2	12.5	24.0	17.9
Average teacher salary	\$44,250	\$30,867	\$30,583	\$40,328
Average years' experience	NA	6.8	3.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$1,897	\$ 3,007
Performance	3,792	6,014
Menu	<u>3,792</u>	<u>6,014</u>
Total	<u>\$9,481</u>	<u>\$15,035</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,158 in salary.

Performance

- The District accomplished most of its goals, which were based on district and individual performance.
- Teachers attended most required professional development activities; received acceptable performance evaluations; and either participated in extracurricular or community activities, or provided tutoring.

Menu

- Monies were used to increase teacher base pay, and to compensate teachers based on their performance evaluations and for participating in professional development activities.

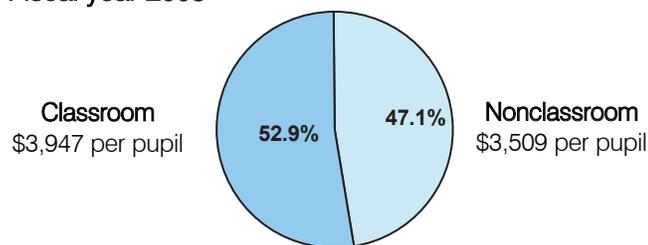
Classroom Dollars and Proposition 301 Results

Hayden-Winkelman Unified School District

District size: Small
 Students attending: 508
 Number of schools: 4
 Number of certified teachers: 40

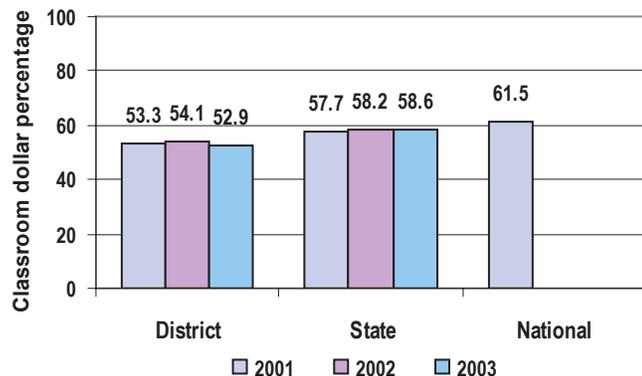
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 169 of 226 districts.

3-year comparison



Expenditures by function

	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	53.3	54.1	52.9	58.6	61.7
Nonclassroom dollars:					
Administration	15.2	13.7	16.1	9.9	10.9
Plant operations	14.6	16.2	13.3	11.7	9.6
Food service	6.7	6.2	6.1	4.6	4.0
Transportation	5.0	4.0	4.7	3.9	4.0
Student support	3.8	3.7	3.8	6.8	5.0
Instruction support	1.4	2.1	3.1	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	14.7	12.5	12.7	17.9
Average teacher salary	\$30,497	\$34,470	\$36,480	\$40,328
Average years' experience	8.5	8.6	9.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 32,473	\$ 33,748
Performance	75,478	56,126
Menu	64,819	65,848
Total	<u>\$172,770</u>	<u>\$155,722</u>

District-reported 2003 results

Teacher pay

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

Performance

- The District accomplished its goals, which were based on school and individual performance.
- The District implemented concentrated reading improvement programs at each of its schools, which involved such things as developing reading teaching strategies and regularly assessing their effectiveness, tailoring instruction to individual students, providing additional reading and literacy awareness activities at school and home, and increasing parent awareness.
- 80 percent of middle school students met or exceeded state standards on the AIMS test.
- 50 percent more literacy activities were offered to primary school students.

Menu

- Monies were used to compensate eligible employees for participating in professional development activities focused on reading.

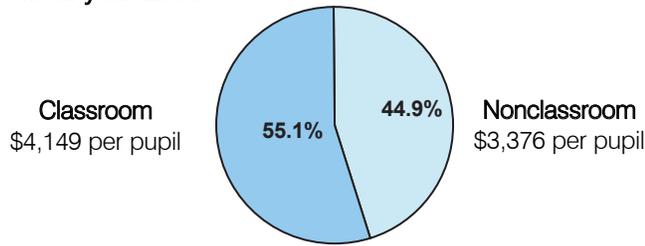
Classroom Dollars and Proposition 301 Results

Heber-Overgaard Unified School District

District size: Small
 Students attending: 536
 Number of schools: 4
 Number of certified teachers: 34

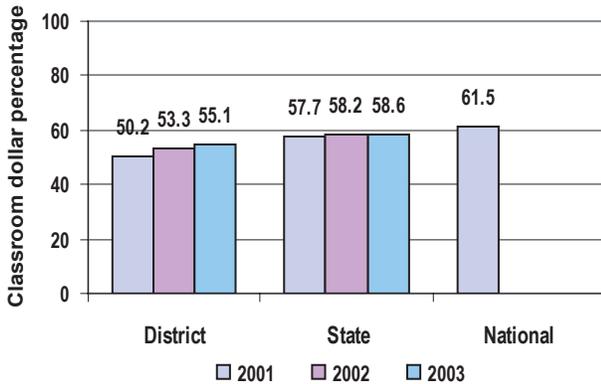
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 137 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	50.2	53.3	55.1	58.6	61.7
Nonclassroom dollars:					
Administration	15.5	14.6	13.4	9.9	10.9
Plant operations	16.4	15.0	13.7	11.7	9.6
Food service	5.7	5.4	4.7	4.6	4.0
Transportation	6.5	5.9	6.1	3.9	4.0
Student support	3.9	3.5	4.4	6.8	5.0
Instruction support	1.8	2.3	2.5	4.3	4.5
Other			0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.1	15.9	15.8	17.9
Average teacher salary	\$29,329	\$31,863	\$33,923	\$40,328
Average years' experience	9.4	9.4	10.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 43,210	\$ 44,081
Performance		149,303
Menu	86,132	72,265
Total	<u>\$129,342</u>	<u>\$265,649</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$5,352 in salary and each librarian earned an additional \$5,645. Each counselor earned between \$2,348 and \$6,089 in additional salary.

Performance

- The District accomplished its goals, which were based on individual and school performance.
- Student test scores at each school increased, on average.
- Teachers received acceptable performance evaluations, added at least 2 graded writing assignments to their curriculums, and implemented the accelerated reader program in their classrooms.
- Students earned accelerated reader points.

Menu

- Monies were primarily used to pay for the increase in health insurance costs and to increase eligible employee compensation.
- 7 teachers participated in reading and writing training.
- 2 teachers taught Saturday school.

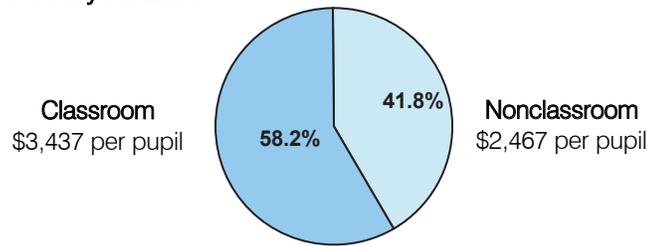
Classroom Dollars and Proposition 301 Results

Higley Unified School District

District size: Medium
 Students attending: 2,391
 Number of schools: 5
 Number of certified teachers: 161

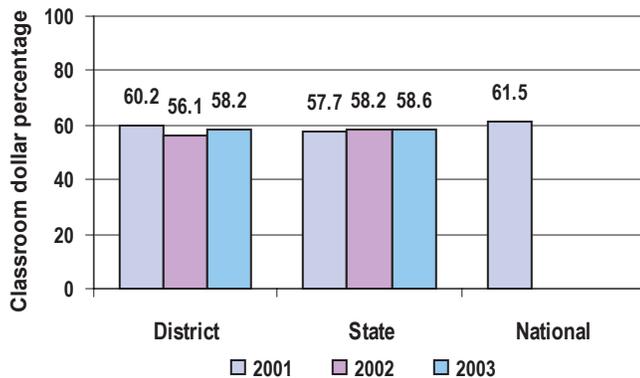
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 86 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	60.2	56.1	58.2	58.6	61.7
Nonclassroom dollars:					
Administration	16.4	13.9	13.7	9.9	10.9
Plant operations	13.0	13.8	13.1	11.7	9.6
Food service	0.1	4.5	4.5	4.6	4.0
Transportation	3.8	4.0	4.3	3.9	4.0
Student support	4.2	5.0	4.4	6.8	5.0
Instruction support	2.3	2.7	1.8	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	13.5	17.1	14.9	17.9
Average teacher salary	\$33,423	\$35,838	NA	\$40,328
Average years' experience	6.7	6.9	6.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 42,353	\$114,347
Performance		84,237
Menu	84,704	228,694
Total	<u>\$127,057</u>	<u>\$427,278</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$4,214 in salary, and each librarian earned an additional \$1,088.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Teachers were evaluated based on participation in leadership activities and on student achievement results.
- Tutoring programs were offered.
- The District surveyed staff, parents, and students about school performance.

Menu

- Monies were primarily used to hire 7 teachers to reduce class sizes.
- Remaining monies were used to increase teacher compensation.

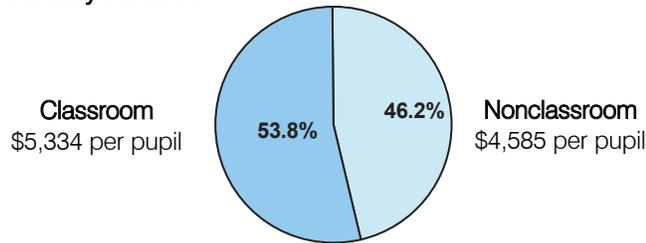
Classroom Dollars and Proposition 301 Results

Hillside Elementary School District

District size: Very Small
 Students attending: 19
 Number of schools: 1
 Number of certified teachers: 1

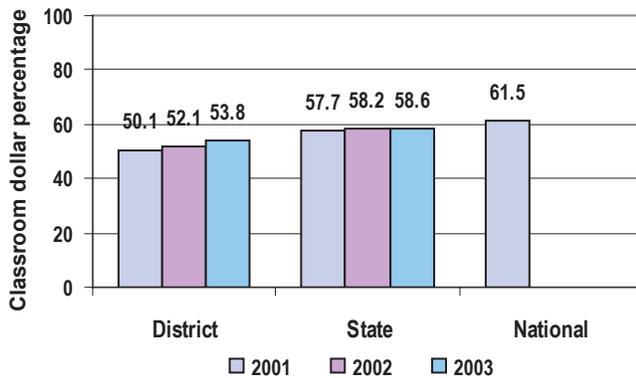
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 155 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	50.1	52.1	53.8	58.6	61.7
Nonclassroom dollars:					
Administration	15.4	18.1	14.2	9.9	10.9
Plant operations	16.3	15.5	12.8	11.7	9.6
Food service				4.6	4.0
Transportation	16.9	13.4	15.6	3.9	4.0
Student support	0.6	0.1	3.0	6.8	5.0
Instruction support	0.7	0.4	0.6	4.3	4.5
Other		0.4		0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	11.6	11.0	19.0	17.9
Average teacher salary	\$24,750	\$29,721	\$32,000	\$40,328
Average years' experience	10.0	15.0	15.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 584	\$ 749
Performance	1,190	1,498
Menu	1,189	1,498
Total	<u>\$2,963</u>	<u>\$3,745</u>

District-reported 2003 results

Teacher pay

- The teacher earned an additional \$2,483 in salary. In addition, instructional aides were eligible for menu monies and each earned an additional \$452.

Performance

- The District accomplished its goals, which were based on school performance.
- Each student demonstrated 1 year's academic progress on standardized tests.
- Special education student progress met Individualized Education Program (IEP) benchmarks.

Menu

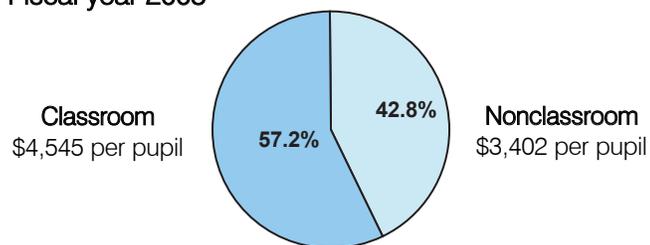
- Monies were used to compensate 1 teacher and 2 instructional aides for completing professional development activities. Courses included reading, technology, special education, CPR, first aid, and behavioral analysis.

Holbrook Unified School District

District size: Medium
 Students attending: 1,960
 Number of schools: 5
 Number of certified teachers: 130

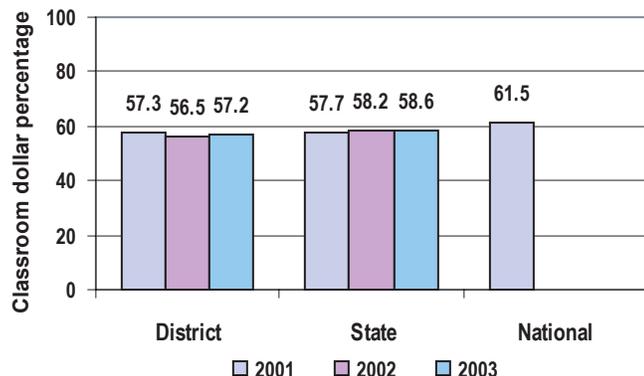
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 103 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	57.3	56.5	57.2	58.6	61.7
Nonclassroom dollars:					
Administration	11.5	12.4	12.3	9.9	10.9
Plant operations	13.7	12.5	11.1	11.7	9.6
Food service	5.0	5.1	4.7	4.6	4.0
Transportation	4.0	3.5	3.9	3.9	4.0
Student support	5.7	6.0	6.3	6.8	5.0
Instruction support	2.8	4.0	4.5	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.3	14.8	15.1	17.9
Average teacher salary	\$32,719	\$36,846	\$45,317	\$40,328
Average years' experience	8.1	8.9	8.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$123,260	\$103,080
Performance		342,539
Menu	246,513	206,171
Total	\$369,773	\$651,790

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$4,477 in salary.

Performance

- The District accomplished its performance goals, which were based on school performance.
- Goals called for students to demonstrate 1 year's academic progress on standardized tests, for the high-school drop-out rate to decrease by 1 percent, and for teachers to contact parents at least 8 times during the school year.

Menu

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

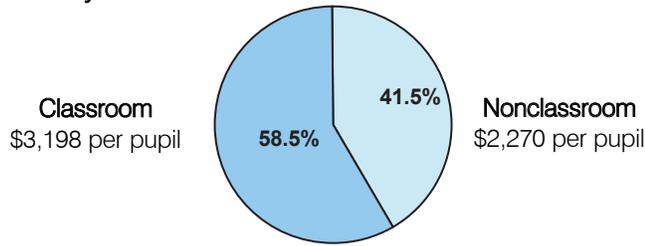
Classroom Dollars and Proposition 301 Results

Humboldt Unified School District

District size: Medium
 Students attending: 4,717
 Number of schools: 8
 Number of certified teachers: 244

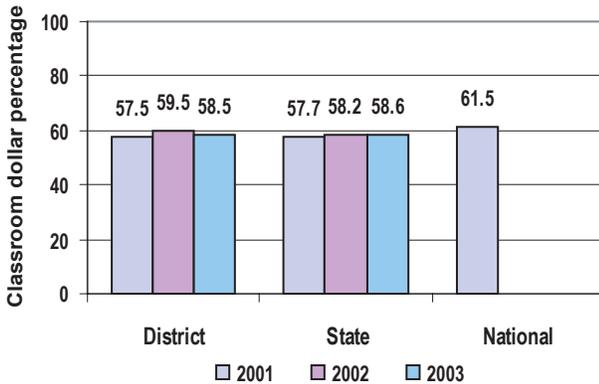
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 81 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	57.5	59.5	58.5	58.6	61.7
Nonclassroom dollars:					
Administration	12.5	11.5	11.0	9.9	10.9
Plant operations	11.2	9.5	11.1	11.7	9.6
Food service	4.7	5.4	5.2	4.6	4.0
Transportation	5.6	5.8	5.9	3.9	4.0
Student support	6.1	6.2	6.9	6.8	5.0
Instruction support	2.4	2.1	1.4	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.8	17.2	19.3	17.9
Average teacher salary	\$32,371	\$39,251	\$44,096	\$40,328
Average years' experience	8.1	8.7	9.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 315,911	\$ 368,510
Performance	420,055	785,913
Menu	423,161	733,995
Total	<u>\$1,159,127</u>	<u>\$1,888,418</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, counselor, and nurse earned an additional \$7,263 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- All schools maintained or improved their ratings from ADE for AZ LEARNS, and the District exceeded adequate yearly progress goals for all grades.
- Student attendance increased at all schools.
- The graduation rate, which is averaged over 5 years, improved by 0.6 percent.
- Parents gave schools satisfactory ratings on surveys.
- Most teachers participated in professional development activities, including courses focused on reading, writing, understanding and using standardized testing data, and improving instruction for English language learners.

Menu

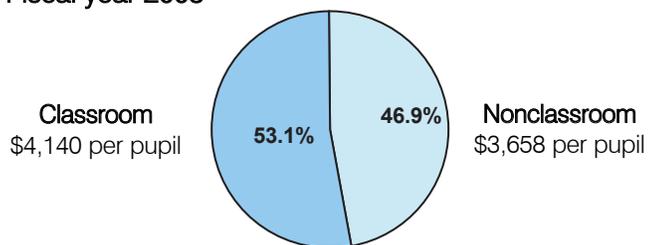
- Monies were used solely to increase eligible employee compensation.

Hyder Elementary School District

District size: Small
 Students attending: 208
 Number of schools: 1
 Number of certified teachers: 11

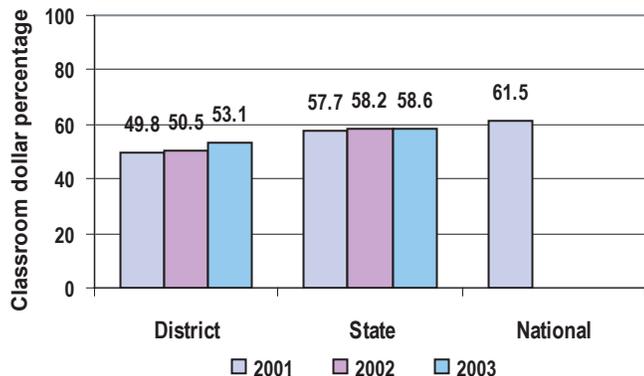
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 165 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	49.8	50.5	53.1	58.6	61.7
Nonclassroom dollars:					
Administration	12.6	12.7	11.8	9.9	10.9
Plant operations	17.1	17.1	15.1	11.7	9.6
Food service	10.3	10.1	9.8	4.6	4.0
Transportation	8.1	7.6	8.4	3.9	4.0
Student support	1.2	1.1	0.9	6.8	5.0
Instruction support	0.9	0.9	0.9	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.5	17.7	18.9	17.9
Average teacher salary	\$43,576	NA	39,675	\$40,328
Average years' experience	8.9	10.1	10.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$11,400	\$11,400
Performance	14,904	1,160
Menu	6,410	35,009
Total	\$32,714	\$47,569

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$2,643 in salary. In addition, instructional aides were eligible for menu monies and each earned an additional \$518.

Performance

- The District accomplished its goal, which was based on student achievement on standardized tests.

Menu

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

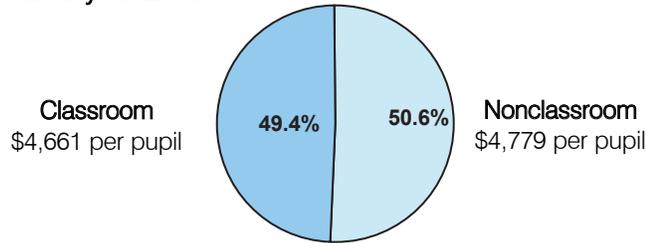
Classroom Dollars and Proposition 301 Results

Indian Oasis-Baboquivari Unified School District

District size: Medium
 Students attending: 1,163
 Number of schools: 5
 Number of certified teachers: 84

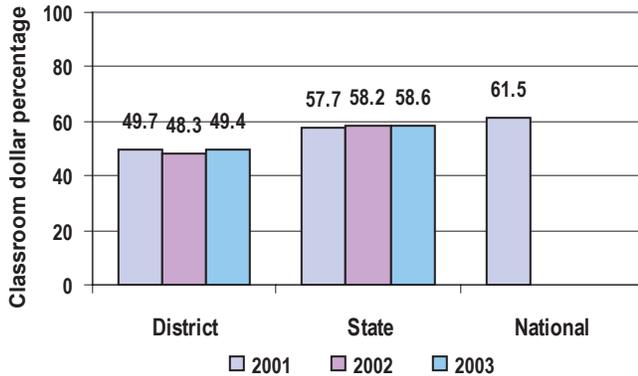
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 194 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	49.7	48.3	49.4	58.6	61.7
Nonclassroom dollars:					
Administration	13.6	13.7	15.0	9.9	10.9
Plant operations	14.0	15.5	13.9	11.7	9.6
Food service	4.5	4.7	4.2	4.6	4.0
Transportation	6.9	6.7	6.6	3.9	4.0
Student support	9.8	8.8	8.4	6.8	5.0
Instruction support	1.5	2.3	2.4	4.3	4.5
Other			0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	12.7	13.9	13.8	17.9
Average teacher salary	\$30,911	NA	\$32,608	\$40,328
Average years' experience	9.0	8.6	7.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 51,192	\$ 86,256
Performance		134,181
Menu	<u>102,956</u>	<u>71,120</u>
Total	<u>\$154,148</u>	<u>\$291,557</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$3,047 and \$3,338 in additional salary, which includes performance pay distributed in fiscal year 2004.

Performance

- The District accomplished its goals, which were based on district performance.
- Goals were linked to student attendance, and to student achievement in reading, writing, and math based on standardized tests and other assessments.

Menu

- Monies were used solely to increase eligible employee compensation.

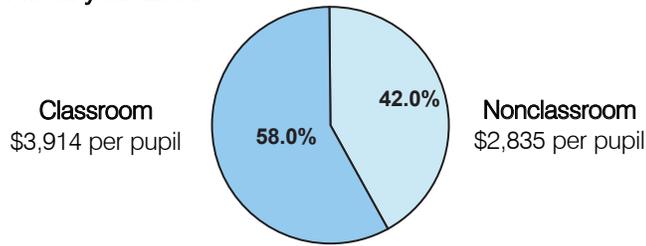
Classroom Dollars and Proposition 301 Results

Isaac Elementary School District

District size: Large
 Students attending: 7,940
 Number of schools: 12
 Number of certified teachers: 465

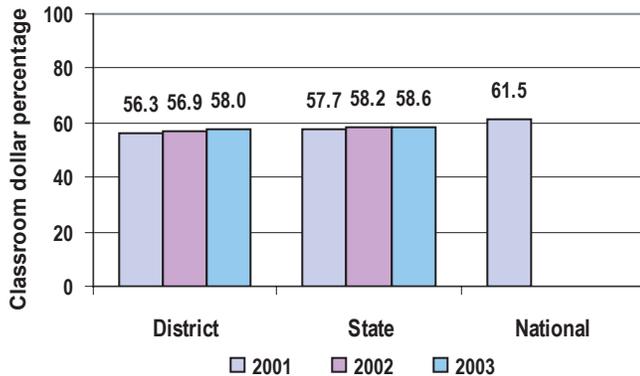
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 91 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.3	56.9	58.0	58.6	61.7
Nonclassroom dollars:					
Administration	10.5	9.6	10.2	9.9	10.9
Plant operations	11.4	11.2	10.6	11.7	9.6
Food service	7.4	7.7	6.7	4.6	4.0
Transportation	2.0	2.0	1.9	3.9	4.0
Student support	7.3	8.5	9.4	6.8	5.0
Instruction support	5.0	4.1	3.2	4.3	4.5
Other	0.1			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.5	17.9	17.1	17.9
Average teacher salary	\$36,814	\$40,151	NA	\$40,328
Average years' experience	7.9	7.6	7.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 510,515	\$ 334,246
Performance		859,852
Menu	591,981	881,744
Total	<u>\$1,102,496</u>	<u>\$2,075,842</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned between \$2,718 and \$3,424 in additional salary. Each librarian, speech pathologist, audiologist, counselor, and nurse earned between \$1,218 and \$1,924 in additional salary.

Performance

- The District's goals were linked to students' standardized test scores and attendance; parents' rating schools positively on satisfaction surveys; and teachers' completing up to 15 hours of professional development activities.

Menu

- Monies were used solely to increase eligible employee compensation.

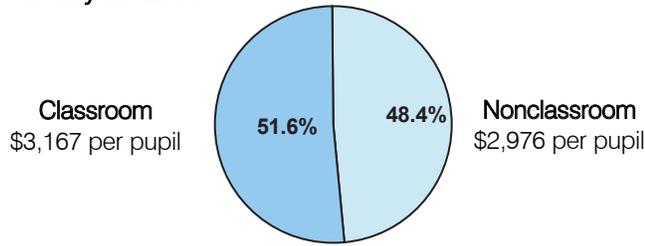
Classroom Dollars and Proposition 301 Results

J.O. Combs Elementary School District

District size: Small
 Students attending: 415
 Number of schools: 1
 Number of certified teachers: 23

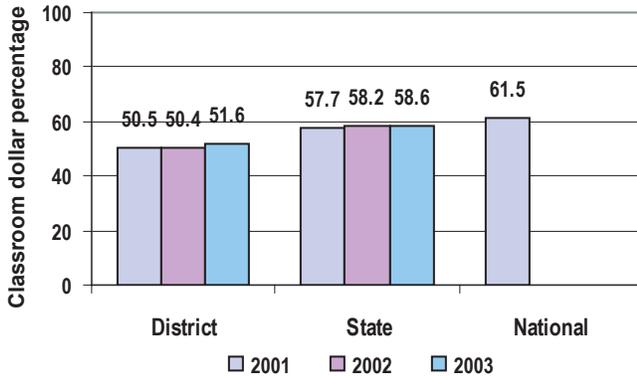
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 183 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	50.5	50.4	51.6	58.6	61.7
Nonclassroom dollars:					
Administration	21.0	22.9	18.2	9.9	10.9
Plant operations	11.8	10.6	13.5	11.7	9.6
Food service			4.4	4.6	4.0
Transportation	9.0	5.7	6.7	3.9	4.0
Student support	6.2	6.0	5.2	6.8	5.0
Instruction support	1.4	4.4	0.4	4.3	4.5
Other	0.1			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	20.5	14.4	18.0	17.9
Average teacher salary	\$28,172	\$30,926	\$30,365	\$40,328
Average years' experience	5.2	4.3	5.1	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$17,164	\$18,997
Performance	37,667	
Menu	22,255	42,562
Total	<u>\$77,086</u>	<u>\$61,559</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$990 in salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Student scores on standardized tests were required to increase by 3 percent, on average.
- Teachers were also required to complete professional development classes, receive satisfactory evaluations, and complete lesson plans that use a standards-based format.

Menu

- 1 kindergarten teacher was hired, which reduced class size from 30 to 20 students.
- Teachers were compensated for working 4 additional days.

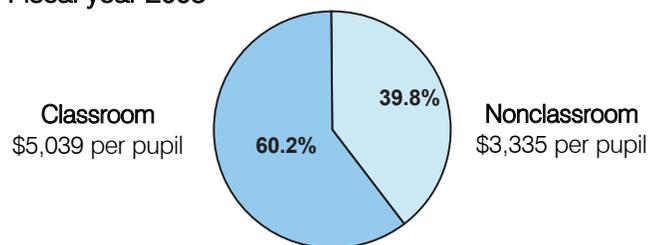
Classroom Dollars and Proposition 301 Results

Joseph City Unified School District

District size: Small
 Students attending: 478
 Number of schools: 2
 Number of certified teachers: 34

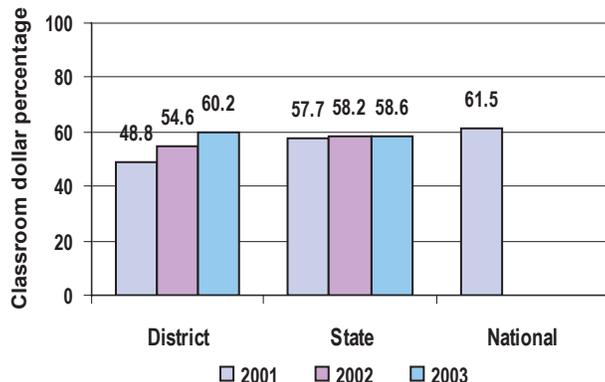
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 45 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	48.8	54.6	60.2	58.6	61.7
Nonclassroom dollars:					
Administration	19.6	18.1	13.7	9.9	10.9
Plant operations	21.6	18.1	15.2	11.7	9.6
Food service			0.1	4.6	4.0
Transportation	4.6	4.7	5.4	3.9	4.0
Student support	4.7	3.5	3.3	6.8	5.0
Instruction support	0.7	1.0	2.1	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	14.0	13.2	14.1	17.9
Average teacher salary	\$34,825	\$36,712	\$36,375	\$40,328
Average years' experience	8.5	8.8	9.1	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 33,280	\$ 30,159
Performance	58,038	51,007
Menu	66,571	60,314
Total	<u>\$157,889</u>	<u>\$141,480</u>

District-reported 2003 results

Teacher pay

- On average, each teacher and speech pathologist earned an additional \$3,316 in salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Most teachers completed 30 hours of professional development classes and developed a class Web page.
- Other goals were linked to student achievement and contact with parents.

Menu

- Monies were used to increase eligible employee compensation and to pay for increased health insurance premiums.

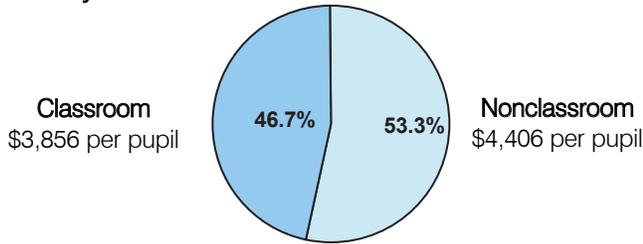
Classroom Dollars and Proposition 301 Results

Kayenta Unified School District

District size: Medium
 Students attending: 2,390
 Number of schools: 4
 Number of certified teachers: 152

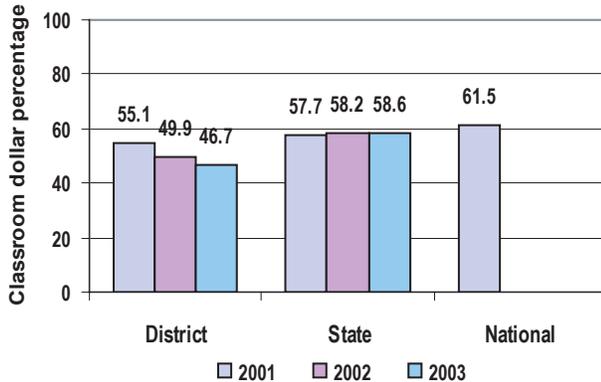
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 207 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	55.1	49.9	46.7	58.6	61.7
Nonclassroom dollars:					
Administration	9.1	9.5	10.5	9.9	10.9
Plant operations	16.5	16.7	17.4	11.7	9.6
Food service	5.1	4.9	4.9	4.6	4.0
Transportation	7.1	6.9	7.7	3.9	4.0
Student support	4.0	5.6	5.9	6.8	5.0
Instruction support	3.1	6.5	6.9	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.5	15.7	15.7	17.9
Average teacher salary	\$33,472	\$36,339	\$36,782	\$40,328
Average years' experience	8.3	8.7	8.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$156,374	\$145,893
Performance	136,485	156,482
Menu	<u>207,591</u>	<u>384,102</u>
Total	<u>\$500,450</u>	<u>\$686,477</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and audiologist earned between \$1,596 and \$1,888 in additional salary.

Performance

- The District accomplished most of its goals, which were based on district and school performance.
- 5 percent more high school students passed the AIMS reading and writing tests compared to last year.
- 80 percent of middle school students demonstrated 1 year's academic progress on standardized tests.
- Intermediate school students' reading and writing AIMS test scores increased between 5 and 8 percent.
- Teachers implemented a reading program, participated in leadership activities, and provided up to 80 hours of tutoring in reading, writing, and math.

Menu

- The District hired 4 teachers to reduce class sizes, and 2 counselors and 2 staff development specialists.
- Remaining monies were used to pay for AIMS intervention materials and teacher liability insurance.

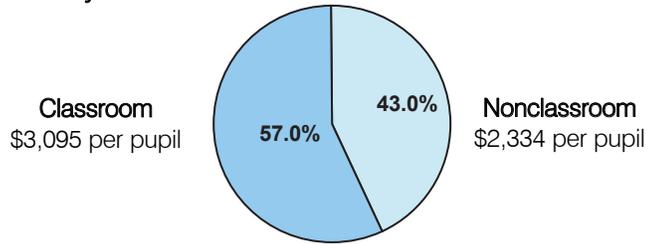
Classroom Dollars and Proposition 301 Results

Kingman Unified School District

District size: Large
 Students attending: 6,869
 Number of schools: 11
 Number of certified teachers: 376

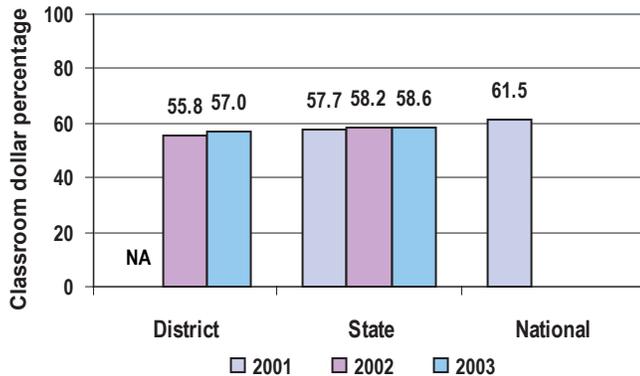
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 107 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	2001	2002	2003	State 2003	National 2000
Classroom dollars	NA	55.8	57.0	58.6	61.7
Nonclassroom dollars:	NA				
Administration		11.1	11.6	9.9	10.9
Plant operations		12.8	11.5	11.7	9.6
Food service		3.4	3.4	4.6	4.0
Transportation		5.8	5.3	3.9	4.0
Student support		8.3	8.0	6.8	5.0
Instruction support		2.7	3.1	4.3	4.5
Other		0.1	0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	NA	18.8	18.3	17.9
Average teacher salary	NA	NA	\$36,775	\$40,328
Average years' experience	NA	9.3	9.1	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 405,581	\$ 399,287
Performance	766,501	862,528
Menu	461,789	779,720
Total	\$1,633,871	\$2,041,535

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$3,375 in salary.

Performance

- The District accomplished its goals, which were based on individual performance.
- Most teachers and other eligible employees received acceptable performance ratings and completed at least 1 of 15 individual performance goals.

Menu

- The District hired 1 math and 6 computer teachers, and 5 teaching assistants to reduce class sizes, and paid 17 teachers for providing additional instruction.
- For AIMS intervention, 2 math tutors were hired and a homework center was established.
- For dropout prevention, monies help pay for campus security, 3 counselors, and a part-time guidance clerk.
- Monies were also used to increase eligible employee compensation and pay for professional development activities.

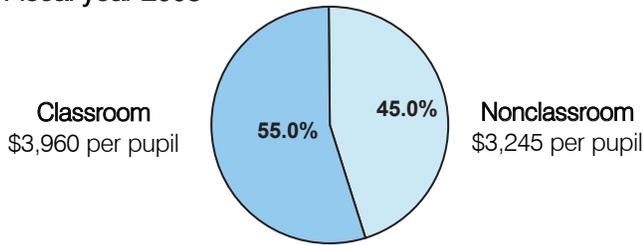
Classroom Dollars and Proposition 301 Results

Kirkland Elementary School District

District size: Very Small
 Students attending: 71
 Number of schools: 1
 Number of certified teachers: 5

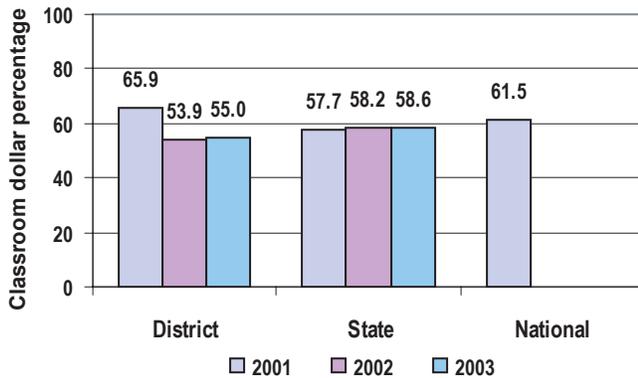
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 139 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	65.9	53.9	55.0	58.6	61.7
Nonclassroom dollars:					
Administration	8.3	21.2	19.8	9.9	10.9
Plant operations	8.5	7.2	8.0	11.7	9.6
Food service	9.0	9.0	8.5	4.6	4.0
Transportation	7.1	8.7	7.7	3.9	4.0
Student support	0.8		1.0	6.8	5.0
Instruction support	0.4			4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	7.2	16.5	14.2	17.9
Average teacher salary	\$27,182	\$31,458	\$31,677	\$40,328
Average years' experience	5.5	7.5	7.2	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 2,667	\$ 4,465
Performance	5,336	8,931
Menu	5,336	8,931
Total	<u>\$13,339</u>	<u>\$22,327</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned \$3,037 in additional salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Goals called for each student to demonstrate 1 year's academic progress on standardized tests, for student attendance to increase by 5 percent, and for teachers to receive formal evaluations.

Menu

- Monies were used as additional compensation for teachers who accomplished performance goals.

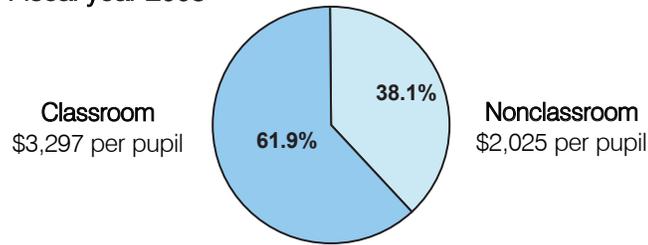
Classroom Dollars and Proposition 301 Results

Kyrene Elementary School District

District size: Large
 Students attending: 17,829
 Number of schools: 25
 Number of certified teachers: 1,005

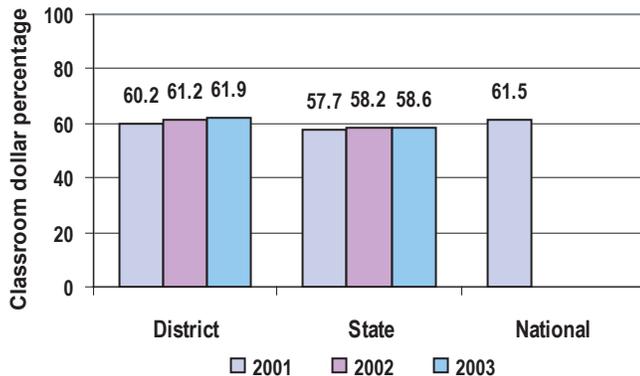
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 27 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	60.2	61.2	61.9	58.6	61.7
Nonclassroom dollars:					
Administration	9.6	9.1	8.6	9.9	10.9
Plant operations	11.5	10.8	11.1	11.7	9.6
Food service	5.0	5.1	4.9	4.6	4.0
Transportation	3.3	3.5	3.1	3.9	4.0
Student support	6.1	6.1	6.2	6.8	5.0
Instruction support	4.3	4.2	4.2	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.7	17.3	17.7	17.9
Average teacher salary	\$34,774	\$40,460	\$41,870	\$40,328
Average years' experience	8.2	8.5	9.2	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$1,002,826	\$1,035,021
Performance	1,954,894	1,967,335
Menu	1,617,244	1,655,643
Total	<u>\$4,574,964</u>	<u>\$4,658,179</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and student advisor earned an additional \$3,635 in salary.

Performance

- The District accomplished most of its goals, which were based on district performance.
- Goals were linked to student achievement on standardized tests and to a parent satisfaction survey.

Menu

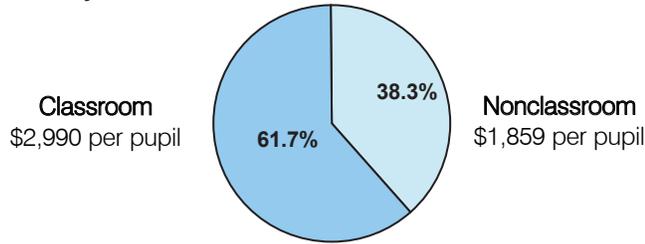
- Monies were used primarily to increase eligible employee compensation.
- Monies were also used for class size reduction at schools where class sizes exceeded district guidelines.
- Teachers and instructional aides were hired for AIMS intervention programs to help students with reading, writing, and math.
- Monies were also used to pay for professional development activities, including conferences and expert instructors, and for dropout prevention programs.

Lake Havasu Unified School District

District size: Large
 Students attending: 6,056
 Number of schools: 9
 Number of certified teachers: 311

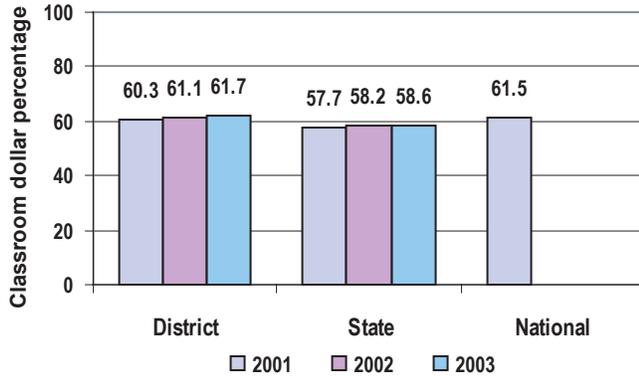
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 28 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	60.3	61.1	61.7	58.6	61.7
Nonclassroom dollars:					
Administration	12.4	10.9	10.3	9.9	10.9
Plant operations	12.7	12.3	12.4	11.7	9.6
Food service	6.3	6.5	6.0	4.6	4.0
Transportation	2.4	2.3	2.1	3.9	4.0
Student support	4.5	5.3	5.2	6.8	5.0
Instruction support	1.4	1.5	1.9	4.3	4.5
Other		0.1	0.4	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	19.5	20.0	19.5	17.9
Average teacher salary	\$33,047	\$35,201	\$35,844	\$40,328
Average years' experience	8.5	8.1	7.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 301,972	\$ 317,885
Performance	497,058	681,083
Menu	604,046	636,612
Total	<u>\$1,403,076</u>	<u>\$1,635,580</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$4,344 in salary, and each speech pathologist and audiologist earned an additional \$2,351.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Goals were linked to student achievement on standardized tests, and most required students to demonstrate 1 year's academic progress.
- Other goals called for teachers to increase their teaching skills through participation in technology, computer, math, and writing workshops; and for increased student and staff participation in extracurricular activities.

Menu

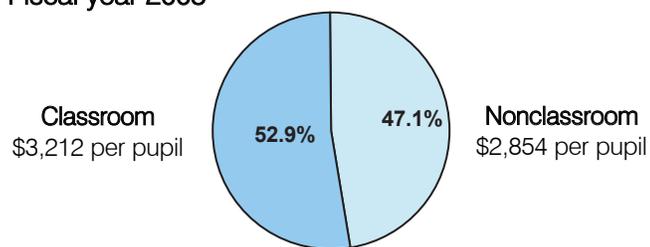
- Monies were primarily used for eligible employee compensation increases.
- Additionally, 1 middle-school and 2 elementary-school teachers were hired to reduce class sizes.

Laveen Elementary School District

District size: Medium
 Students attending: 1,507
 Number of schools: 3
 Number of certified teachers: 89

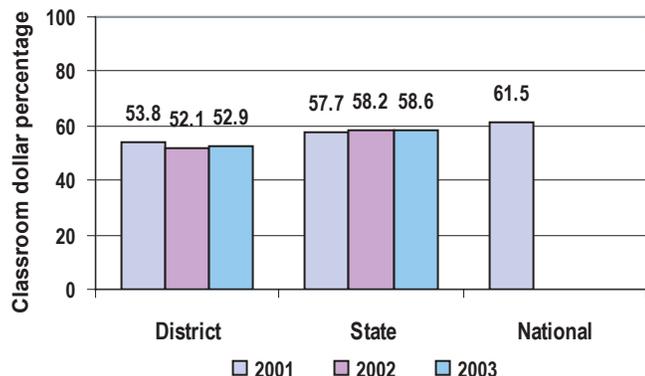
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 167 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	53.8	52.1	52.9	58.6	61.7
Nonclassroom dollars:					
Administration	13.0	13.9	13.8	9.9	10.9
Plant operations	12.5	11.9	10.3	11.7	9.6
Food service	6.7	5.6	5.3	4.6	4.0
Transportation	3.6	3.4	4.0	3.9	4.0
Student support	6.0	5.8	8.8	6.8	5.0
Instruction support	3.4	7.3	4.9	4.3	4.5
Other	1.0			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.6	18.5	16.9	17.9
Average teacher salary	\$32,060	\$31,995	\$34,336	\$40,328
Average years' experience	6.8	6.6	5.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 64,462	\$ 56,060
Performance	147,835	51,044
Menu	165,754	210,123
Total	<u>\$378,051</u>	<u>\$317,227</u>

District-reported 2003 results

Teacher pay

- On average, each teacher and librarian earned an additional \$4,716 in salary, and the counselor earned an additional \$3,749.

Performance

- The District accomplished one-third of its goals, which were based on district and individual performance.
- Teachers accomplished the goal of completing at least 30 hours of governing board-approved committee work. The goals not accomplished were linked to student achievement on standardized tests and student attendance.

Menu

- Monies were used to increase eligible employee compensation and to pay for health insurance premium increases.

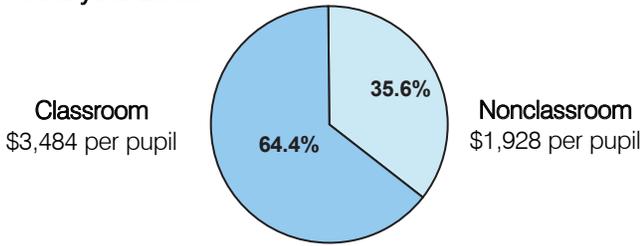
Classroom Dollars and Proposition 301 Results

Liberty Elementary School District

District size: Medium
 Students attending: 1,747
 Number of schools: 3
 Number of certified teachers: 103

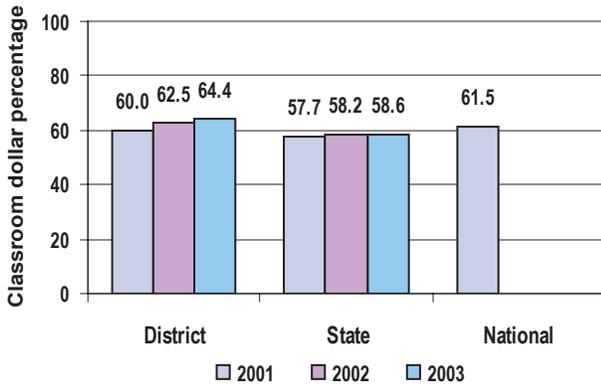
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 11 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	60.0	62.5	64.4	58.6	61.7
Nonclassroom dollars:					
Administration	12.3	11.0	9.7	9.9	10.9
Plant operations	9.3	10.0	8.9	11.7	9.6
Food service	5.0	4.5	4.3	4.6	4.0
Transportation	6.0	4.7	4.7	3.9	4.0
Student support	4.7	4.4	5.0	6.8	5.0
Instruction support	2.7	2.9	3.0	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	19.1	18.6	17.0	17.9
Average teacher salary	\$31,974	\$33,600	\$34,471	\$40,328
Average years' experience	6.3	6.6	6.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 75,882	\$ 93,820
Performance	155,585	177,020
Menu	<u>138,888</u>	<u>125,482</u>
Total	<u>\$370,355</u>	<u>\$396,322</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$2,965 and \$3,385 in additional salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Goals were linked to increasing student proficiency in reading and math. Additionally, teachers were required to align lesson plans to state standards, to demonstrate appropriate attitude and teaching skills, and to participate in professional development and leadership activities.

Menu

- Monies were used primarily to increase eligible employee compensation, which the District indicates helped it to attract and retain staff.
- Monies were also used to pay for professional development workshops and reading strategies training.

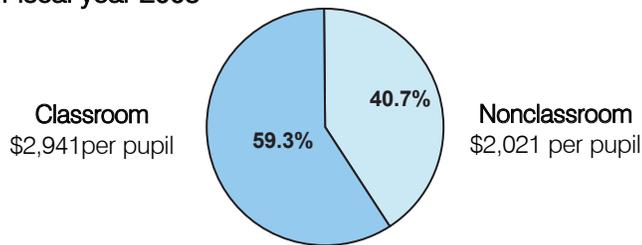
Classroom Dollars and Proposition 301 Results

Litchfield Elementary School District

District size: Medium
 Students attending: 4,950
 Number of schools: 8
 Number of certified teachers: 273

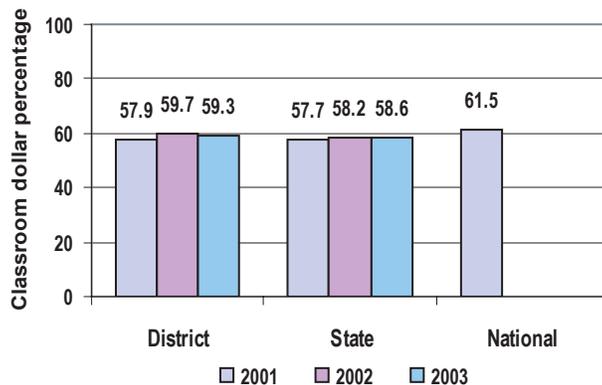
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 62 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	57.9	59.7	59.3	58.6	61.7
Nonclassroom dollars:					
Administration	10.7	10.9	10.9	9.9	10.9
Plant operations	14.7	13.4	13.3	11.7	9.6
Food service	6.2	5.3	5.1	4.6	4.0
Transportation	4.7	4.9	5.4	3.9	4.0
Student support	4.1	4.1	4.4	6.8	5.0
Instruction support	1.7	1.7	1.6	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	19.7	20.4	18.1	17.9
Average teacher salary	\$29,890	\$36,711	\$35,103	\$40,328
Average years' experience	6.5	6.1	5.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$188,311	\$ 231,832
Performance	226,080	431,532
Menu	248,704	401,790
Total	<u>\$663,095</u>	<u>\$1,065,154</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and audiologist earned an additional \$2,400 in salary.

Performance

- The District accomplished most of its goals, which were based on school performance.
- Teacher attendance was 95 percent or greater.
- Parents and students gave schools at least an 80 percent satisfaction rating.
- School goals were met relating to student community service, student achievement on standardized tests, teacher development, and parent volunteer hours.
- Student attendance at most schools was 95 percent.

Menu

- Monies were used primarily for AIMS intervention.
- Teachers and instructional aides were hired to work with at-risk students during and after school.
- More than 1,100 middle-school students attended after-school homework labs.
- Monies were also used to pay 18 teachers for mentoring.

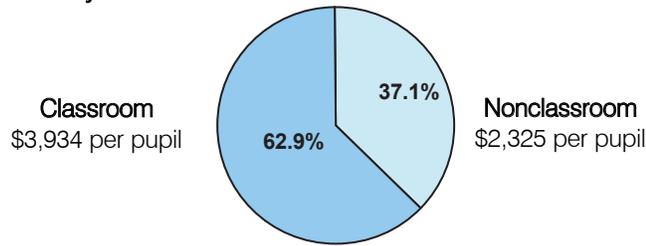
Classroom Dollars and Proposition 301 Results

Littlefield Unified School District

District size: Small
 Students attending: 402
 Number of schools: 1
 Number of certified teachers: 9

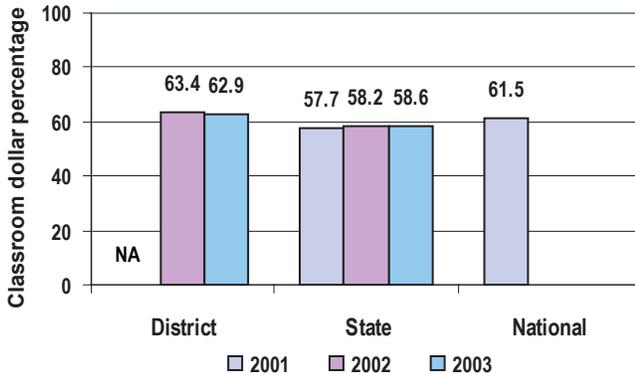
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 19 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	NA	63.4	62.9	58.6	61.7
Nonclassroom dollars:	NA				
Administration		12.5	11.5	9.9	10.9
Plant operations		9.3	9.3	11.7	9.6
Food service		7.1	6.7	4.6	4.0
Transportation		5.4	5.6	3.9	4.0
Student support		0.6	1.3	6.8	5.0
Instruction support		1.7	2.7	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	26.0	29.2	44.7	17.9
Average teacher salary	\$38,721	\$33,346	\$31,982	\$40,328
Average years' experience	NA	12.2	11.7	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$14,034	\$18,257
Performance	30,582	29,392
Menu	<u>38,073</u>	<u>16,140</u>
Total	<u>\$82,689</u>	<u>\$63,789</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$2,048 in salary.

Performance

- The District accomplished its goal, which was based on district performance.
- The District developed a pre- and post-test to measure student achievement, and required student scores, on average, to demonstrate 1 year's academic progress.

Menu

- A teacher was hired for part of the school year to work with students referred to in-school detention.

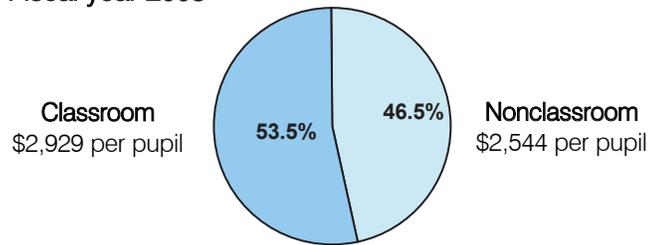
Classroom Dollars and Proposition 301 Results

Littleton Elementary School District

District size: Medium
 Students attending: 1,718
 Number of schools: 3
 Number of certified teachers: 110

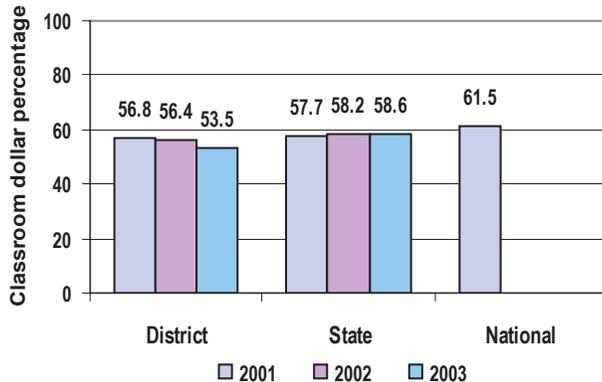
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 160 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.8	56.4	53.5	58.6	61.7
Nonclassroom dollars:					
Administration	12.0	12.5	12.5	9.9	10.9
Plant operations	10.1	10.9	10.9	11.7	9.6
Food service	7.6	7.3	7.2	4.6	4.0
Transportation	4.9	5.1	5.0	3.9	4.0
Student support	4.3	3.6	5.1	6.8	5.0
Instruction support	3.8	4.2	5.8	4.3	4.5
Other	0.5			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	11.8	17.2	15.6	17.9
Average teacher salary	\$31,947	\$38,966	\$35,410	\$40,328
Average years' experience	8.2	7.9	7.1	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 68,627	\$ 67,964
Performance	138,830	121,634
Menu	135,427	140,511
Total	<u>\$342,524</u>	<u>\$330,109</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned between \$2,528 and \$3,560 in additional salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- Student performance on standardized tests, on average, met school goals.
- Teachers and other staff participated in 4 days of professional development activities.
- More than 90 percent of teachers received acceptable performance evaluations.

Menu

- Monies were used to reward teachers who accomplished professional development goals. Each teacher selected 5 goals from a list of 22.
- A total of 438 goals were set, and 430 were accomplished.

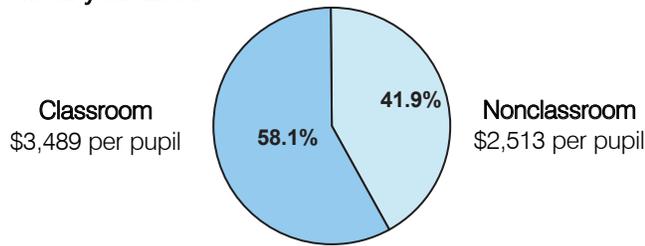
Classroom Dollars and Proposition 301 Results

Madison Elementary School District

District size: Medium
 Students attending: 4,889
 Number of schools: 7
 Number of certified teachers: 299

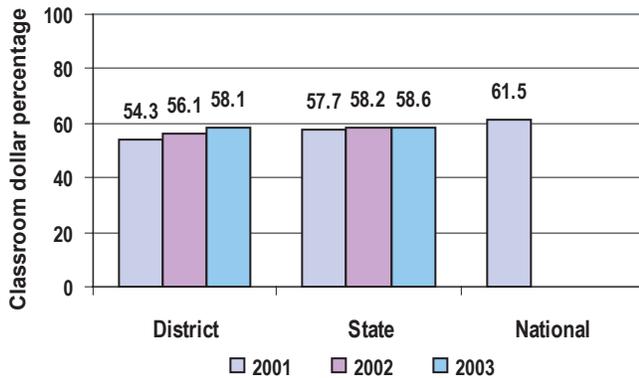
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 88 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	54.3	56.1	58.1	58.6	61.7
Nonclassroom dollars:					
Administration	11.1	9.9	9.4	9.9	10.9
Plant operations	12.2	12.2	11.3	11.7	9.6
Food service	4.8	5.3	5.9	4.6	4.0
Transportation	4.0	3.9	3.9	3.9	4.0
Student support	7.8	7.5	7.0	6.8	5.0
Instruction support	5.8	5.1	4.4	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.8	16.9	16.4	17.9
Average teacher salary	\$33,385	\$35,430	\$44,454	\$40,328
Average years' experience	7.0	6.8	6.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$258,035	\$ 317,411
Performance	164,475	345,229
Menu	468,535	415,826
Total	<u>\$891,045</u>	<u>\$1,078,466</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, counselor, librarian, speech pathologist, and audiologist earned between \$2,238 and \$3,238 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Goals were linked to student achievement, school ratings by ADE for AZ LEARNS, teacher evaluations, and a parent satisfaction survey. 2 schools accomplished 100 percent of goals; other schools accomplished between 75 and 92 percent of goals.

Menu

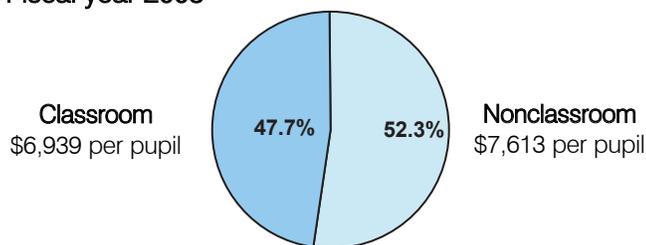
- Monies were primarily used to pay for 3 days of professional development for all teachers, and for additional teacher compensation at 4 schools with performance programs based on individual performance and professional growth.
- Monies were also used for after-school study programs, including transportation and materials. 350 students received 30 hours of instruction to improve reading skills.

Maine Consolidated School District

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

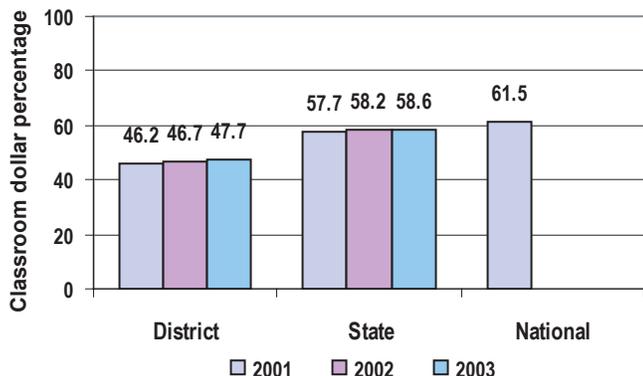
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 202 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	46.2	46.7	47.7	58.6	61.7
Nonclassroom dollars:					
Administration	18.5	17.4	14.7	9.9	10.9
Plant operations	12.1	12.4	11.7	11.7	9.6
Food service	3.5	4.5	4.0	4.6	4.0
Transportation	13.2	11.4	12.9	3.9	4.0
Student support	2.9	4.5	5.6	6.8	5.0
Instruction support	3.6	3.1	3.4	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	11.9	7.8	8.9	17.9
Average teacher salary	\$26,662	\$31,852	\$32,200	\$40,328
Average years' experience	6.0	5.1	5.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 2,515	\$ 4,531
Performance	11,409	
Menu	12,542	8,950
Total	<u>\$26,466</u>	<u>\$13,481</u>

District-reported 2003 results

Teacher pay

- On average, each teacher and librarian earned an additional \$1,190 in salary.

Performance

- The District accomplished most of its goals, which were based on school performance.
- About two-thirds of teachers submitted improvement proposals geared toward a governing board or school goal, or a need identified through standardized testing or performance evaluations.
- The school received acceptable marks on a parent-student satisfaction survey relating to school safety, atmosphere, and maintenance. Survey results will be used to guide future school goals.
- Goals not met related to student achievement on standardized tests.

Menu

- Monies were used solely to increase eligible employee compensation.

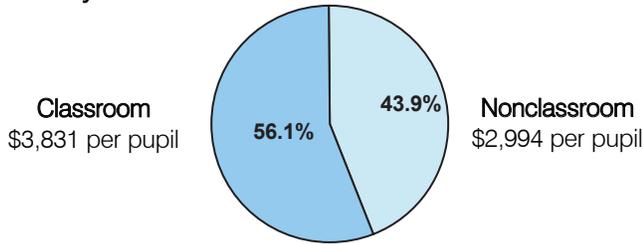
Classroom Dollars and Proposition 301 Results

Mammoth-San Manuel Unified School District

District size: Medium
 Students attending: 1,319
 Number of schools: 5
 Number of certified teachers: 87

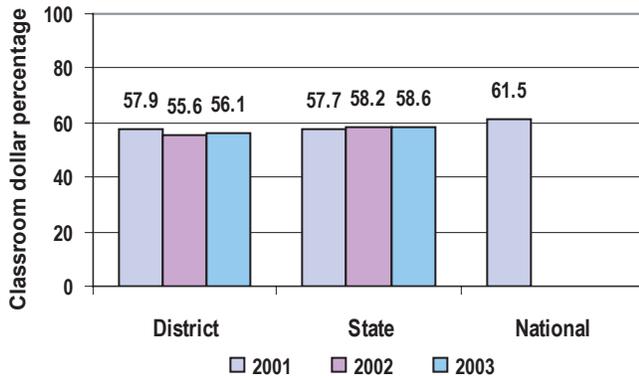
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 119 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	57.9	55.6	56.1	58.6	61.7
Nonclassroom dollars:					
Administration	11.4	11.9	11.1	9.9	10.9
Plant operations	13.0	13.1	12.2	11.7	9.6
Food service	6.3	5.8	5.3	4.6	4.0
Transportation	3.5	3.0	2.6	3.9	4.0
Student support	5.4	8.7	10.1	6.8	5.0
Instruction support	1.6	1.9	2.6	4.3	4.5
Other	0.9			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.9	15.2	15.2	17.9
Average teacher salary	\$29,615	\$35,500	\$33,500	\$40,328
Average years' experience	9.7	9.8	9.7	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 94,828	\$ 62,416
Performance	60,676	230,123
Menu	92,819	239,897
Total	<u>\$248,323</u>	<u>\$532,436</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and nurse earned an additional \$4,201 in salary, and each counselor earned an additional \$3,865.

Performance

- The District accomplished most of its goals, which were based on school performance.
- Most schools received a rating of "performing" or better by ADE for AZ LEARNS.

Menu

- Monies were used solely to increase eligible employee compensation.

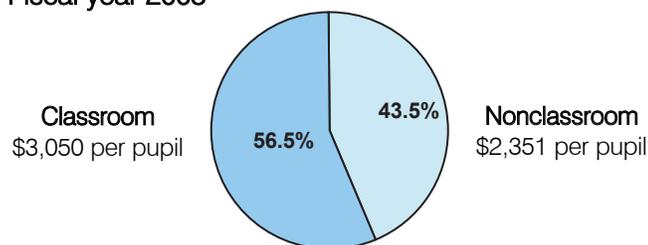
Classroom Dollars and Proposition 301 Results

Marana Unified School District

District size: Large
 Students attending: 11,853
 Number of schools: 17
 Number of certified teachers: 645

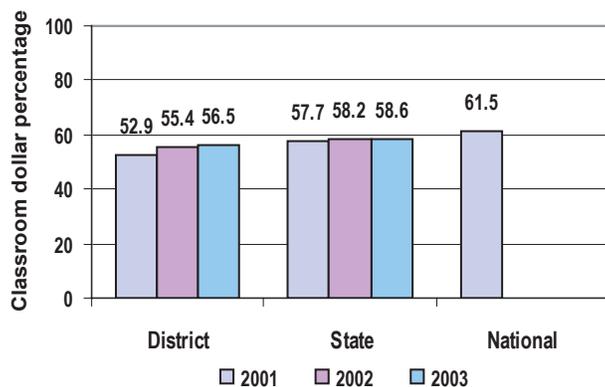
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 112 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	52.9	55.4	56.5	58.6	61.7
Nonclassroom dollars:					
Administration	10.2	9.1	8.8	9.9	10.9
Plant operations	15.9	14.5	15.1	11.7	9.6
Food service	3.4	4.3	3.5	4.6	4.0
Transportation	8.2	7.8	7.3	3.9	4.0
Student support	6.4	6.1	5.7	6.8	5.0
Instruction support	3.0	2.6	2.9	4.3	4.5
Other		0.2	0.2	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.3	18.1	18.4	17.9
Average teacher salary	\$31,943	\$37,123	\$39,241	\$40,328
Average years' experience	9.4	9.6	9.7	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 615,607	\$ 650,549
Performance	1,193,389	1,241,147
Menu	1,041,513	1,098,804
Total	<u>\$2,850,509</u>	<u>\$2,990,500</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$3,932 in salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Each school set and accomplished goals linked to increased student achievement, and each school named a teacher to assist with the development, implementation, review, and monitoring of school performance plans.

Menu

- Monies were used solely to increase eligible employee compensation.

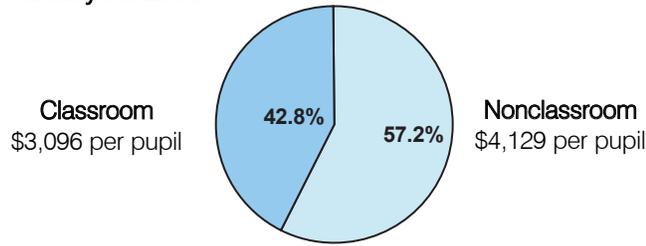
Classroom Dollars and Proposition 301 Results

Maricopa County Regional School District

District size: Medium
 Students attending: 1,718
 Number of schools: 13
 Number of certified teachers: 95

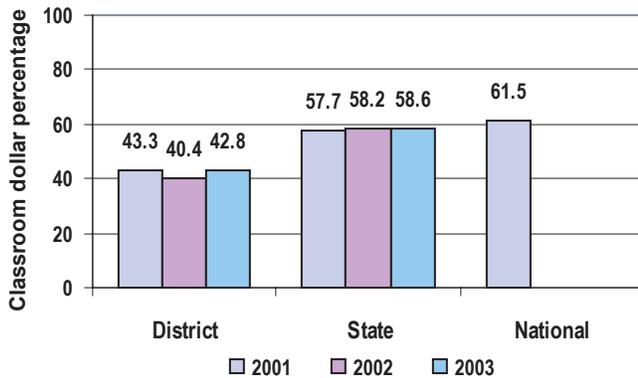
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 214 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	43.3	40.4	42.8	58.6	61.7
Nonclassroom dollars:					
Administration	23.4	22.1	23.3	9.9	10.9
Plant operations	17.2	17.3	15.9	11.7	9.6
Food service	0.5	0.4	0.2	4.6	4.0
Transportation	8.0	10.8	7.9	3.9	4.0
Student support	7.3	8.3	9.3	6.8	5.0
Instruction support			0.5	4.3	4.5
Other	0.3	0.7	0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	19.6	20.8	18.1	17.9
Average teacher salary	\$33,250	\$38,699	\$40,222	\$40,328
Average years' experience	4.5	4.8	4.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$127,434	\$ 99,734
Performance	214,640	226,041
Menu	<u>201,593</u>	<u>252,925</u>
Total	<u>\$543,667</u>	<u>\$578,700</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, speech pathologist, and audiologist earned an additional \$3,644 in salary.

Performance

- The District accomplished its goals, which were based on district and school performance.
- Teachers each developed a project relating to student achievement.
- The District's teacher evaluation instrument was converted to a rating scale, and teachers were paid according to their scores.

Menu

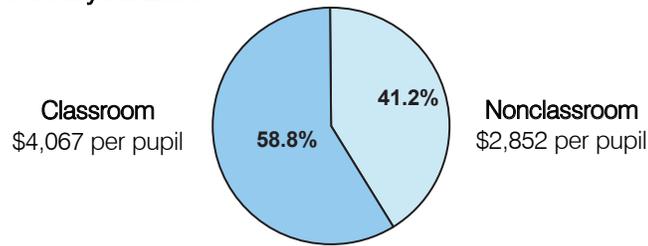
- Monies were used to increase eligible employee compensation.
- The District split classes or added instructional aides to classes with more than 30 students.
- Lead teachers were paid at each school to develop and mentor staff, and a teacher was hired to help integrate technology into the classroom. A teacher was also hired to work with students transitioning from detention schools to regular schools.

Maricopa Unified School District

District size: Medium
 Students attending: 1,155
 Number of schools: 3
 Number of certified teachers: 72

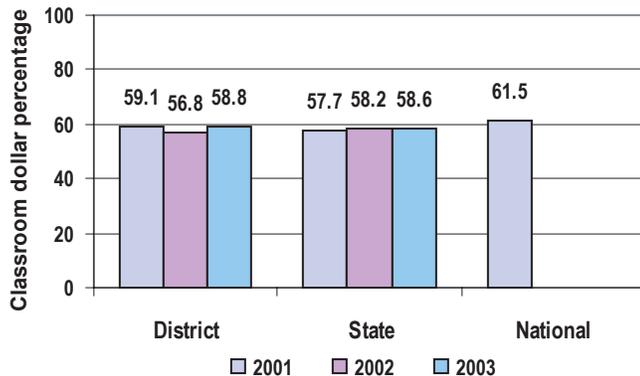
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 74 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	59.1	56.8	58.8	58.6	61.7
Nonclassroom dollars:					
Administration	12.5	14.5	13.2	9.9	10.9
Plant operations	11.7	10.7	10.3	11.7	9.6
Food service	6.3	6.4	5.1	4.6	4.0
Transportation	5.2	5.3	5.3	3.9	4.0
Student support	3.5	4.1	4.2	6.8	5.0
Instruction support	1.7	2.2	3.1	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.3	16.4	16.0	17.9
Average teacher salary	\$30,231	\$35,337	\$38,019	\$40,328
Average years' experience	6.6	6.7	6.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 59,328	\$ 68,591
Performance	63,027	151,094
Menu	<u>106,578</u>	<u>112,866</u>
Total	<u>\$228,933</u>	<u>\$332,551</u>

District-reported 2003 results

Teacher pay

- On average, each teacher and librarian earned between \$2,116 and \$2,330 in additional salary. In addition, instructional aides, speech pathologists, and counselors were eligible for performance pay and earned between \$950 and \$1,265 each, on average.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- High-school, middle-school, and special education students demonstrated measurable academic progress; and the number of students improving their reading and writing scores on the AIMS test increased.
- Elementary-school students improved reading and math skills.
- Teacher attendance increased.
- Middle- and high-school promotion rates increased.

Menu

- Monies were used to continue to pay for a part-time reading teacher and for additional middle- and high-school math and science classes.

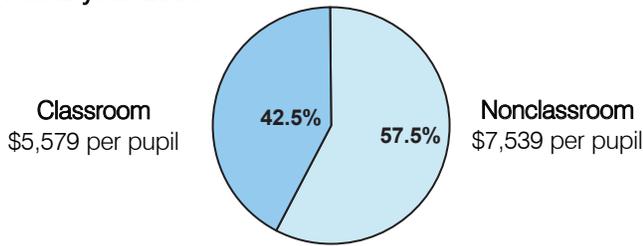
Classroom Dollars and Proposition 301 Results

Mary C. O'Brien Accommodation School District

District size: Very Small
 Students attending: 174
 Number of schools: 2
 Number of certified teachers: 18

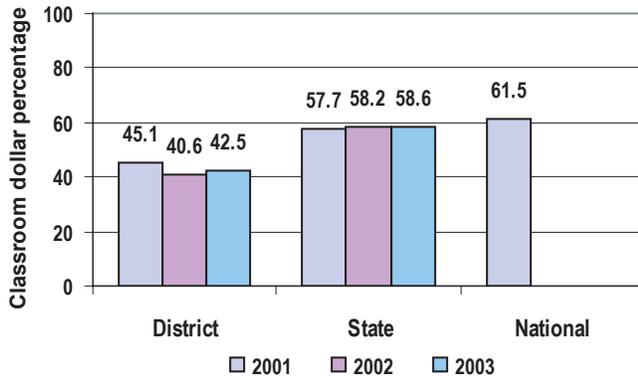
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 216 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	45.1	40.6	42.5	58.6	61.7
Nonclassroom dollars:					
Administration	13.9	15.1	17.9	9.9	10.9
Plant operations	16.2	13.2	18.1	11.7	9.6
Food service	6.3	4.2	4.8	4.6	4.0
Transportation	8.4	7.4	9.9	3.9	4.0
Student support	7.1	17.7	6.7	6.8	5.0
Instruction support	0.8		0.1	4.3	4.5
Other	2.2	1.8		0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	10.6	10.8	9.7	17.9
Average teacher salary	\$32,621	\$38,091	\$38,583	\$40,328
Average years' experience	5.8	5.9	6.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 7,624	\$14,123
Performance	22,105	1,200
Menu	21,696	
Total	\$51,425	\$15,323

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$649 in salary, which does not include performance pay or menu monies distributed in fiscal year 2004.

Performance

- The District accomplished some of its goals, which were based on school performance.
- Student achievement goals involved increasing the percentage of students scoring at or above the 50th-percentile on standardized tests in reading, math, and language arts. 1 school's math scores met the goal.
- Another school accomplished the goal of decreasing its student dropout rate.

Menu

- The District distributed menu monies in fiscal year 2004, after its committee met to make final eligibility determinations.

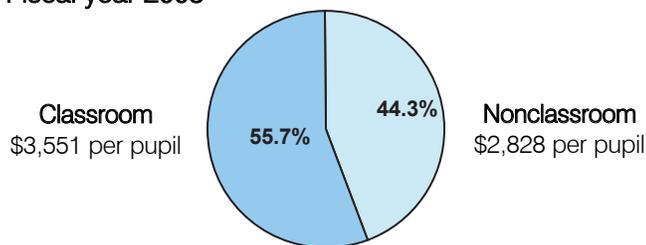
Classroom Dollars and Proposition 301 Results

Mayer Unified School District

District size: Medium
 Students attending: 608
 Number of schools: 2
 Number of certified teachers: 37

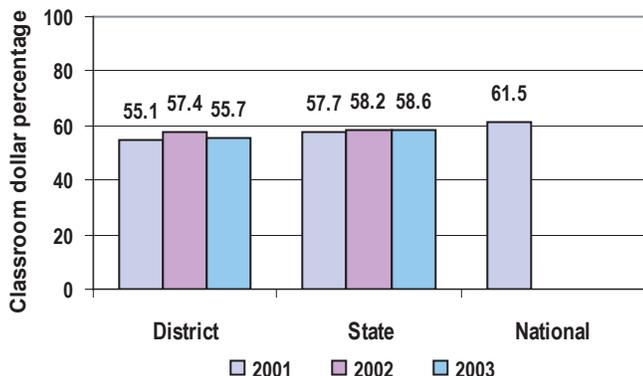
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 130 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	55.1	57.4	55.7	58.6	61.7
Nonclassroom dollars:					
Administration	14.1	13.2	14.4	9.9	10.9
Plant operations	11.4	11.3	11.0	11.7	9.6
Food service	5.1	5.9	5.0	4.6	4.0
Transportation	5.8	6.3	6.8	3.9	4.0
Student support	5.3	2.9	4.9	6.8	5.0
Instruction support	3.2	3.0	2.2	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.1	17.6	16.4	17.9
Average teacher salary	\$29,513	\$31,978	\$34,544	\$40,328
Average years' experience	8.9	10.1	11.4	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 30,180	\$ 38,755
Performance	44,918	91,096
Menu	56,642	75,789
Total	<u>\$131,740</u>	<u>\$205,640</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$3,694 and \$4,305 in additional salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- 90 percent of 10th-grade students met standards on the AIMS test.
- The number of failing grades decreased each quarter.
- Students demonstrated writing skills through portfolios.
- All teachers completed at least 25 hours of professional development.
- Teachers also participated in student activities.

Menu

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

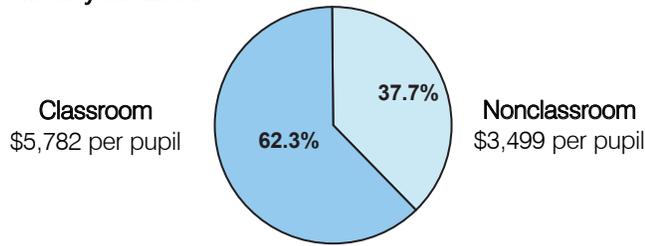
Classroom Dollars and Proposition 301 Results

McNary Elementary School District

District size: Very Small
 Students attending: 144
 Number of schools: 1
 Number of certified teachers: 14

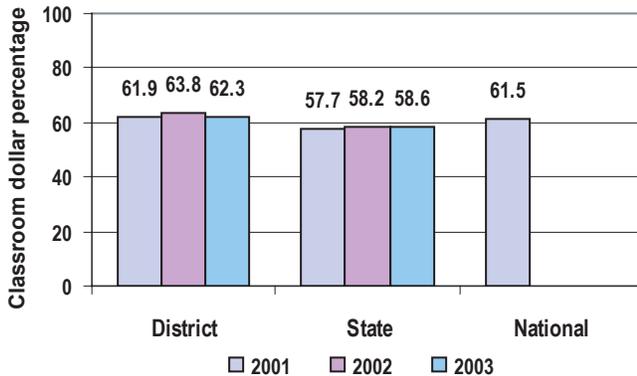
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 24 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	61.9	63.8	62.3	58.6	61.7
Nonclassroom dollars:					
Administration	10.7	10.8	10.2	9.9	10.9
Plant operations	14.1	14.0	13.6	11.7	9.6
Food service	5.7	5.3	5.1	4.6	4.0
Transportation	0.5	0.1	0.3	3.9	4.0
Student support	3.9	2.1	4.7	6.8	5.0
Instruction support	3.2	3.9	3.8	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	12.7	11.8	10.3	17.9
Average teacher salary	\$28,192	\$31,880	\$29,423	\$40,328
Average years' experience	6.7	8.0	7.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 9,253	\$ 7,547
Performance	15,420	11,699
Menu	19,138	9,164
Total	<u>\$43,811</u>	<u>\$28,410</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$2,533 in salary.

Performance

- The District accomplished its goals, which were based on district performance.
- Student achievement goals required students who were enrolled for more than 1 year to demonstrate 1 year's academic progress on standardized tests.
- 80 percent of students in grades 4 through 8 participated in extracurricular activities.
- 80 percent of responses on an annual parent satisfaction survey were positive.

Menu

- Monies were used to compensate teachers for working on curriculum committees and for overseeing after-school programs, including a homework club, latchkey program, and reading tutoring.

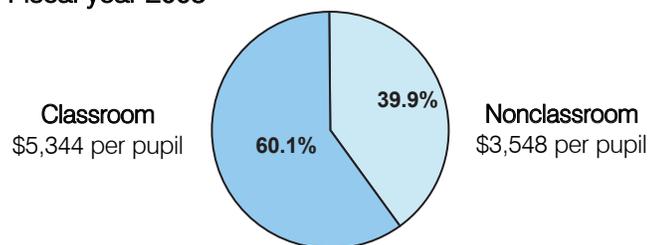
Classroom Dollars and Proposition 301 Results

McNeal Elementary School District

District size: Very Small
 Students attending: 37
 Number of schools: 1
 Number of certified teachers: 4

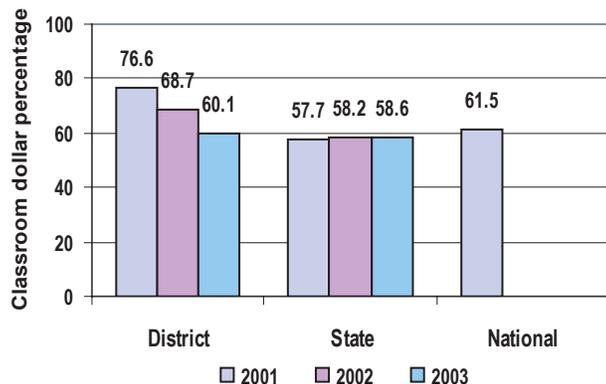
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 48 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	76.6	68.7	60.1	58.6	61.7
Nonclassroom dollars:					
Administration	9.5	12.4	13.7	9.9	10.9
Plant operations	7.3	10.9	10.9	11.7	9.6
Food service				4.6	4.0
Transportation	3.0	4.0	6.4	3.9	4.0
Student support	3.6	4.0	8.9	6.8	5.0
Instruction support				4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	8.0	11.0	9.3	17.9
Average teacher salary	\$38,074	\$35,084	\$37,315	\$40,328
Average years' experience	15.0	15.0	5.7	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base		\$ 5,184
Performance		7,901
Menu	—	8,740
Total	<u>\$0</u>	<u>\$21,825</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$5,456 in salary.

Performance

- The District accomplished most of its goals, which were based on district performance.
- Goals were linked to student achievement on standardized tests, teacher professional development, and parent and student satisfaction.
- 4 teachers earned a total of 198 staff development hours.
- Schools received positive ratings by students and parents on satisfaction surveys.

Menu

- 1 educational aide was hired to reduce class size.
- Monies were also used to increase teacher compensation and to pay for professional development activities.

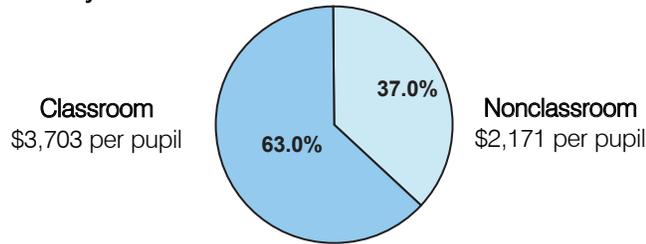
Classroom Dollars and Proposition 301 Results

Mesa Unified School District

District size: Super Large
 Students attending: 70,058
 Number of schools: 89
 Number of certified teachers: 3,678

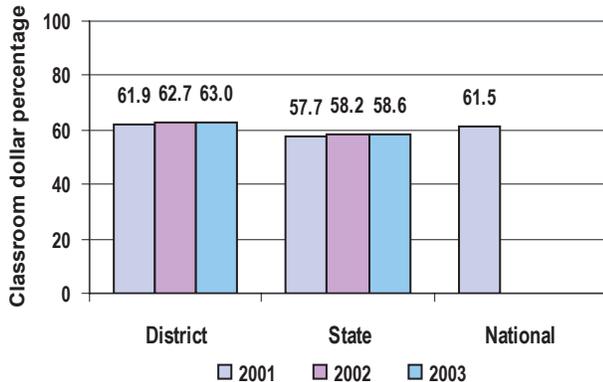
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 16 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	61.9	62.7	63.0	58.6	61.7
Nonclassroom dollars:					
Administration	8.7	8.6	8.5	9.9	10.9
Plant operations	10.8	10.4	10.2	11.7	9.6
Food service	4.6	4.5	4.2	4.6	4.0
Transportation	3.8	3.8	3.9	3.9	4.0
Student support	5.9	6.0	6.2	6.8	5.0
Instruction support	3.7	3.5	3.5	4.3	4.5
Other	0.6	0.5	0.5	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	19.1	18.8	19.0	17.9
Average teacher salary	\$40,722	\$46,750	\$43,939	\$40,328
Average years' experience	10.6	10.6	10.7	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 3,963,699	\$ 3,663,884
Performance	8,580,603	7,963,438
Menu	<u>7,901,966</u>	<u>6,498,549</u>
Total	<u>\$20,446,268</u>	<u>\$18,125,871</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$4,848 in salary, and each librarian and counselor earned an additional \$3,113 to \$3,254.

Performance

- The District accomplished its goals, which were based on district and school performance.
- Goals were linked to student achievement on standardized tests and dropout and graduation rates.

Menu

- 9 full-time and 1 part-time teachers and 57 instructional assistants were hired to reduce class sizes.
- Monies were also used to increase teacher base pay and to provide incentive pay.
- For AIMS intervention, 218 teachers and 56 instructional aides tutored students.
- Dropout prevention activities included evening classes, alternative learning centers, and tutoring and mentoring.
- Schools reported that the percentage of students mastering state standards and the percentage of students demonstrating 1 year's growth increased.

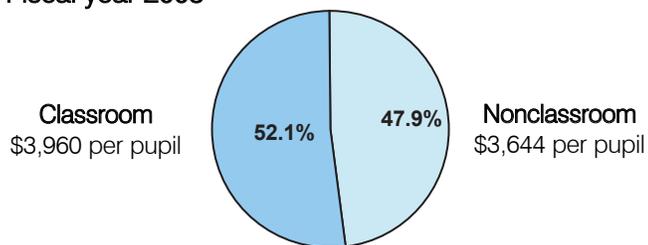
Classroom Dollars and Proposition 301 Results

Miami Unified School District

District size: Medium
 Students attending: 942
 Number of schools: 4
 Number of certified teachers: 70

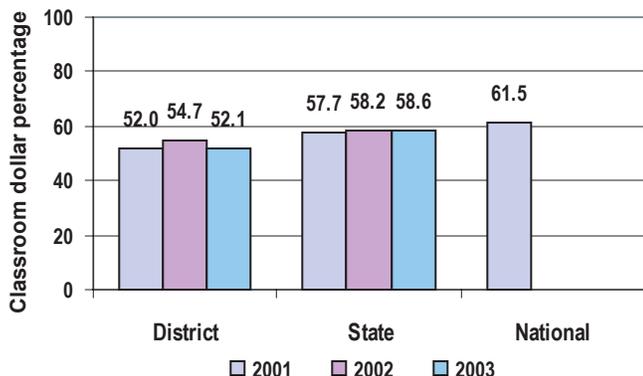
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 178 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	52.0	54.7	52.1	58.6	61.7
Nonclassroom dollars:					
Administration	14.2	14.2	13.8	9.9	10.9
Plant operations	14.5	13.0	14.4	11.7	9.6
Food service	5.3	4.7	5.1	4.6	4.0
Transportation	6.0	5.5	6.0	3.9	4.0
Student support	7.0	6.8	6.7	6.8	5.0
Instruction support	1.0	1.1	1.9	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.2	16.8	13.5	17.9
Average teacher salary	\$31,748	\$32,258	\$34,351	\$40,328
Average years' experience	11.8	12.1	11.2	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 75,631	\$ 65,314
Performance	67,291	89,232
Menu	149,506	137,408
Total	<u>\$292,428</u>	<u>\$291,954</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$1,834 and \$2,376 in additional salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- Goals called for increased student writing skills and achievement on standardized tests, and for teachers to complete individual improvement goals.

Menu

- Monies were primarily used to increase eligible employee compensation.
- 1 kindergarten teacher was hired to reduce class size from 26 to 19.

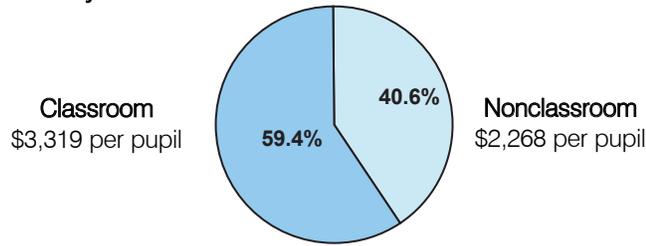
Classroom Dollars and Proposition 301 Results

Mingus Union High School District

District size: Medium
 Students attending: 1,327
 Number of schools: 1
 Number of certified teachers: 61

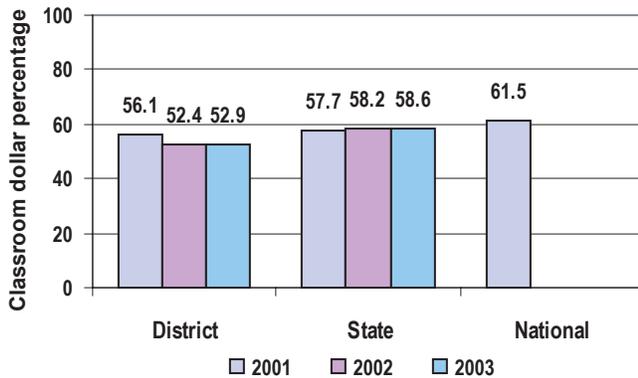
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 59 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	59.8	62.0	59.4	58.6	61.7
Nonclassroom dollars:					
Administration	12.4	10.4	12.7	9.9	10.9
Plant operations	10.5	11.9	12.3	11.7	9.6
Food service	1.7			4.6	4.0
Transportation	4.0	4.2	4.7	3.9	4.0
Student support	8.9	9.0	8.6	6.8	5.0
Instruction support	2.7	2.5	2.3	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	19.4	17.8	21.8	17.9
Average teacher salary	\$40,837	\$42,817	\$45,983	\$40,328
Average years' experience	11.6	11.4	11.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 40,183	\$131,832
Performance	113,211	232,238
Menu	149,382	195,866
Total	<u>\$302,776</u>	<u>\$559,936</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$6,466 in salary.

Performance

- The District accomplished its goals, which were based on district performance.
- Goals were linked to improving students' written communication skills, and to teacher participation in professional development activities focused on increasing effectiveness and the use of technology.
- Other goals involved improved parent communication via electronic gradebooks, Web-based homework grade lists, and attendance at parent conferences.

Menu

- Monies were used to increase teacher base pay and to pay for health insurance premium increases.

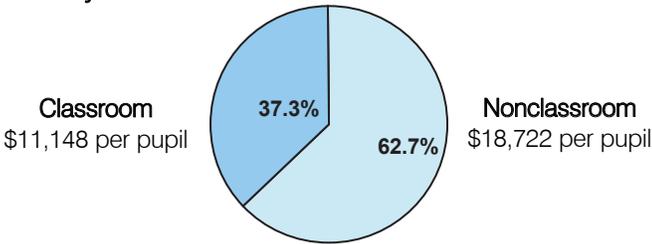
Classroom Dollars and Proposition 301 Results

Mobile Elementary School District

District size: Very Small
 Students attending: 17
 Number of schools: 1
 Number of certified teachers: 3

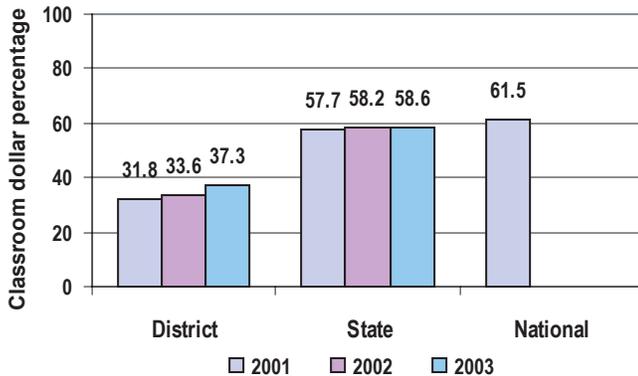
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 219 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	31.8	33.6	37.3	58.6	61.7
Nonclassroom dollars:					
Administration	20.0	23.6	19.8	9.9	10.9
Plant operations	23.7	23.0	21.8	11.7	9.6
Food service	11.3	9.0	8.7	4.6	4.0
Transportation	12.0	10.8	12.4	3.9	4.0
Student support				6.8	5.0
Instruction support	1.2			4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	7.3	9.5	5.7	17.9
Average teacher salary	\$33,071	\$34,724	\$35,760	\$40,328
Average years' experience	10.5	11.5	10.4	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$1,106	\$2,000
Performance	2,211	2,500
Menu	2,111	3,500
Total	<u>\$5,528</u>	<u>\$8,000</u>

District-reported 2003 results

Teacher pay

- Teachers earned between \$0 and \$3,000 in additional salary.

Performance

- The District accomplished its goals, which were linked to student achievement and teacher attendance.

Menu

- Monies were used to increase salaries for nonteaching positions, including the bus driver, business manager, and assistant.

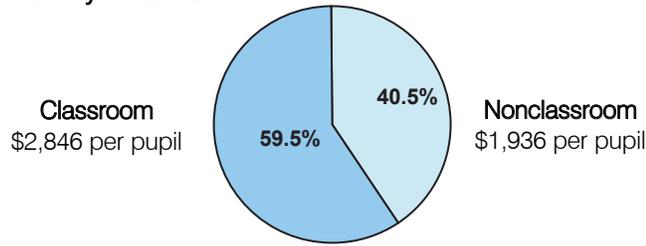
Classroom Dollars and Proposition 301 Results

Mohave Valley Elementary School District

District size: Medium
 Students attending: 1,660
 Number of schools: 4
 Number of certified teachers: 77

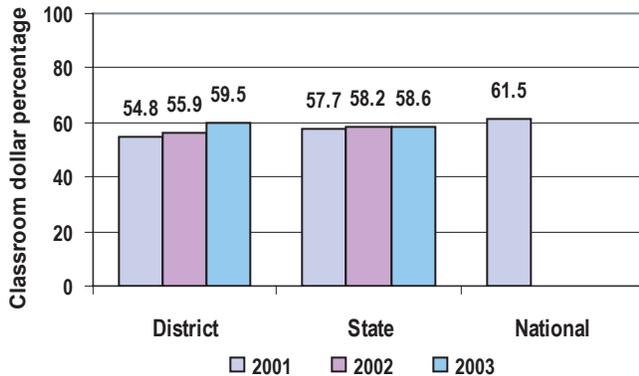
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 57 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	54.8	55.9	59.5	58.6	61.7
Nonclassroom dollars:					
Administration	11.6	11.9	10.4	9.9	10.9
Plant operations	11.4	9.9	11.5	11.7	9.6
Food service	6.3	7.1	5.6	4.6	4.0
Transportation	8.3	7.3	5.9	3.9	4.0
Student support	3.5	3.7	3.3	6.8	5.0
Instruction support	4.1	4.2	3.8	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.7	19.7	21.6	17.9
Average teacher salary	\$29,954	\$34,610	\$34,355	\$40,328
Average years' experience	7.8	7.8	8.1	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 87,368	\$ 80,938
Performance	177,754	190,276
Menu	174,743	162,049
Total	<u>\$439,865</u>	<u>\$433,263</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, speech pathologist, and instructional facilitator earned between \$5,671 and \$6,634 in additional salary.

Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- About 60 percent of teachers earned monies based on their performance evaluations, which included student achievement measures.
- All schools accomplished adequate yearly progress goals.
- Students' scores increased district-wide in reading.

Menu

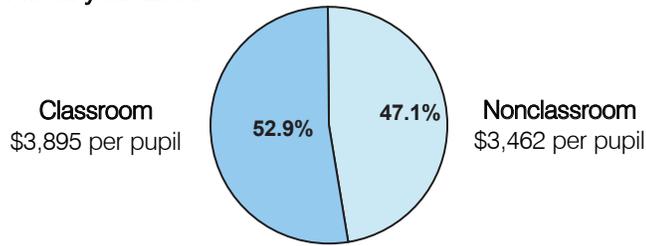
- Monies were used solely to increase eligible employee compensation.

Mohawk Valley Elementary School District

District size: Small
 Students attending: 213
 Number of schools: 1
 Number of certified teachers: 13

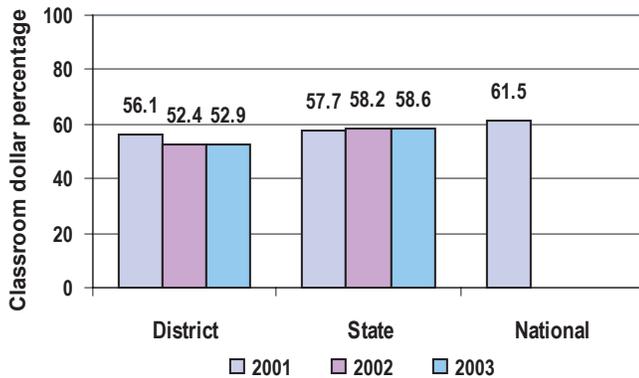
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 168 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.1	52.4	52.9	58.6	61.7
Nonclassroom dollars:					
Administration	13.6	17.2	17.9	9.9	10.9
Plant operations	13.4	13.5	13.1	11.7	9.6
Food service	9.7	7.1	7.4	4.6	4.0
Transportation	4.4	4.9	3.9	3.9	4.0
Student support	1.4	2.6	2.1	6.8	5.0
Instruction support	1.4	2.3	2.7	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	13.3	15.7	16.4	17.9
Average teacher salary	\$30,357	\$33,514	\$34,745	\$40,328
Average years' experience	9.3	12.6	11.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$10,434	\$18,767
Performance	25,154	10,111
Menu	<u>20,802</u>	<u>20,605</u>
Total	<u>\$56,390</u>	<u>\$49,483</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,265 in salary, which includes fiscal year 2002 performance pay distributed in fiscal year 2003.

Performance

- The District did not accomplish its goal, which required a 1 percent increase in students' reading test scores.

Menu

- Monies were used solely to compensate teachers for participating in committees to develop new educational strategies.

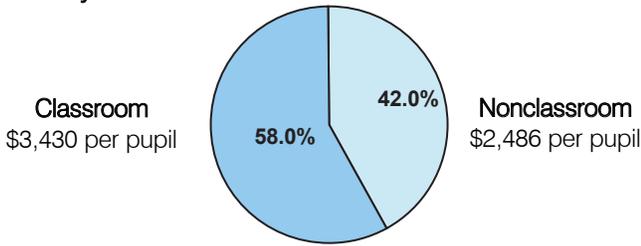
Classroom Dollars and Proposition 301 Results

Morenci Unified School District

District size: Medium
 Students attending: 925
 Number of schools: 2
 Number of certified teachers: 55

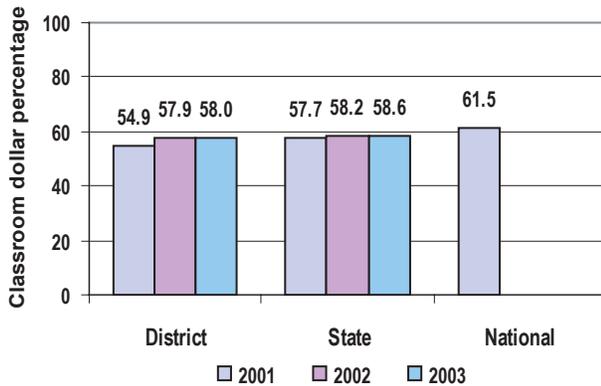
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 92 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	54.9	57.9	58.0	58.6	61.7
Nonclassroom dollars:					
Administration	12.5	15.0	14.0	9.9	10.9
Plant operations	15.8	14.4	14.6	11.7	9.6
Food service	5.3	4.4	4.2	4.6	4.0
Transportation	5.4	3.6	4.2	3.9	4.0
Student support	3.8	3.6	3.2	6.8	5.0
Instruction support	1.4	1.1	1.8	4.3	4.5
Other	0.9			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.1	16.6	16.8	17.9
Average teacher salary	\$31,443	\$36,501	\$36,528	\$40,328
Average years' experience	9.7	10.0	9.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 61,417	\$ 56,930
Performance	63,891	114,910
Menu	120,138	112,470
Total	<u>\$245,446</u>	<u>\$284,310</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$4,850 in salary, and the speech pathologist earned an additional \$5,150.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Teachers earned performance pay based on student achievement on standardized tests and parent satisfaction surveys. Additionally, teachers were required to demonstrate 6-Trait Writing mastery, receive acceptable performance evaluations, and develop and maintain classroom Web pages.

Menu

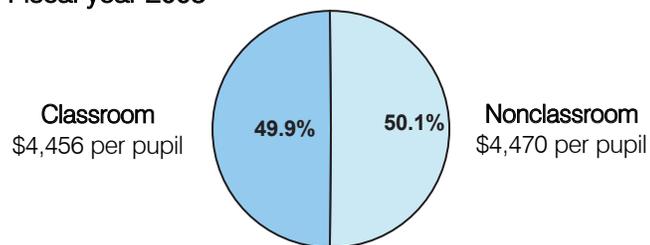
- Monies were used solely to increase eligible employee compensation.

Morristown Elementary School District

District size: Very Small
Students attending: 131
Number of schools: 1
Number of certified teachers: 9

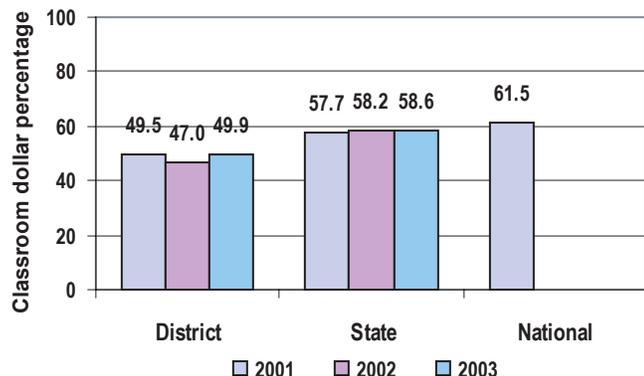
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 191 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	49.5	47.0	49.9	58.6	61.7
Nonclassroom dollars:					
Administration	9.8	9.2	11.6	9.9	10.9
Plant operations	11.3	14.9	13.5	11.7	9.6
Food service	8.5	4.6	7.3	4.6	4.0
Transportation	13.0	11.2	8.5	3.9	4.0
Student support	6.1	11.5	5.8	6.8	5.0
Instruction support	1.8	1.6	3.4	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.2	15.8	14.6	17.9
Average teacher salary	\$31,538	\$34,586	\$34,514	\$40,328
Average years' experience	5.4	6.0	6.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 6,751	\$ 7,961
Performance	12,757	19,615
Menu		33,032
Total	\$19,508	\$60,608

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,055 in salary.

Performance

- The District accomplished most of its goals, which were based on individual performance.
- Approximately 82 percent of students demonstrated 1 year's academic progress.
- Teacher evaluations focused on classroom management and behavior referrals.
- Most teachers developed a new study unit according to district criteria.

Menu

- The District used fiscal year 2002 and 2003 monies to hire a classroom teacher, resulting in an average class size of 19 students.
- According to the District, students' standardized test scores increased significantly.

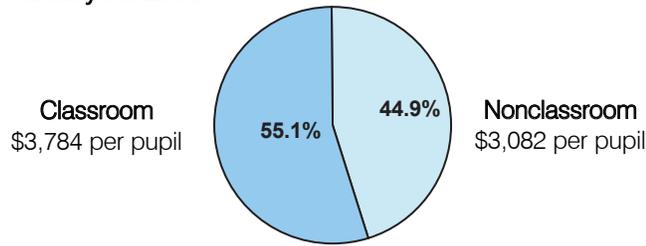
Classroom Dollars and Proposition 301 Results

Murphy Elementary School District

District size: Medium
 Students attending: 2,489
 Number of schools: 4
 Number of certified teachers: 145

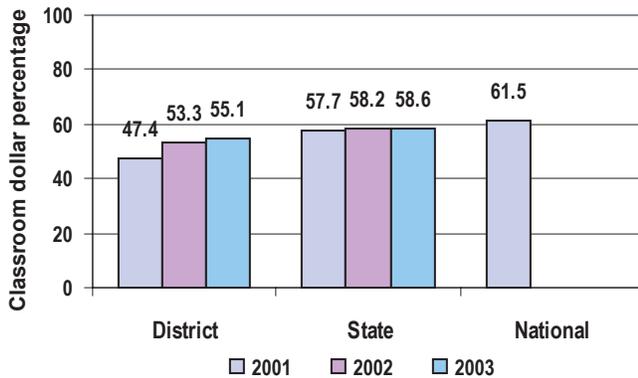
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 138 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	47.4	53.3	55.1	58.6	61.7
Nonclassroom dollars:					
Administration	10.4	14.8	13.0	9.9	10.9
Plant operations	14.6	11.9	12.2	11.7	9.6
Food service	12.6	8.1	7.3	4.6	4.0
Transportation	1.7	1.7	1.6	3.9	4.0
Student support	7.1	4.9	7.0	6.8	5.0
Instruction support	6.2	5.3	3.8	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.0	17.7	17.2	17.9
Average teacher salary	\$34,905	\$36,999	\$41,519	\$40,328
Average years' experience	8.3	7.7	7.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$145,766	\$137,436
Performance	104,051	277,958
Menu	263,438	272,298
Total	<u>\$513,255</u>	<u>\$687,692</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, counselor, and social worker earned between \$2,667 and \$4,516 in additional salary, which includes performance pay distributed in fiscal year 2004.

Performance

- The District accomplished most of its goals, which were based on school performance.
- 2 schools received "performing" ratings from ADE for AZ LEARNS for the 2003 school year.
- Parents gave schools a 75 percent or higher satisfaction rating on school surveys.
- Schools held a minimum of 4 parent night activities during the school year.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Approximately 380 students received AIMS intervention tutoring.
- 120 teachers participated in professional development activities.

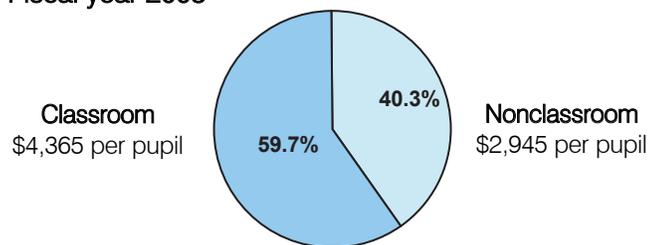
Classroom Dollars and Proposition 301 Results

Naco Elementary School District

District size: Small
 Students attending: 278
 Number of schools: 1
 Number of certified teachers: 20

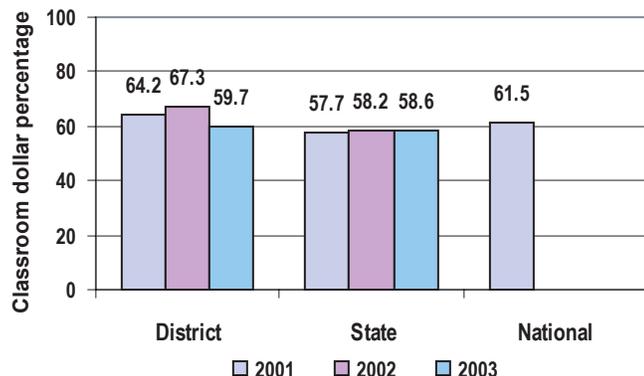
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 53 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	64.2	67.3	59.7	58.6	61.7
Nonclassroom dollars:					
Administration	12.6	12.9	18.1	9.9	10.9
Plant operations	11.9	13.3	11.8	11.7	9.6
Food service			4.7	4.6	4.0
Transportation	3.0	2.3	2.3	3.9	4.0
Student support	4.3	2.2	0.9	6.8	5.0
Instruction support	4.0	2.0	2.5	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.7	18.3	13.9	17.9
Average teacher salary	\$31,553	\$36,236	\$38,274	\$40,328
Average years' experience	11.5	9.5	9.7	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$9,934	\$ 22,973
Performance		90,574
Menu		47,644
Total	<u>\$9,934</u>	<u>\$161,191</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$6,826 in salary, which includes fiscal year 2002 performance pay distributed in fiscal year 2003.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- 80 percent of students demonstrated at least 1 year's academic progress in math and reading.
- 98 percent of parents attended parent/teacher conferences.
- All responses to parent/student surveys indicated satisfaction with student/teacher relationships.

Menu

- 1 teacher was hired to reduce 4th-grade class sizes.

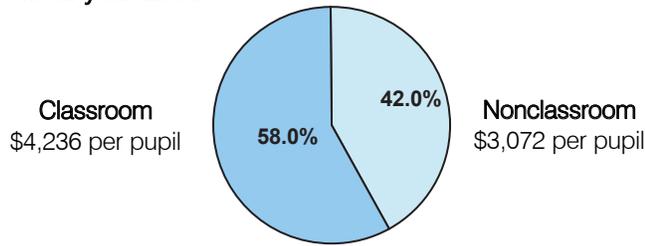
Classroom Dollars and Proposition 301 Results

Nadaburg Elementary School District

District size: Small
 Students attending: 519
 Number of schools: 1
 Number of certified teachers: 30

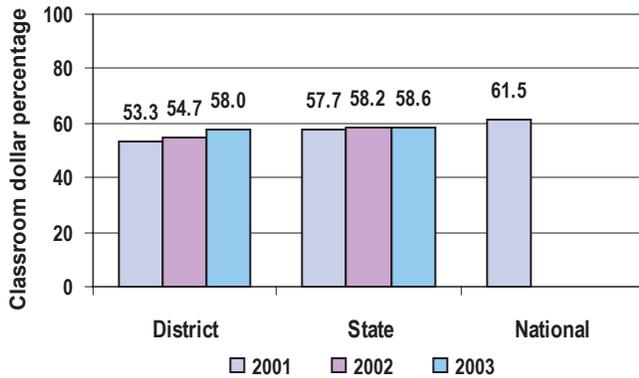
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 93 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	53.3	54.7	58.0	58.6	61.7
Nonclassroom dollars:					
Administration	11.1	11.2	8.6	9.9	10.9
Plant operations	10.1	10.3	9.2	11.7	9.6
Food service	5.1	4.6	5.0	4.6	4.0
Transportation	9.8	9.7	11.2	3.9	4.0
Student support	8.9	8.1	6.4	6.8	5.0
Instruction support	1.7	1.4	1.6	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.0	13.7	17.3	17.9
Average teacher salary	\$33,577	\$38,309	\$39,682	\$40,328
Average years' experience	8.4	9.5	9.4	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 20,944	\$ 27,664
Performance	41,543	68,146
Menu	41,980	76,532
Total	<u>\$104,467</u>	<u>\$172,342</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$5,337 in salary, the part-time speech pathologist earned an additional \$4,413, and the part-time counselor earned an additional \$2,358.

Performance

- The District accomplished its goal, which was based on school performance.
- At least 55 percent of students taking standardized tests were required to demonstrate 1 year's academic progress in 2 of 3 subject areas, which included reading, math, and language arts.

Menu

- Monies were used to compensate teachers for participating in up to 4 days of professional development training in math, reading, technology, and classroom management.

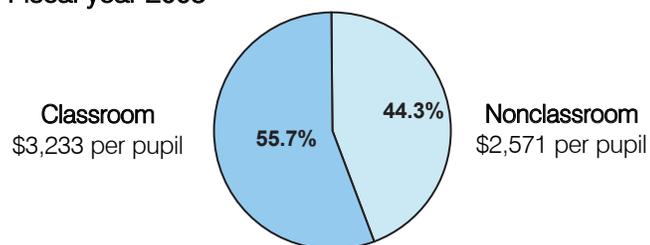
Classroom Dollars and Proposition 301 Results

Nogales Unified School District

District size: Large
 Students attending: 5,986
 Number of schools: 10
 Number of certified teachers: 330

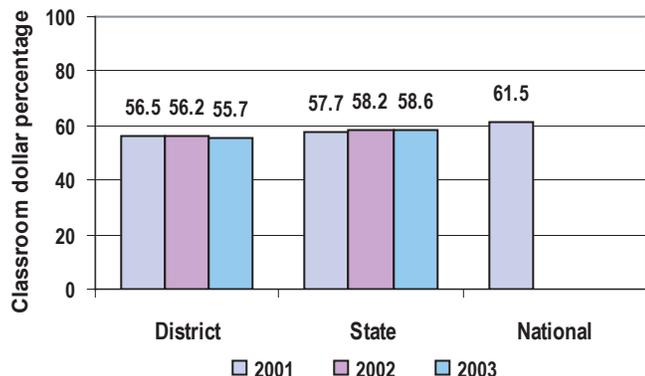
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 129 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.5	56.2	55.7	58.6	61.7
Nonclassroom dollars:					
Administration	10.2	9.2	9.7	9.9	10.9
Plant operations	19.4	14.1	12.8	11.7	9.6
Food service	0.1	7.3	6.6	4.6	4.0
Transportation	2.0	1.6	1.6	3.9	4.0
Student support	9.1	9.4	11.8	6.8	5.0
Instruction support	2.5	2.1	1.7	4.3	4.5
Other	0.2	0.1	0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	20.8	18.2	18.1	17.9
Average teacher salary	\$31,121	\$36,885	\$38,070	\$40,328
Average years' experience	8.1	8.4	8.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 347,817	\$ 350,413
Performance	308,463	609,589
Menu	611,283	781,515
Total	<u>\$1,267,563</u>	<u>\$1,741,517</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$3,414 in salary.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Goals were linked to student achievement on standardized tests, meeting adequate yearly progress goals, and earning or maintaining school accreditation.
- Other goals called for 95 percent student attendance and for teachers to miss 5 or fewer days of work.
- Teachers were also required to complete professional development classes, increase contact with parents, participate in leadership activities, and tutor students.

Menu

- 6 physical education teachers and 6 counselors were hired.
- Monies were also used to pay a portion of eligible employee health insurance premiums and to establish a tuition reimbursement program.

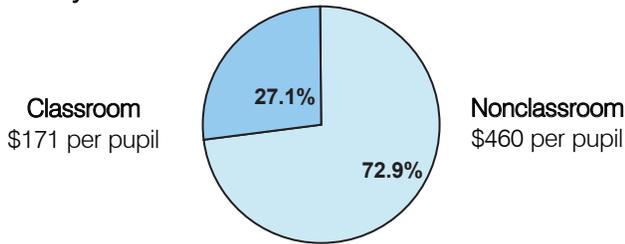
Classroom Dollars and Proposition 301 Results

Northern Arizona Vocational Institute of Technology

District size: Medium
 Students attending: 1,127
 Number of schools: 0
 Number of certified teachers: 0

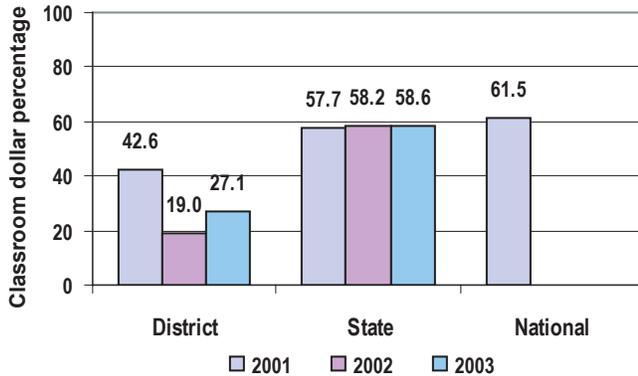
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 221 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	42.6	19.0	27.1	58.6	61.7
Nonclassroom dollars:					
Administration	51.0	67.5	57.3	9.9	10.9
Plant operations	6.2	13.5	15.6	11.7	9.6
Food service				4.6	4.0
Transportation				3.9	4.0
Student support				6.8	5.0
Instruction support	0.2			4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	NA	NA	NA	17.9
Average teacher salary	NA	NA	NA	\$40,328
Average years' experience	NA	NA	NA	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base		
Performance		
Menu	\$3,992	\$2,352
Total	\$3,992	\$2,352

District-reported 2003 results

The District did not employ any teachers, thus spent none of the base pay or performance pay monies.

Menu

- Monies were used to pay for a summer school dropout prevention program.

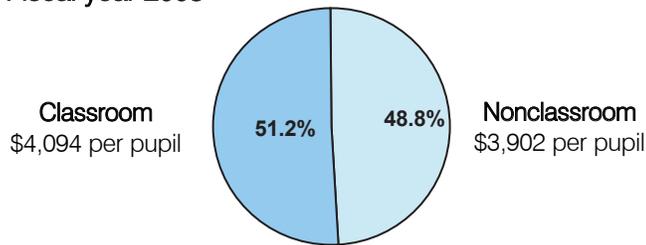
Classroom Dollars and Proposition 301 Results

Oracle Elementary School District

District size: Small
 Students attending: 376
 Number of schools: 2
 Number of certified teachers: 26

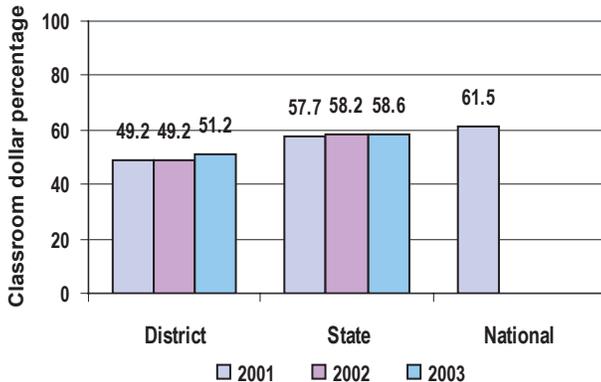
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 185 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	49.2	49.2	51.2	58.6	61.7
Nonclassroom dollars:					
Administration	19.8	17.3	15.2	9.9	10.9
Plant operations	11.1	12.8	13.6	11.7	9.6
Food service	4.7	4.6	4.2	4.6	4.0
Transportation	9.3	9.0	8.0	3.9	4.0
Student support	4.2	4.3	4.7	6.8	5.0
Instruction support	1.3	2.8	3.1	4.3	4.5
Other	0.4			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.6	16.6	14.5	17.9
Average teacher salary	\$28,842	\$31,730	\$36,589	\$40,328
Average years' experience	9.2	8.6	6.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$17,860	\$ 26,462
Performance		87,043
Menu	<u>35,542</u>	<u>53,120</u>
Total	<u>\$53,402</u>	<u>\$166,625</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$6,217 in salary, which includes fiscal year 2002 performance pay distributed in fiscal year 2003.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Averaged student scores increased by 5.7 percent on standardized tests in reading, writing, and math.
- All teachers received acceptable performance evaluations and regularly used technology in their classrooms.

Menu

- Monies were used solely to increase teacher compensation.

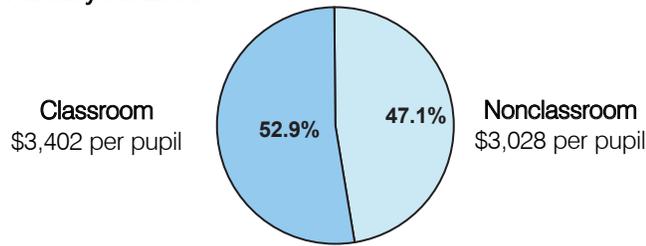
Classroom Dollars and Proposition 301 Results

Osborn Elementary School District

District size: Medium
 Students attending: 3,863
 Number of schools: 6
 Number of certified teachers: 246

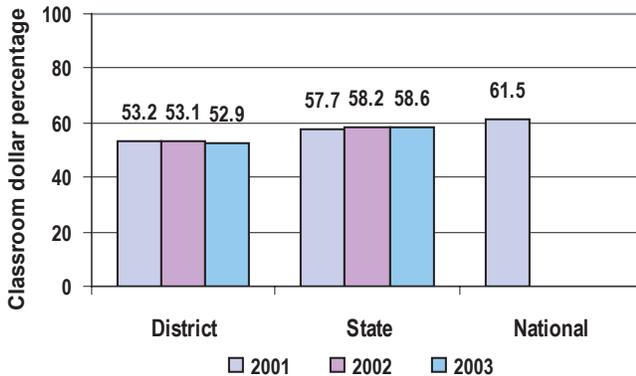
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 170 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	53.2	53.1	52.9	58.6	61.7
Nonclassroom dollars:					
Administration	9.3	9.2	8.7	9.9	10.9
Plant operations	12.0	11.7	12.1	11.7	9.6
Food service	6.9	6.3	6.2	4.6	4.0
Transportation	3.1	3.1	2.8	3.9	4.0
Student support	10.3	9.4	10.2	6.8	5.0
Instruction support	5.1	7.2	7.1	4.3	4.5
Other	0.1			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.3	15.6	15.7	17.9
Average teacher salary	\$33,186	\$36,198	\$35,936	\$40,328
Average years' experience	6.6	6.6	7.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$174,777	\$ 277,530
Performance	46,124	380,034
Menu	<u>285,923</u>	<u>352,356</u>
Total	<u>\$506,824</u>	<u>\$1,009,920</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, and collaborative peer teacher earned between \$2,885 and \$4,735 in additional salary.

Performance

- The District accomplished many of its goals, which were based on school and individual performance.
- Goals were linked to student achievement on the AIMS and other standardized tests, and to teacher participation in professional development activities. Additionally, each school site set performance goals.

Menu

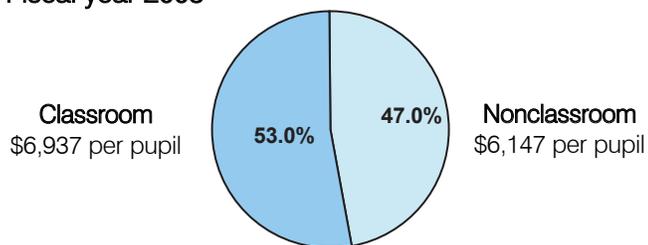
- Monies were used solely to increase eligible employee compensation.

Owens-Whitney Elementary School District

District size: Very Small
 Students attending: 33
 Number of schools: 1
 Number of certified teachers: 3

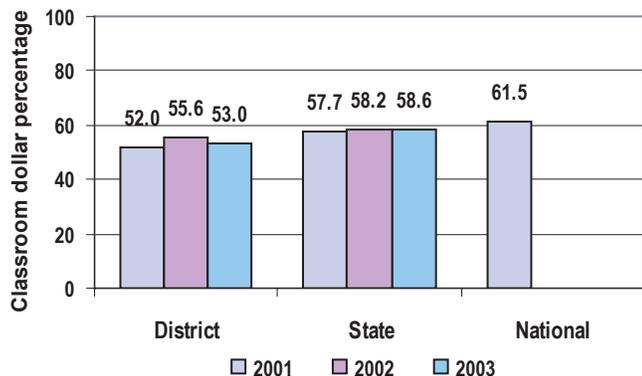
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 166 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	52.0	55.6	53.0	58.6	61.7
Nonclassroom dollars:					
Administration	15.5	12.2	14.0	9.9	10.9
Plant operations	19.3	17.2	18.2	11.7	9.6
Food service	9.0	9.3	9.2	4.6	4.0
Transportation	1.9	1.6	1.4	3.9	4.0
Student support		4.0	2.9	6.8	5.0
Instruction support	2.3	0.1	1.3	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	11.6	17.0	11.0	17.9
Average teacher salary	\$32,260	\$44,643	\$42,470	\$40,328
Average years' experience	NA	15.0	11.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$2,098	\$ 3,126
Performance	2,518	6,255
Menu	4,199	6,254
Total	<u>\$8,815</u>	<u>\$15,635</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned \$4,719 in additional salary.

Performance

- The District accomplished its goals, which were linked to increased student achievement in reading, writing, and math.

Menu

- Monies were used solely to increase teacher compensation.

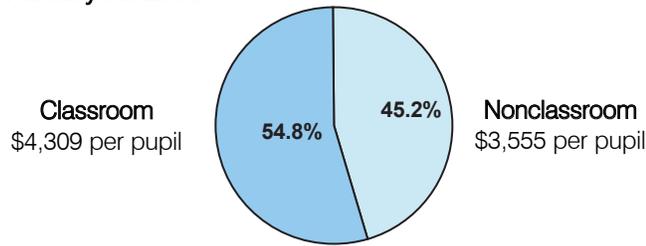
Classroom Dollars and Proposition 301 Results

Page Unified School District

District size: Medium
 Students attending: 2,941
 Number of schools: 4
 Number of certified teachers: 202

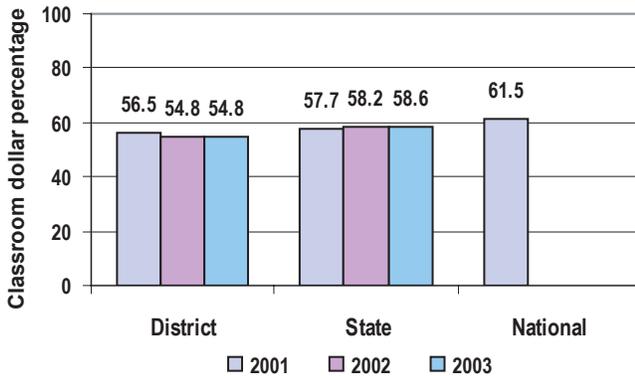
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 142 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.5	54.8	54.8	58.6	61.7
Nonclassroom dollars:					
Administration	10.0	10.7	9.2	9.9	10.9
Plant operations	14.6	13.2	12.8	11.7	9.6
Food service	5.1	4.6	4.1	4.6	4.0
Transportation	4.6	4.3	4.2	3.9	4.0
Student support	7.2	7.5	8.9	6.8	5.0
Instruction support	1.8	4.6	6.0	4.3	4.5
Other	0.2	0.3		0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.3	16.7	14.6	17.9
Average teacher salary	\$34,308	\$36,887	\$37,719	\$40,328
Average years' experience	9.4	9.3	7.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$201,009	\$192,531
Performance	360,482	297,116
Menu	371,382	304,283
Total	<u>\$932,873</u>	<u>\$793,930</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and audiologist earned an additional \$3,517 in salary.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- The percentage of students demonstrating proficiency on the AIMS test and other standardized tests increased at all schools.
- Most teachers received satisfactory evaluations.

Menu

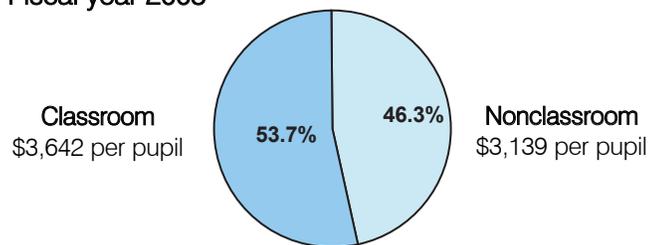
- Monies were used solely to increase eligible employee compensation.

Palo Verde Elementary School District

District size: Small
 Students attending: 304
 Number of schools: 1
 Number of certified teachers: 17

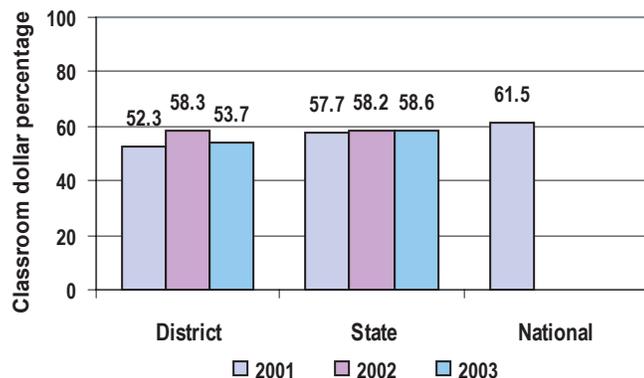
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 157 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	52.3	58.3	53.7	58.6	61.7
Nonclassroom dollars:					
Administration	12.9	13.1	15.8	9.9	10.9
Plant operations	14.2	11.1	11.8	11.7	9.6
Food service	7.3	6.8	6.1	4.6	4.0
Transportation	7.7	6.1	6.0	3.9	4.0
Student support	1.5	1.0	3.2	6.8	5.0
Instruction support	4.1	3.6	3.4	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	20.0	16.7	17.9	17.9
Average teacher salary	\$30,097	\$32,237	\$33,572	\$40,328
Average years' experience	5.4	5.5	6.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$17,516	\$ 20,303
Performance	25,034	40,788
Menu	<u>31,784</u>	<u>41,912</u>
Total	<u>\$74,334</u>	<u>\$103,003</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,455 in salary.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Goals were linked to student achievement in reading, math, and language arts, and to student attendance, teacher evaluations, and parent and student satisfaction.

Menu

- 1 junior-high school teacher was hired to reduce class sizes.

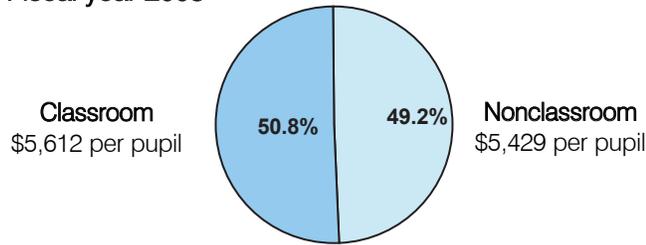
Classroom Dollars and Proposition 301 Results

Paloma Elementary School District

District size: Very Small
 Students attending: 53
 Number of schools: 1
 Number of certified teachers: 4

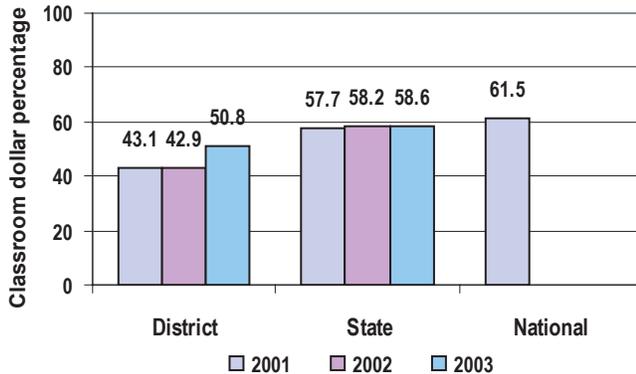
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 186 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	43.1	42.9	50.8	58.6	61.7
Nonclassroom dollars:					
Administration	22.6	23.5	17.4	9.9	10.9
Plant operations	22.0	20.2	17.0	11.7	9.6
Food service	9.4	9.6	7.9	4.6	4.0
Transportation	1.7	3.5	4.9	3.9	4.0
Student support		0.2	1.4	6.8	5.0
Instruction support	1.2	0.1	0.6	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.6	14.3	13.3	17.9
Average teacher salary	\$28,614	\$30,102	\$33,413	\$40,328
Average years' experience	8.7	6.0	7.2	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$4,524	\$ 3,798
Performance	3,083	9,136
Menu		17,587
Total	<u>\$7,607</u>	<u>\$30,521</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$4,414 in salary. Additionally, instructional aides were eligible for menu monies and each earned an additional \$666.

Performance

- The District accomplished its goals, which were based on individual performance.
- Teachers earned performance pay based on student achievement, which was measured quarterly using standardized tests linked to Arizona state standards.
- All teachers received acceptable performance evaluations.
- Each teacher completed 8 hours of professional development outside of the regular school day.

Menu

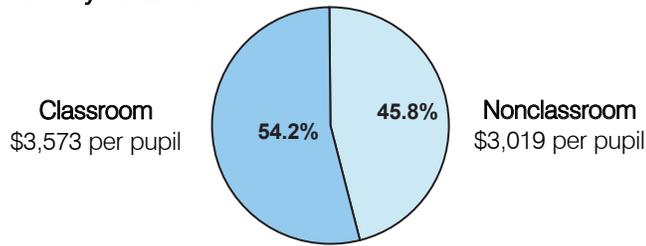
- Monies were used solely to increase eligible employee compensation.

Palominas Elementary School District

District size: Medium
 Students attending: 995
 Number of schools: 3
 Number of certified teachers: 65

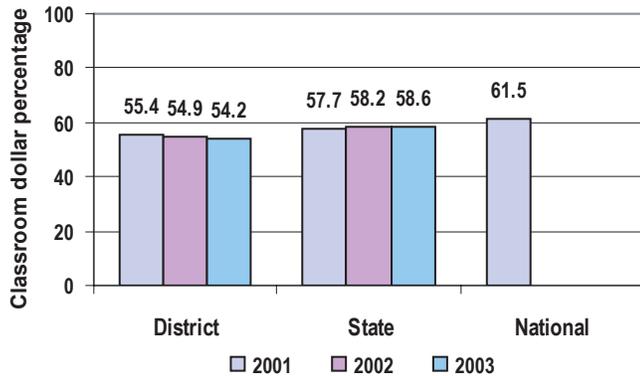
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 150 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	55.4	54.9	54.2	58.6	61.7
Nonclassroom dollars:					
Administration	11.4	12.1	10.5	9.9	10.9
Plant operations	12.7	11.0	12.0	11.7	9.6
Food service	3.5	4.1	3.9	4.6	4.0
Transportation	11.7	11.4	11.7	3.9	4.0
Student support	3.9	4.8	5.0	6.8	5.0
Instruction support	1.4	1.7	2.7	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.9	15.2	15.3	17.9
Average teacher salary	\$30,973	\$34,704	\$32,704	\$40,328
Average years' experience	9.4	10.2	9.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 48,076	\$ 44,870
Performance		165,192
Menu	95,798	88,818
Total	<u>\$143,874</u>	<u>\$298,880</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$4,609 in salary, and the speech pathologist earned an additional \$3,908.

Performance

- The District accomplished most of its goals, which were based on district performance.
- Goals were linked to parent satisfaction, students demonstrating 1 year's academic progress, and teachers meeting twice yearly with the curriculum director to monitor student progress.

Menu

- Monies were used to increase eligible employee base pay.
- Most teachers also earned compensation for participating in professional development activities.

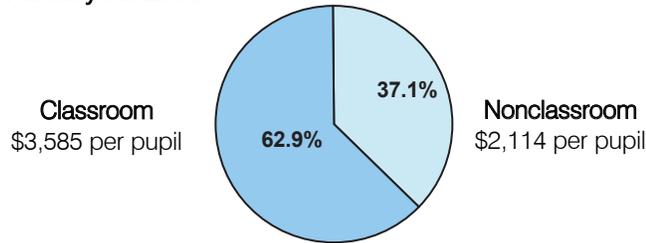
Classroom Dollars and Proposition 301 Results

Paradise Valley Unified School District

District size: Large
 Students attending: 33,644
 Number of schools: 42
 Number of certified teachers: 1,872

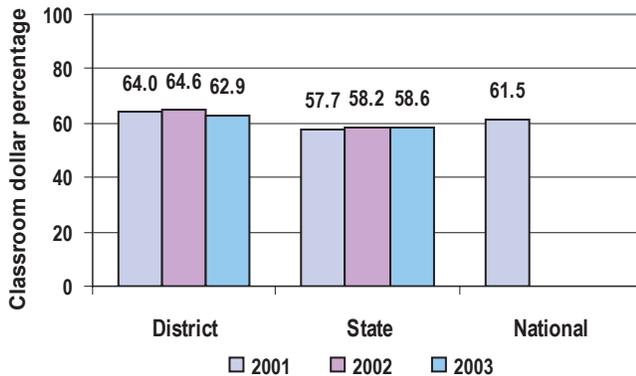
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 18 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	64.0	64.6	62.9	58.6	61.7
Nonclassroom dollars:					
Administration	7.5	7.3	7.4	9.9	10.9
Plant operations	12.3	11.1	11.6	11.7	9.6
Food service	2.9	2.8	3.0	4.6	4.0
Transportation	3.1	3.1	3.1	3.9	4.0
Student support	6.4	6.6	7.1	6.8	5.0
Instruction support	3.7	4.3	4.7	4.3	4.5
Other	0.1	0.2	0.2	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	19.3	18.4	18.0	17.9
Average teacher salary	\$40,853	\$44,195	\$44,100	\$40,328
Average years' experience	10.6	10.2	10.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$2,086,931	\$ 2,006,552
Performance	3,496,482	4,405,708
Menu	4,173,865	4,075,686
Total	<u>\$9,757,278</u>	<u>\$10,487,946</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$4,681 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Each school and/or group of specialists, such as band teachers, developed and implemented plans for improving student achievement in specific areas. Success was measured by the level of participation in the plans and whether student achievement increased.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Under class size reduction, the District continued to pay 10 teachers to keep class sizes in grades 7 through 12 at the same level as last year. The District also continued to pay 15 elementary-school teachers.

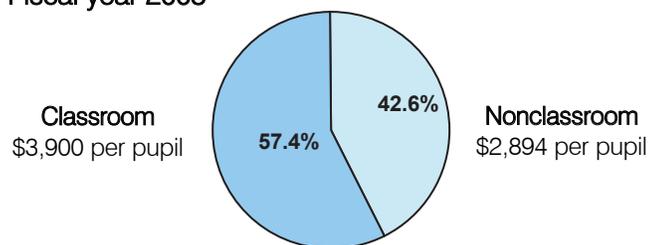
Classroom Dollars and Proposition 301 Results

Parker Unified School District

District size: Medium
 Students attending: 1,978
 Number of schools: 6
 Number of certified teachers: 126

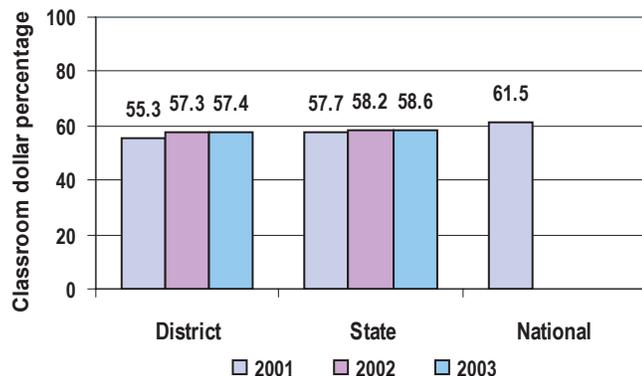
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 98 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	55.3	57.3	57.4	58.6	61.7
Nonclassroom dollars:					
Administration	14.2	13.7	11.9	9.9	10.9
Plant operations	12.5	11.3	12.4	11.7	9.6
Food service	3.9	3.9	3.7	4.6	4.0
Transportation	5.1	4.9	5.0	3.9	4.0
Student support	5.3	5.7	6.6	6.8	5.0
Instruction support	3.4	2.8	2.7	4.3	4.5
Other	0.3	0.4	0.3	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.1	16.5	15.7	17.9
Average teacher salary	\$32,474	\$36,619	\$39,697	\$40,328
Average years' experience	8.7	9.2	8.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$115,338	\$116,766
Performance	244,565	112,337
Menu	<u>228,038</u>	<u>233,684</u>
Total	<u>\$587,941</u>	<u>\$462,787</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and counselor earned an additional \$3,246 in salary.

Performance

- The District accomplished many of its goals, which were based on school and individual performance.
- 1 school accomplished the school-wide student achievement goal, which was based on students' standardized test scores.
- A second student achievement goal was based on the performance of individual teachers. Approximately 75 percent of eligible employees earned monies based on the test scores of students in their classes.
- The high school dropout rate declined by 3 percent.
- 120 teachers and other staff documented personal contacts with parents.

Menu

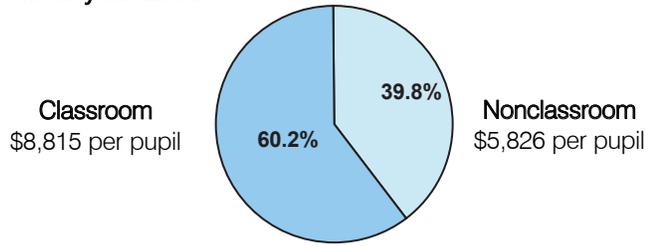
- Monies were used solely to increase eligible employee compensation.

Patagonia Elementary School District

District size: Very Small
 Students attending: 85
 Number of schools: 2
 Number of certified teachers: 8

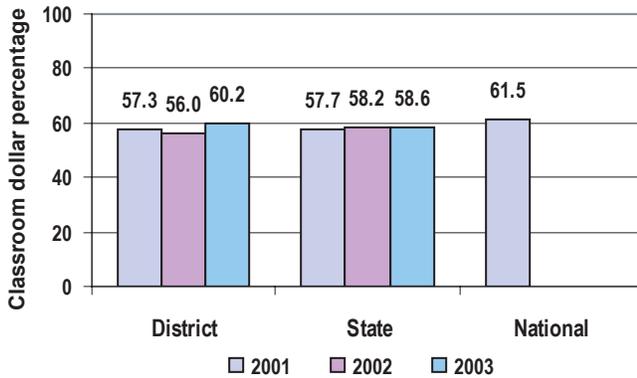
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 43 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	57.3	56.0	60.2	58.6	61.7
Nonclassroom dollars:					
Administration	13.2	16.1	17.8	9.9	10.9
Plant operations	6.5	10.5	5.7	11.7	9.6
Food service	0.1	1.0	2.5	4.6	4.0
Transportation	6.6	10.1	9.0	3.9	4.0
Student support	11.5	2.9	2.4	6.8	5.0
Instruction support	4.8	3.4	2.4	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	12.7	15.6	10.6	17.9
Average teacher salary	\$32,693	\$36,993	\$43,233	\$40,328
Average years' experience	11.2	13.0	13.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 9,474	\$ 6,502
Performance	15,565	18,228
Menu	12,889	12,336
Total	<u>\$37,928</u>	<u>\$37,066</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,973 in salary.

Performance

- The District accomplished its goals, which were based on district performance.
- Goals were linked to teacher participation in professional development activities.

Menu

- Monies were used to compensate teachers for participating in professional development activities focused on improving student achievement on the AIMS test and other measures.

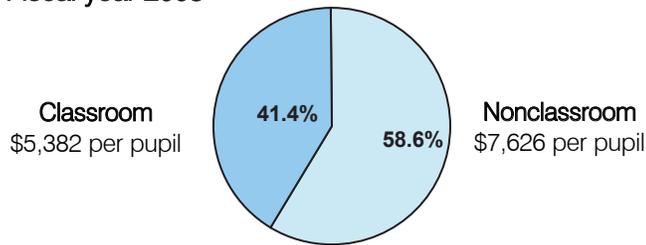
Classroom Dollars and Proposition 301 Results

Patagonia Union High School District

District size: Very Small
 Students attending: 105
 Number of schools: 1
 Number of certified teachers: 6

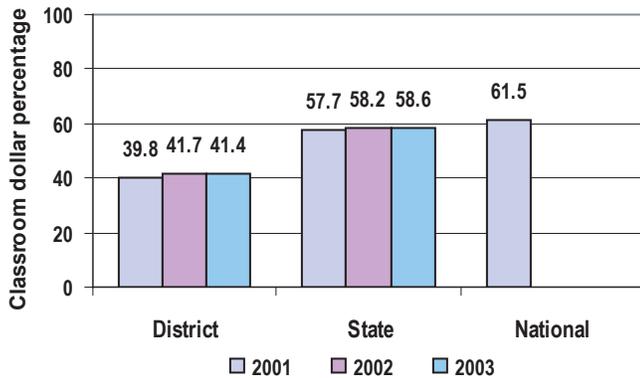
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 217 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	39.8	41.7	41.4	58.6	61.7
Nonclassroom dollars:					
Administration	18.5	17.1	17.5	9.9	10.9
Plant operations	15.3	16.6	16.3	11.7	9.6
Food service	8.3	8.7	8.5	4.6	4.0
Transportation	11.3	7.7	9.4	3.9	4.0
Student support	1.9	3.2	3.2	6.8	5.0
Instruction support	4.5	5.0	3.7	4.3	4.5
Other	0.4			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.1	17.0	17.5	17.9
Average teacher salary	\$32,042	\$34,509	\$35,487	\$40,328
Average years' experience	7.8	7.6	6.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 8,703	\$ 7,829
Performance	5,906	11,647
Menu	8,916	11,221
Total	<u>\$23,525</u>	<u>\$30,697</u>

District-reported 2003 results

Teacher pay

- On average, each teacher and counselor earned an additional \$2,531 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Goals were linked to teacher participation in professional development activities.

Menu

- Monies were used as a teacher attendance incentive, and to compensate teachers for participating in professional development activities focused on improving student achievement on the AIMS test and other measures.

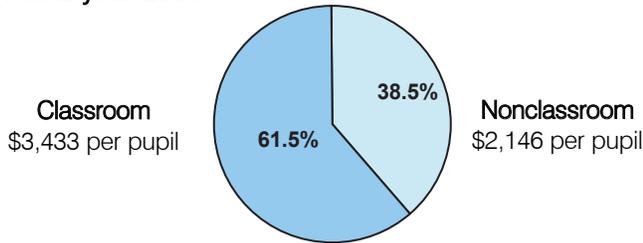
Classroom Dollars and Proposition 301 Results

Payson Unified School District

District size: Medium
 Students attending: 2,759
 Number of schools: 6
 Number of certified teachers: 159

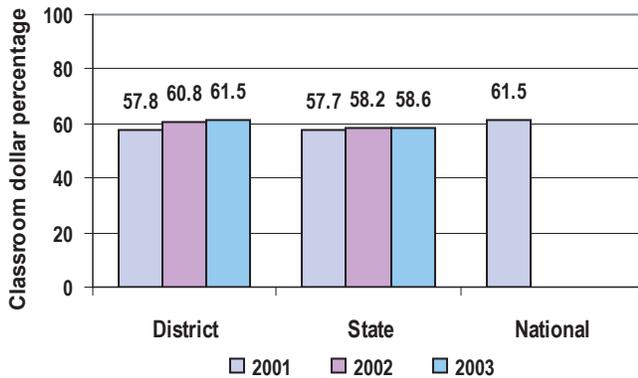
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 31 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	57.8	60.8	61.5	58.6	61.7
Nonclassroom dollars:					
Administration	9.6	9.5	9.6	9.9	10.9
Plant operations	13.5	11.2	11.1	11.7	9.6
Food service	3.7	3.9	3.6	4.6	4.0
Transportation	3.0	2.7	2.7	3.9	4.0
Student support	8.6	8.3	8.2	6.8	5.0
Instruction support	2.9	3.4	3.1	4.3	4.5
Other	0.9	0.2	0.2	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.0	17.2	17.4	17.9
Average teacher salary	\$30,217	\$36,216	\$38,612	\$40,328
Average years' experience	9.6	9.3	9.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$141,148	\$188,207
Performance	359,520	319,794
Menu	<u>284,383</u>	<u>332,694</u>
Total	<u>\$785,051</u>	<u>\$840,695</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$4,346 in salary, each librarian earned an additional \$3,531, each speech pathologist and audiologist earned an additional \$1,723, and each counselor earned an additional \$2,215.

Performance

- The District accomplished its goals, which were based on individual performance.
- Goals were linked to teachers each establishing 10 grade-level or course competencies and ensuring most students demonstrate mastery; participating in at least 20 hours of professional development activities, which could include leadership activities; and receiving acceptable evaluations.

Menu

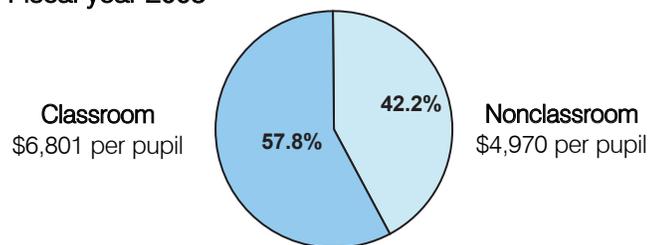
- Monies were primarily used to increase eligible employee compensation.
- 1 full-time employee was hired to reduce class sizes at Payson Center for Success.
- AIMS intervention intersession classes were offered.

Peach Springs Unified School District

District size: Small
 Students attending: 279
 Number of schools: 2
 Number of certified teachers: 24

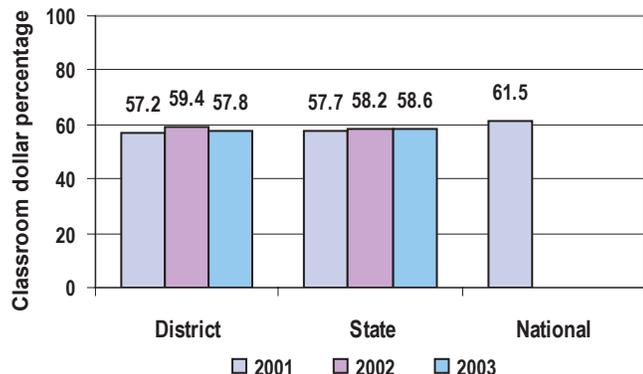
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 95 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	57.2	59.4	57.8	58.6	61.7
Nonclassroom dollars:	NA				
Administration		16.9	16.3	9.9	10.9
Plant operations		10.5	11.5	11.7	9.6
Food service		4.8	5.8	4.6	4.0
Transportation		2.7	3.6	3.9	4.0
Student support		2.4	2.3	6.8	5.0
Instruction support		3.3	2.7	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.5	11.0	11.6	17.9
Average teacher salary	\$35,583	\$37,924	\$38,914	\$40,328
Average years' experience	7.7	7.0	7.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$23,122	\$21,440
Performance		31,314
Menu		31,314
Total	\$23,122	\$84,068

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,477 in salary, and each instructional aide earned an additional \$524.

Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- The District met 3 of 4 student achievement goals, with students, overall, showing improved scores in reading, math, and language arts.
- Students' AIMS test scores met adequate yearly progress requirements.
- 90 percent of teachers had a high attendance rate.
- 95 percent of teachers participated in professional development activities.
- After-school tutoring was provided at the high school.
- The District retained all of its teachers.

Menu

- Monies were used solely to increase eligible employee compensation.

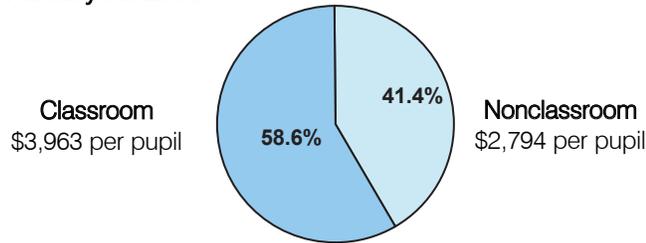
Classroom Dollars and Proposition 301 Results

Pearce Elementary School District

District size: Very Small
 Students attending: 147
 Number of schools: 1
 Number of certified teachers: 11

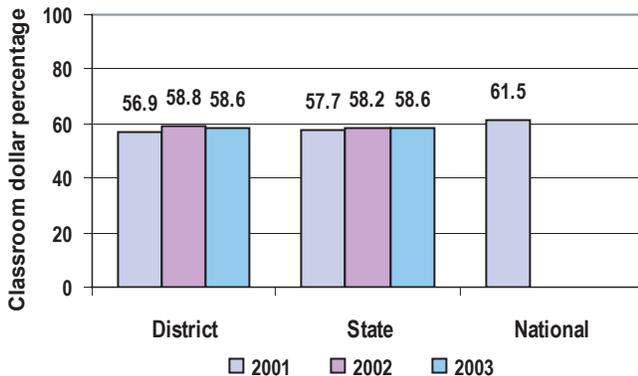
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 78 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.9	58.8	58.6	58.6	61.7
Nonclassroom dollars:					
Administration	15.5	17.5	16.7	9.9	10.9
Plant operations	15.2	13.5	14.2	11.7	9.6
Food service	3.6	3.5	2.9	4.6	4.0
Transportation	7.4	5.6	5.7	3.9	4.0
Student support	0.2	0.1	0.8	6.8	5.0
Instruction support	1.2	1.0	1.1	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	11.3	11.7	13.4	17.9
Average teacher salary	\$27,277	\$27,832	\$34,394	\$40,328
Average years' experience	6.1	5.6	5.4	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 6,844	\$ 9,719
Performance	13,086	20,502
Menu		32,075
Total	<u>\$19,930</u>	<u>\$62,296</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,989 in salary.

Performance

- The District accomplished its goals, which were based on a combination of district and individual performance.
- Goals were linked to 50 percent of students demonstrating adequate yearly progress, teacher evaluations, and a district assessment plan to address state standards.

Menu

- Monies were used solely to increase teacher compensation.

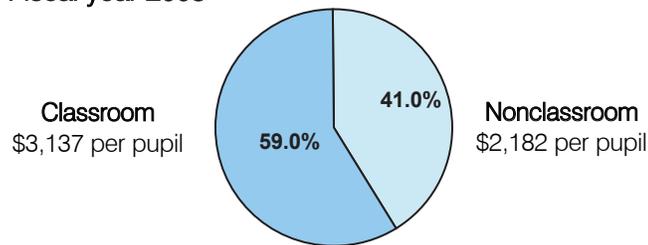
Classroom Dollars and Proposition 301 Results

Pendergast Elementary School District

District size: Large
 Students attending: 9,053
 Number of schools: 10
 Number of certified teachers: 501

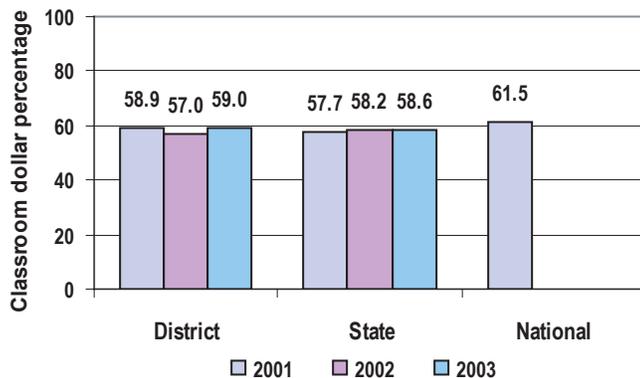
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 69 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	58.9	57.0	59.0	58.6	61.7
Nonclassroom dollars:					
Administration	9.1	9.1	9.1	9.9	10.9
Plant operations	11.5	11.8	10.3	11.7	9.6
Food service	4.9	6.0	5.6	4.6	4.0
Transportation	2.9	2.7	2.7	3.9	4.0
Student support	5.4	5.7	6.5	6.8	5.0
Instruction support	7.3	7.7	6.8	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.0	18.4	18.1	17.9
Average teacher salary	\$32,099	\$39,834	\$39,667	\$40,328
Average years' experience	6.2	5.0	4.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$485,471	\$ 424,505
Performance		1,415,837
Menu	<u>323,226</u>	<u>549,226</u>
Total	<u>\$808,697</u>	<u>\$2,389,568</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned between \$1,464 and \$2,171 in additional salary.

Performance

- The District accomplished most of its goals, which were based on school performance.
- All but 1 school accomplished student achievement goals, which were primarily focused on increasing students' reading and writing skills.
- Each school received approval ratings of 88 percent or higher on annual parent satisfaction surveys.

Menu

- About 40 percent of monies were used to increase eligible employee base pay.
- Teachers earned additional monies for participating in professional development activities, including mentoring, literacy training, and teacher academies.
- Monies were also used to pay for AIMS intervention activities, including tutoring, intersession, and summer school classes.

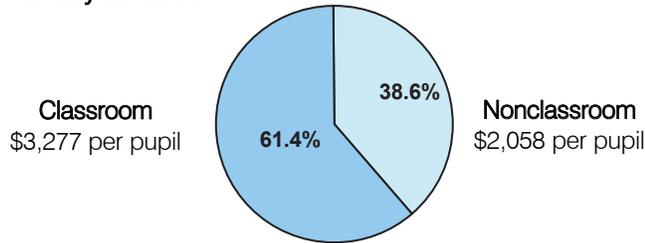
Classroom Dollars and Proposition 301 Results

Peoria Unified School District

District size: Large
 Students attending: 34,658
 Number of schools: 33
 Number of certified teachers: 1,826

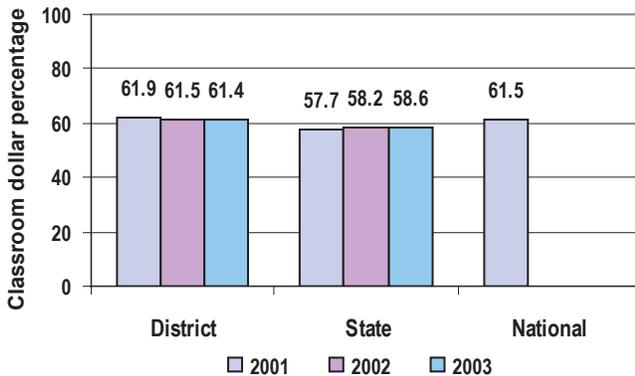
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 33 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	61.9	61.5	61.4	58.6	61.7
Nonclassroom dollars:					
Administration	8.7	8.9	8.4	9.9	10.9
Plant operations	11.2	10.1	10.5	11.7	9.6
Food service	3.5	3.4	3.5	4.6	4.0
Transportation	3.1	3.1	3.1	3.9	4.0
Student support	5.9	7.1	7.7	6.8	5.0
Instruction support	5.3	5.7	5.2	4.3	4.5
Other	0.4	0.2	0.2	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	19.5	18.6	19.0	17.9
Average teacher salary	\$37,513	\$41,992	\$43,749	\$40,328
Average years' experience	7.9	7.5	7.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$1,943,152	\$1,785,604
Performance	3,088,669	3,483,306
Menu	3,405,763	3,875,481
Total	<u>\$8,437,584</u>	<u>\$9,144,391</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, and instructional specialist earned between \$3,800 and \$4,185 in additional salary.

Performance

- The District accomplished its goals, which were based on individual performance.
- The goals were linked to teacher evaluations and professional development plans aligned with state standards, district goals, building goals, and student achievement goals.

Menu

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

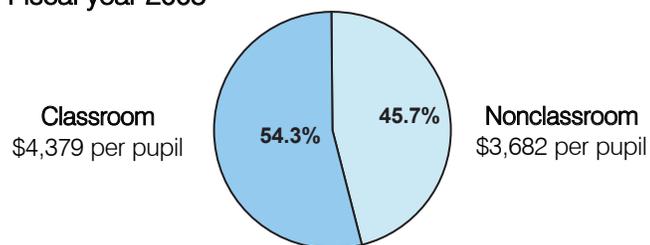
Classroom Dollars and Proposition 301 Results

Phoenix Elementary School District

District size: Large
 Students attending: 7,824
 Number of schools: 16
 Number of certified teachers: 507

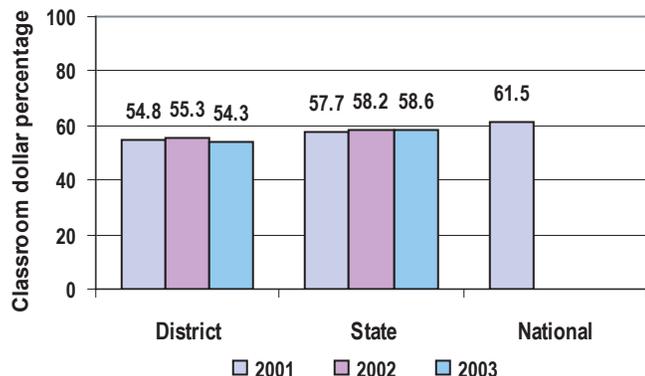
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 149 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	54.8	55.3	54.3	58.6	61.7
Nonclassroom dollars:					
Administration	10.7	10.0	9.6	9.9	10.9
Plant operations	12.2	12.2	12.8	11.7	9.6
Food service	7.2	6.9	6.7	4.6	4.0
Transportation	3.1	2.8	2.9	3.9	4.0
Student support	5.5	6.1	5.7	6.8	5.0
Instruction support	6.5	6.7	8.0	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.1	15.8	15.4	17.9
Average teacher salary	\$36,402	\$36,496	\$37,043	\$40,328
Average years' experience	8.5	9.0	9.2	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 433,548	\$ 337,344
Performance	653,183	538,183
Menu	865,971	679,932
Total	\$1,952,702	\$1,555,459

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned between \$1,263 and \$1,952 in additional salary. Through the addition of Proposition 301 monies, starting teacher salaries have increased by approximately \$2,900.

Performance

- The District accomplished its goals, which were based on school performance.
- Goals called for increased student achievement in math and language arts based on pre- and post-test results.

Menu

- Monies were primarily used to increase eligible employee compensation.
- A full-time assessment technician was hired to compile, evaluate, and report student test results.
- Teachers were compensated for completing 8 to 12 hours of professional development activities.

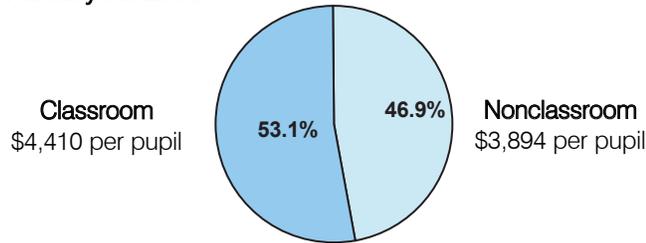
Classroom Dollars and Proposition 301 Results

Phoenix Union High School District

District size:	Large
Students attending:	22,055
Number of schools:	13
Number of certified teachers:	1,276

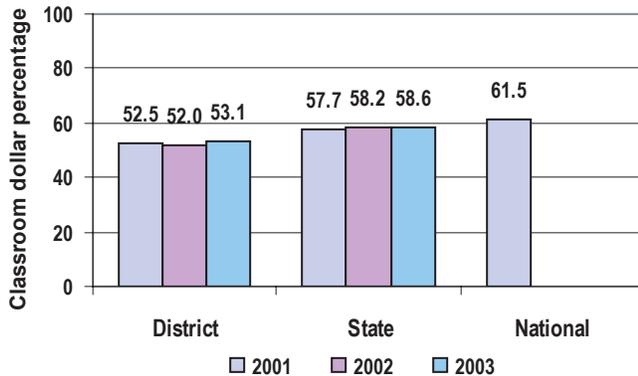
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 164 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	52.5	52.0	53.1	58.6	61.7
Nonclassroom dollars:					
Administration	11.4	11.3	8.0	9.9	10.9
Plant operations	14.5	14.6	14.7	11.7	9.6
Food service	2.0	2.3	2.2	4.6	4.0
Transportation	3.5	3.7	3.7	3.9	4.0
Student support	8.4	8.1	9.8	6.8	5.0
Instruction support	6.8	7.5	7.0	4.3	4.5
Other	0.9	0.5	1.5	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.8	17.5	17.3	17.9
Average teacher salary	\$43,887	\$47,930	\$50,686	\$40,328
Average years' experience	8.8	8.6	7.7	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$1,403,532	\$1,308,932
Performance		1,624,915
Menu	<u>2,118,652</u>	<u>1,995,092</u>
Total	<u>\$3,522,184</u>	<u>\$4,928,939</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned between \$3,193 and \$3,620 in additional salary. Nurses, on average, earned an additional \$1,151 each.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Student attendance was either 93 percent, or increased by 1 percent at each school.
- Most teachers missed 5 or fewer days of work.
- 824 teachers participated in literacy strategies training. 8 schools received positive parent survey results.

Menu

- Monies were primarily used to increase eligible employee base pay, and to compensate teachers for attending training and for working 2 additional days added to the school calendar.
- Monies were also used to pay 102 non-teachers, including secretarial support staff and custodians, for working the 2 added days.

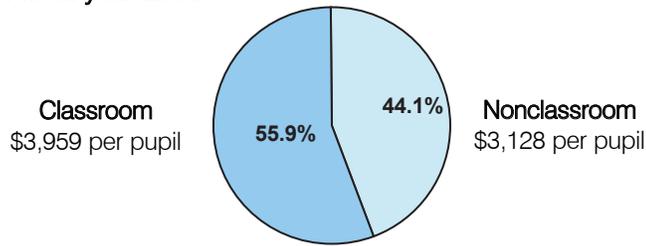
Classroom Dollars and Proposition 301 Results

Picacho Elementary School District

District size: Very Small
 Students attending: 190
 Number of schools: 1
 Number of certified teachers: 12

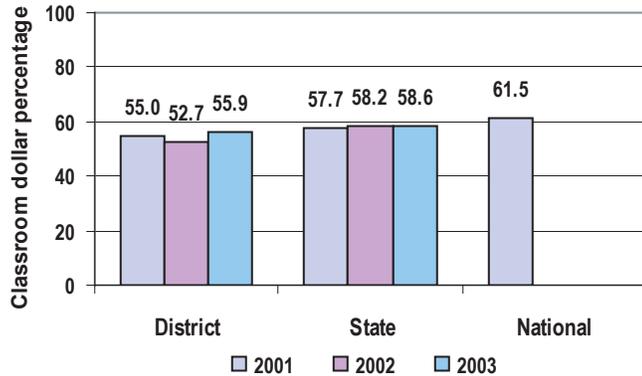
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 125 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	55.0	52.7	55.9	58.6	61.7
Nonclassroom dollars:					
Administration	12.4	12.7	13.2	9.9	10.9
Plant operations	14.1	12.1	11.6	11.7	9.6
Food service	7.4	8.9	7.1	4.6	4.0
Transportation	5.6	5.9	5.8	3.9	4.0
Student support	5.4	7.5	6.4	6.8	5.0
Instruction support	0.1	0.2		4.3	4.5
				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.3	16.6	15.8	17.9
Average teacher salary	\$28,614	\$33,298	NA	\$40,328
Average years' experience	8.2	7.1	8.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 9,148	\$12,911
Performance	18,274	25,849
Menu	17,871	26,272
Total	<u>\$45,293</u>	<u>\$65,032</u>

District-reported 2003 results

Teacher pay

- The District did not report any teacher pay information.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Goals were linked to parent involvement, and to teacher attendance, evaluations, and participation in extracurricular work.

Menu

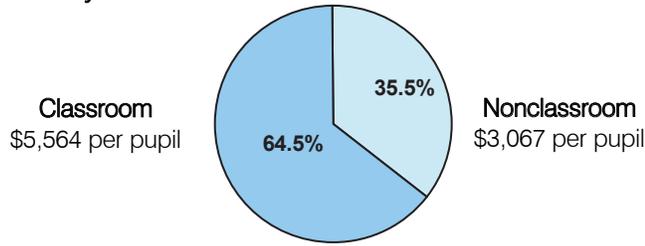
- Monies were used solely to increase teacher compensation.

Pima Accommodation School District

District size: Very Small
 Students attending: 155
 Number of schools: 3
 Number of certified teachers: 13

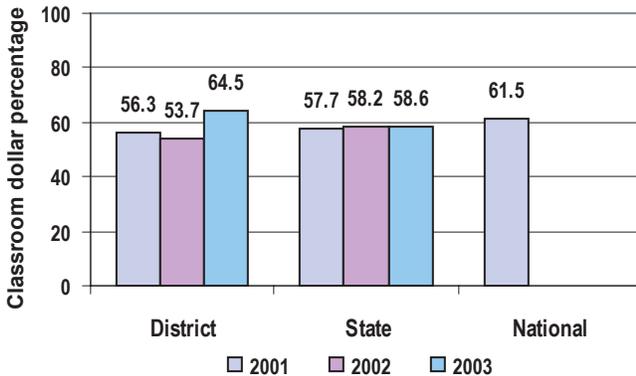
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 9 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.3	53.7	64.5	58.6	61.7
Nonclassroom dollars:					
Administration	24.3	23.5	27.3	9.9	10.9
Plant operations	8.1	3.9	2.7	11.7	9.6
Food service				4.6	4.0
Transportation	1.1	1.0		3.9	4.0
Student support	5.3	3.7	2.1	6.8	5.0
Instruction support	4.9	14.2	3.4	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	20.2	16.9	11.9	17.9
Average teacher salary	\$31,961	\$39,339	\$44,100	\$40,328
Average years' experience	6.8	7.7	8.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$15,274	\$20,447
Performance	28,442	40,199
Menu	<u>30,539</u>	<u>35,349</u>
Total	<u>\$74,255</u>	<u>\$95,995</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$6,410 in salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- 90 percent of students increased their reading scores by 5 percent or more.
- 90 percent of students transitioning from secure care facilities developed portfolios.
- Teachers were required to complete 30 hours of professional development activities.

Menu

- Monies were used solely for teacher compensation increases, which has resulted in decreased turnover.

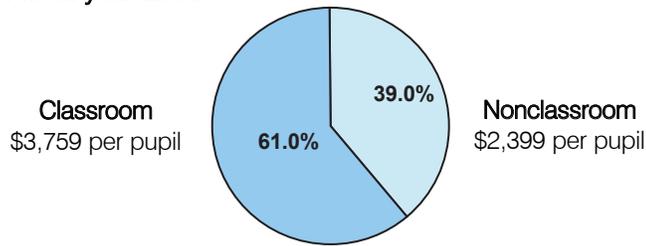
Classroom Dollars and Proposition 301 Results

Pima Unified School District

District size: Medium
 Students attending: 640
 Number of schools: 2
 Number of certified teachers: 39

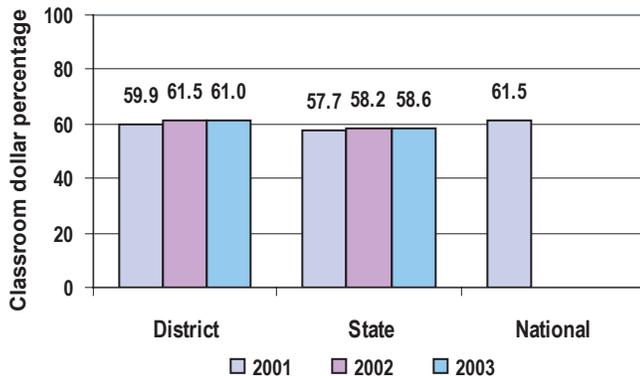
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 36 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	59.9	61.5	61.0	58.6	61.7
Nonclassroom dollars:					
Administration	11.4	12.4	12.6	9.9	10.9
Plant operations	14.1	12.0	11.8	11.7	9.6
Food service	6.5	6.1	6.2	4.6	4.0
Transportation	3.2	3.0	2.9	3.9	4.0
Student support	2.6	2.7	3.1	6.8	5.0
Instruction support	1.2	1.7	2.4	4.3	4.5
Other	1.1	0.6		0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.1	16.4	16.4	17.9
Average teacher salary	\$28,402	\$32,697	\$33,511	\$40,328
Average years' experience	8.5	7.8	7.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 46,831	\$ 49,635
Performance	98,567	92,337
Menu	100,359	84,970
Total	<u>\$245,757</u>	<u>\$226,942</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned \$5,472 in additional salary.

Performance

- The District accomplished most of its goals, which were based on district and individual performance.
- Goals were linked to student dropout and graduation rates; student achievement on standardized tests; at-risk student participation in tutoring; and teacher development and evaluations.

Menu

- Monies were used to increase eligible employee base pay and to compensate 40 teachers for completing 30 hours of professional development.
- Monies were also used to pay for AIMS intervention activities and for dropout prevention tutoring.

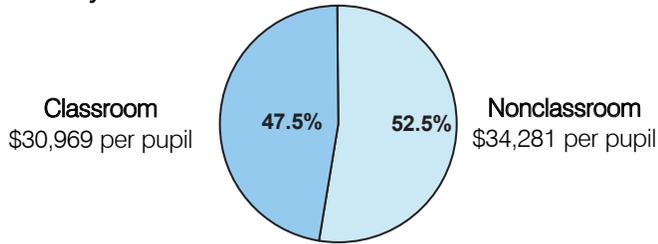
Classroom Dollars and Proposition 301 Results

Pinal County Special Education Program

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

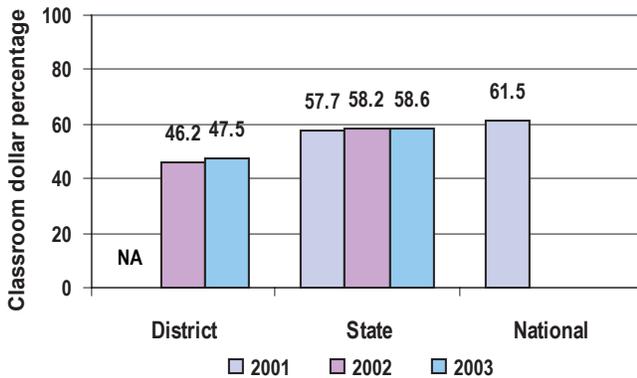
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 204 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	NA	46.2	47.5	58.6	61.7
Nonclassroom dollars:	NA				
Administration		8.7	8.3	9.9	10.9
Plant operations		6.2	6.9	11.7	9.6
Food service		0.9	0.8	4.6	4.0
Transportation		11.2	11.7	3.9	4.0
Student support		26.7	24.7	6.8	5.0
Instruction support		0.1	0.1	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	NA	NA	NA	17.9
Average teacher salary	NA	\$37,888	\$41,494	\$40,328
Average years' experience	NA	NA	NA	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 5,290	\$5,960
Performance	4,917	
Menu	<u>8,602</u>	<u> </u>
Total	<u>\$18,809</u>	<u>\$5,960</u>

District-reported 2003 results

Teacher pay

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

Performance

- The District accomplished its goals, which were based on school performance.
- The District used a year-end performance report to determine the percentage of students who met IEP objectives in the areas of language and comprehensive health.

Menu

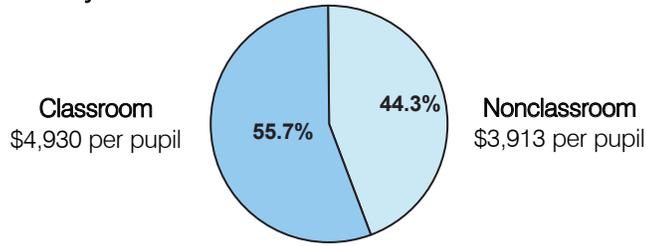
- The District did not distribute menu monies until fiscal year 2004.

Pine Strawberry Elementary School District

District size: Very Small
 Students attending: 162
 Number of schools: 1
 Number of certified teachers: 13

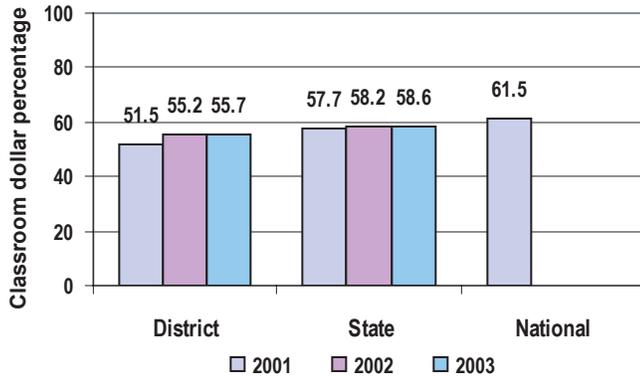
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 128 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	51.5	55.2	55.7	58.6	61.7
Nonclassroom dollars:					
Administration	12.2	11.4	12.0	9.9	10.9
Plant operations	13.4	10.9	12.2	11.7	9.6
Food service	6.2	6.2	4.9	4.6	4.0
Transportation	7.8	8.8	7.1	3.9	4.0
Student support	2.5	2.8	3.0	6.8	5.0
Instruction support	6.4	4.7	5.1	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	13.9	13.9	12.5	17.9
Average teacher salary	\$30,991	\$34,629	\$36,885	\$40,328
Average years' experience	7.8	8.2	8.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$14,849	\$13,843
Performance	29,673	27,747
Menu	29,682	27,725
Total	\$74,204	\$69,315

District-reported 2003 results

Teacher pay

- On average, each teacher, speech pathologist, and counselor earned an additional \$3,984 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- On average, 74 percent of students' standardized test scores exceeded the national average for reading; 75 percent exceeded the national average for math; and 71 percent exceeded the national average for language.
- Additionally, 60 percent of students achieved mastery on district writing assessments.

Menu

- Monies were used to compensate 16 teachers for completing 30 hours of professional development in reading, writing, and technology.

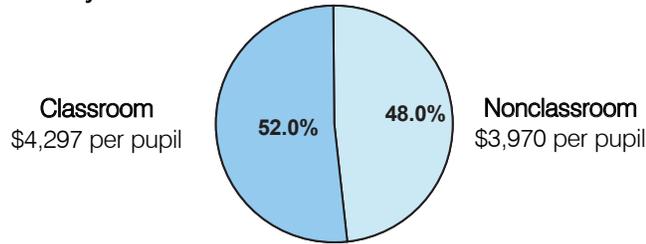
Classroom Dollars and Proposition 301 Results

Piñon Unified School District

District size: Medium
 Students attending: 1,632
 Number of schools: 4
 Number of certified teachers: 96

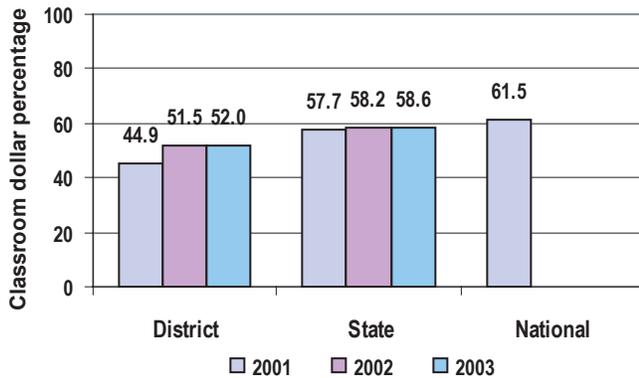
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 180 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	44.9	51.5	52.0	58.6	61.7
Nonclassroom dollars:					
Administration	11.2	11.3	11.1	9.9	10.9
Plant operations	14.3	12.8	13.4	11.7	9.6
Food service	5.5	5.5	5.0	4.6	4.0
Transportation	9.0	8.7	7.5	3.9	4.0
Student support	7.8	5.7	6.5	6.8	5.0
Instruction support	7.3	4.5	4.5	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	22.1	15.1	17.0	17.9
Average teacher salary	\$31,482	\$34,575	NA	\$40,328
Average years' experience	6.9	6.0	6.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 88,598	\$106,492
Performance	151,013	20,112
Menu	55,576	334,022
Total	<u>\$295,187</u>	<u>\$460,626</u>

District-reported 2003 results

Although required by A.R.S. §15-977.E, the District did not report any results for programs funded with Classroom Site Fund monies.

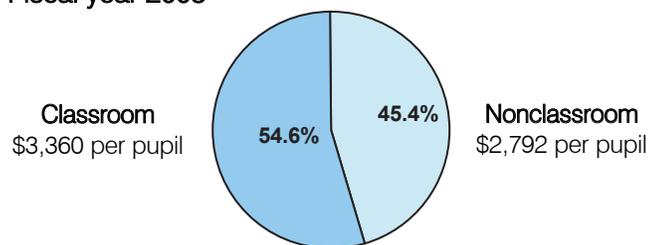
Classroom Dollars and Proposition 301 Results

Pomerene Elementary School District

District size: Very Small
 Students attending: 103
 Number of schools: 1
 Number of certified teachers: 6

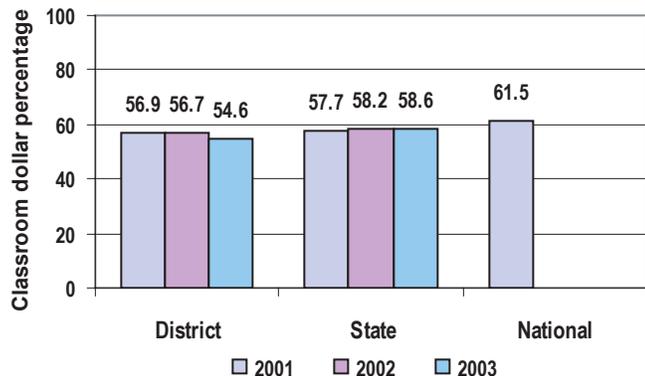
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 144 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.9	56.7	54.6	58.6	61.7
Nonclassroom dollars:					
Administration	13.6	13.0	13.7	9.9	10.9
Plant operations	14.6	12.8	12.3	11.7	9.6
Food service		2.9	10.3	4.6	4.0
Transportation	2.1	2.3	2.7	3.9	4.0
Student support	2.5	5.6	6.0	6.8	5.0
Instruction support			0.4	4.3	4.5
Other	10.3	6.7		0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.7	15.7	17.2	17.9
Average teacher salary	\$37,159	\$39,133	\$39,010	\$40,328
Average years' experience	8.6	9.2	10.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 4,988	\$ 2,137
Performance	3,475	14,642
Menu	3,320	1,201
Total	<u>\$11,783</u>	<u>\$17,980</u>

District-reported 2003 results

Teacher Pay

- On average, each teacher earned an additional \$2,997 in salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- 1 teacher earned a master's degree.
- 75 percent of students demonstrated 1 year's academic progress on standardized tests.
- 70 percent of parent-student surveys rated the school satisfactory.

Menu

- Monies were used solely to compensate teachers for working additional hours before and after school.

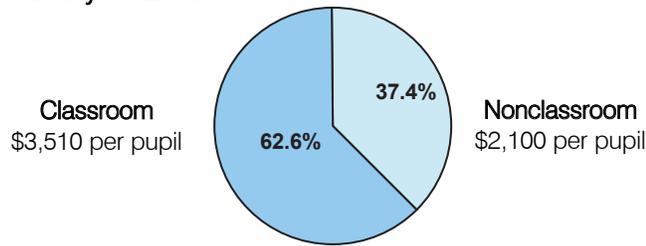
Classroom Dollars and Proposition 301 Results

Prescott Unified School District

District size: Medium
 Students attending: 4,920
 Number of schools: 8
 Number of certified teachers: 263

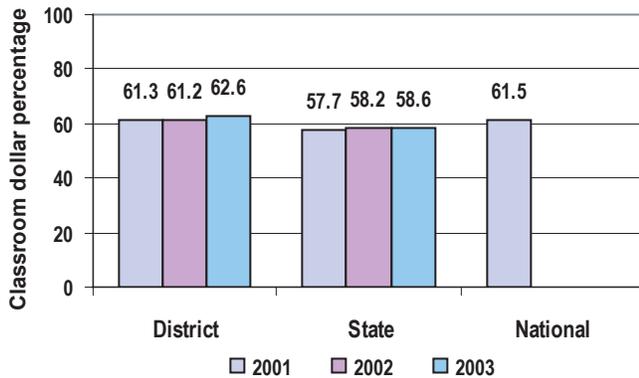
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 21 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	61.3	61.2	62.6	58.6	61.7
Nonclassroom dollars:					
Administration	10.1	9.6	9.9	9.9	10.9
Plant operations	10.6	10.3	9.5	11.7	9.6
Food service	4.7	4.5	4.3	4.6	4.0
Transportation	2.9	3.1	3.2	3.9	4.0
Student support	7.6	6.9	6.6	6.8	5.0
Instruction support	2.6	4.2	3.7	4.3	4.5
Other	0.2	0.2	0.2	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.7	18.5	18.7	17.9
Average teacher salary	\$35,164	\$37,752	\$46,892	\$40,328
Average years' experience	12.0	11.6	11.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$300,681	\$ 281,134
Performance		1,122,824
Menu	596,462	520,806
Total	<u>\$897,143</u>	<u>\$1,924,764</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$3,223 and \$3,565 in additional salary. Each speech pathologist, audiologist, and therapist earned between \$2,359 and \$2,873 in additional salary.

Performance

- The District accomplished its goals, which were linked to student achievement and attendance; teacher participation in professional development, leadership, and tutoring activities; parent-student satisfaction; and new programs.

Menu

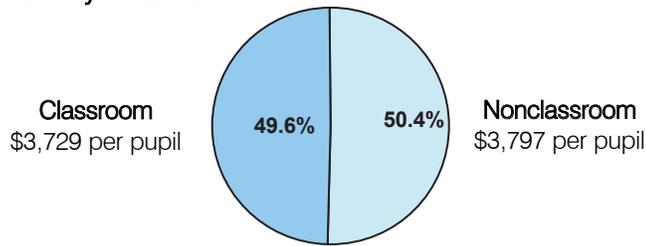
- Monies were primarily used to increase eligible employee base pay and to pay middle- and high-school teachers for additional duties.
- Physical education, music, band, drama, and kindergarten class sizes were reduced.
- 2 elementary schools offered reading tutoring.
- 4 schools provided professional development activities.
- 1 middle school paid an employee to contact parents of absent students as part of dropout prevention efforts.

Quartzsite Elementary School District

District size: Small
Students attending: 281
Number of schools: 2
Number of certified teachers: 16

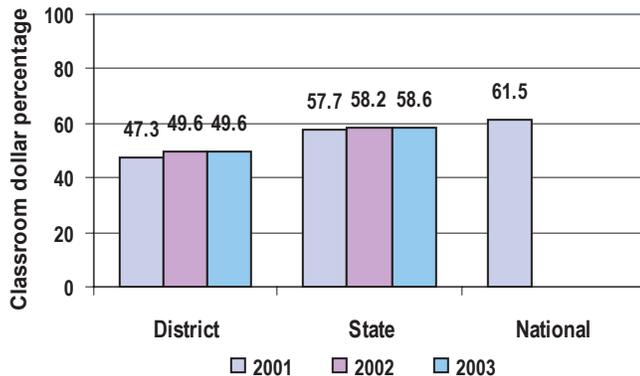
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 193 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	47.3	49.6	49.6	58.6	61.7
Nonclassroom dollars:					
Administration	7.9	13.8	13.9	9.9	10.9
Plant operations	16.6	16.4	13.9	11.7	9.6
Food service	8.6	7.6	8.2	4.6	4.0
Transportation	5.1	4.4	7.2	3.9	4.0
Student support	13.0	4.4	2.4	6.8	5.0
Instruction support	1.5	3.8	4.8	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	19.6	21.4	17.6	17.9
Average teacher salary	\$34,442	\$38,624	\$41,692	\$40,328
Average years' experience	7.3	8.3	8.1	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 21,568	\$18,619
Performance	43,136	37,237
Menu	43,136	37,237
Total	\$107,840	\$93,093

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$5,079 in salary.

Performance

- The District's goal required teachers to receive acceptable performance evaluations.

Menu

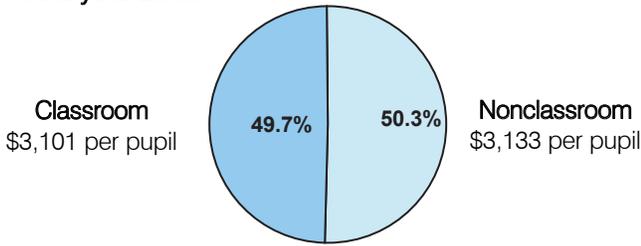
- Monies were used solely to increase teacher compensation.

Queen Creek Unified School District

District size: Medium
 Students attending: 2,021
 Number of schools: 5
 Number of certified teachers: 113

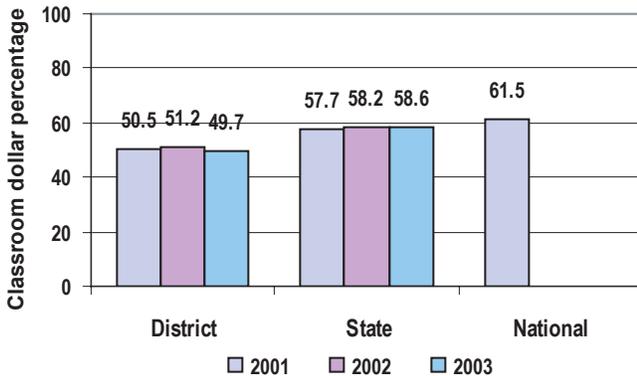
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 192 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	50.5	51.2	49.7	58.6	61.7
Nonclassroom dollars:					
Administration	13.3	11.7	10.9	9.9	10.9
Plant operations	12.7	13.1	16.5	11.7	9.6
Food service	8.4	8.3	7.4	4.6	4.0
Transportation	6.6	6.2	5.7	3.9	4.0
Student support	5.1	5.9	6.4	6.8	5.0
Instruction support	3.4	3.6	3.4	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.5	16.6	17.9	17.9
Average teacher salary	\$29,131	\$33,644	\$35,037	\$40,328
Average years' experience	6.4	6.4	6.2	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$125,286	\$122,420
Performance		293,280
Menu	156,171	137,372
Total	<u>\$281,457</u>	<u>\$553,072</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$3,625 in salary, and each speech pathologist and audiologist earned an additional \$1,625.

Performance

- The District accomplished its goals, which were based on school and individual performance. Goals were linked to student achievement on standardized tests, parent satisfaction survey ratings, and teacher professional development.

Menu

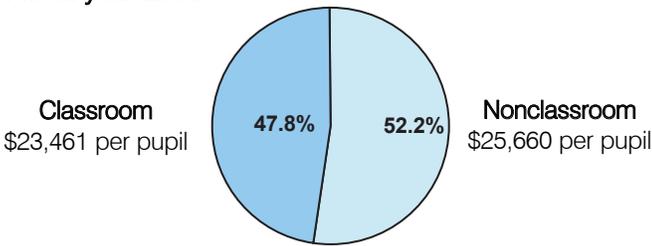
- Monies were used solely to increase eligible employee compensation.

Rainbow Accommodation School District

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

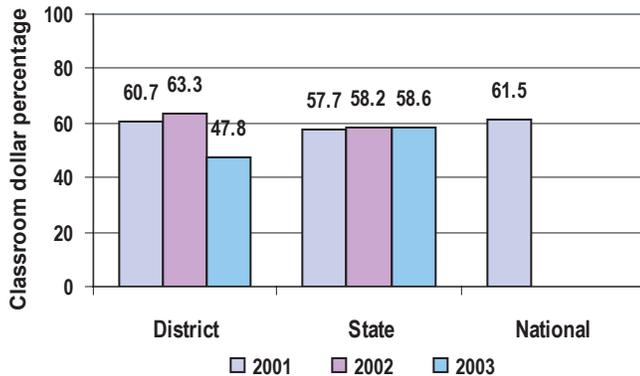
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 201 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	60.7	63.3	47.8	58.6	61.7
Nonclassroom dollars:					
Administration	14.7	7.1	15.8	9.9	10.9
Plant operations	5.2	3.8	6.7	11.7	9.6
Food service				4.6	4.0
Transportation	18.8	13.7	14.1	3.9	4.0
Student support	0.1	9.8	13.4	6.8	5.0
Instruction support	0.5	2.3	2.2	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	9.5	11.0	10.0	17.9
Average teacher salary	\$35,100	\$41,000	\$44,000	\$40,328
Average years' experience	NA	13.0	15.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 684	\$ 729
Performance	1,369	1,098
Menu	1,369	1,458
Total	\$3,422	\$3,285

District-reported 2003 results

Teacher pay

- The teacher earned an additional \$3,285 in salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Goals were linked to student achievement and attendance, and teacher evaluations and professional development. The teacher was required to complete 15 hours of professional development and was evaluated on such things as subject matter knowledge, providing clear and effective direction, and adapting instruction to meet students' needs.

Menu

- Monies were used solely to increase teacher compensation.

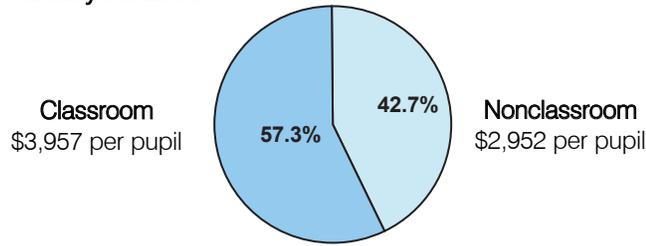
Classroom Dollars and Proposition 301 Results

Ray Unified School District

District size: Medium
 Students attending: 649
 Number of schools: 3
 Number of certified teachers: 45

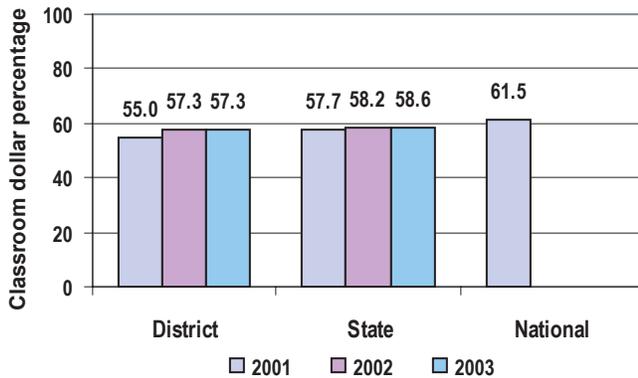
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 101 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	55.0	57.3	57.3	58.6	61.7
Nonclassroom dollars:					
Administration	12.5	11.8	13.4	9.9	10.9
Plant operations	14.9	14.5	12.5	11.7	9.6
Food service	1.6	4.3	4.5	4.6	4.0
Transportation	8.0	4.7	4.8	3.9	4.0
Student support	5.8	5.5	4.7	6.8	5.0
Instruction support	2.2	1.9	2.8	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	13.1	14.3	14.4	17.9
Average teacher salary	\$32,748	\$38,072	\$35,450	\$40,328
Average years' experience	9.9	9.7	9.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 34,979	\$ 50,967
Performance	50,832	89,745
Menu	55,964	91,145
Total	<u>\$141,775</u>	<u>\$231,857</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$2,213 in salary, which does not include performance pay distributed in fiscal year 2004.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- Goals focused on increasing student achievement in writing and reading as measured by district assessments and standardized tests.

Menu

- Monies were used to compensate 14 teachers for providing after-school tutoring.
- Teachers participated in aligning curriculum to state standards.
- Primary school teachers developed math assessments and mentored students.
- 140 at-risk students participated in after-school programs.

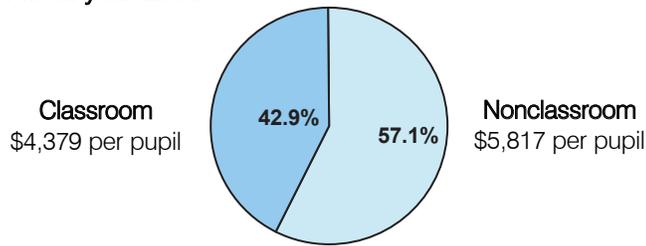
Classroom Dollars and Proposition 301 Results

Red Mesa Unified School District

District size: Medium
 Students attending: 925
 Number of schools: 4
 Number of certified teachers: 53

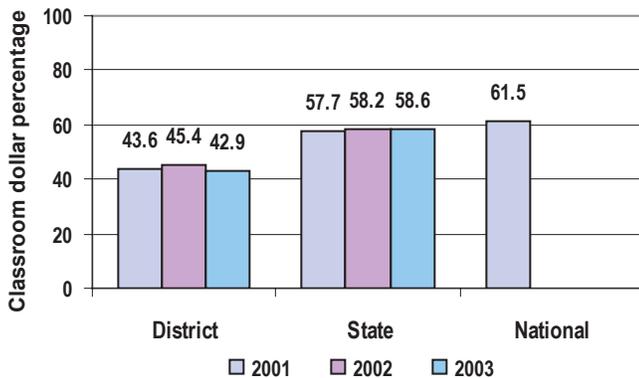
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 213 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	43.6	45.4	42.9	58.6	61.7
Nonclassroom dollars:					
Administration	12.6	13.4	14.4	9.9	10.9
Plant operations	16.8	15.9	16.1	11.7	9.6
Food service	4.5	4.4	4.0	4.6	4.0
Transportation	9.4	8.7	9.0	3.9	4.0
Student support	9.7	8.9	10.2	6.8	5.0
Instruction support	3.4	3.3	3.3	4.3	4.5
Other			0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.7	15.1	17.5	17.9
Average teacher salary	\$30,396	\$32,744	NA	\$40,328
Average years' experience	7.3	7.3	7.4	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 45,043	\$ 74,424
Performance	27,945	108,122
Menu	<u>90,087</u>	<u>147,459</u>
Total	<u>\$163,075</u>	<u>\$330,005</u>

District-reported 2003 results

Although required by A.R.S. §15-977.E, the District did not report any results for programs funded with Classroom Site Fund monies.

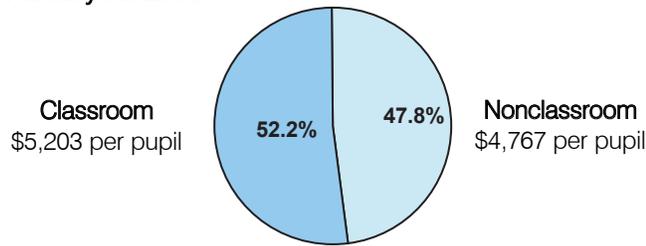
Classroom Dollars and Proposition 301 Results

Red Rock Elementary School District

District size: Very Small
 Students attending: 74
 Number of schools: 1
 Number of certified teachers: 6

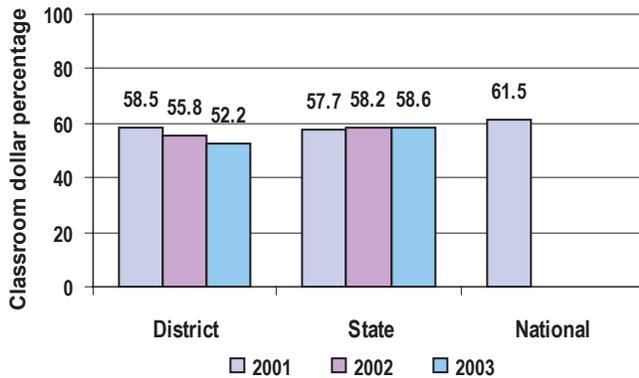
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 175 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	58.5	55.8	52.2	58.6	61.7
Nonclassroom dollars:	NA				
Administration		17.0	21.0	9.9	10.9
Plant operations		20.1	15.9	11.7	9.6
Food service		2.6	4.0	4.6	4.0
Transportation		2.1	3.6	3.9	4.0
Student support		2.3	3.3	6.8	5.0
Instruction support		0.1		4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	12.8	11.7	12.3	17.9
Average teacher salary	\$35,368	\$35,280	NA	\$40,328
Average years' experience	11.3	11.7	12.7	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$2,175	\$11,042
Performance		12,626
Menu		13,359
Total	<u>\$2,175</u>	<u>\$37,027</u>

District-reported 2003 results

Although required by A.R.S. §15-977.E, the District did not report any results for programs funded with Classroom Site Fund monies.

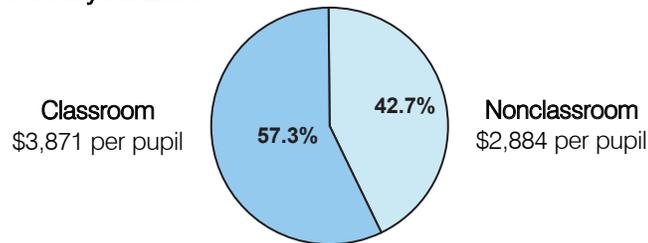
Classroom Dollars and Proposition 301 Results

Riverside Elementary School District

District size: Small
 Students attending: 405
 Number of schools: 1
 Number of certified teachers: 19

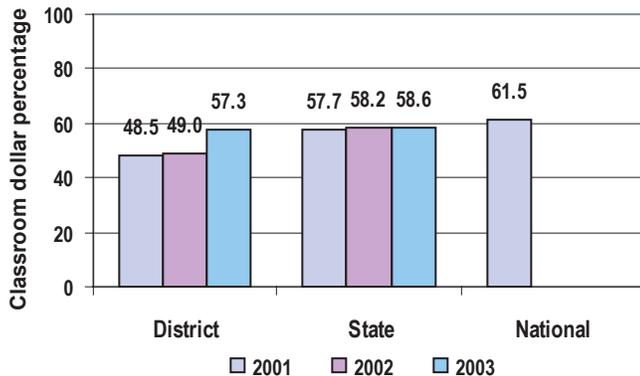
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 99 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	48.5	49.0	57.3	58.6	61.7
Nonclassroom dollars:					
Administration	13.6	13.7	12.0	9.9	10.9
Plant operations	10.2	11.3	12.0	11.7	9.6
Food service	9.1	8.9	6.9	4.6	4.0
Transportation	7.8	5.6	2.9	3.9	4.0
Student support	7.9	8.6	5.8	6.8	5.0
Instruction support	2.9	2.9	3.1	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.5	20.3	21.3	17.9
Average teacher salary	\$33,133	\$34,800	NA	\$40,328
Average years' experience	7.3	6.2	6.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base		\$ 17,673
Performance		65,996
Menu		<u>56,957</u>
Total	<u>\$0</u>	<u>\$140,626</u>

District-reported 2003 results

Although required by A.R.S. §15-977.E, the District did not report any results for programs funded with Classroom Site Fund monies.

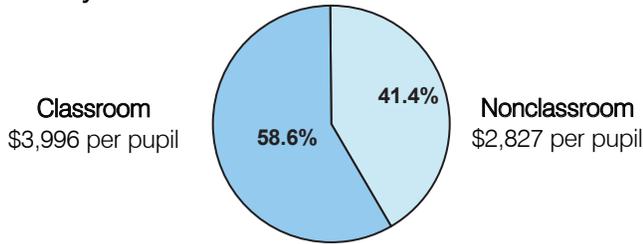
Classroom Dollars and Proposition 301 Results

Roosevelt Elementary School District

District size: Large
 Students attending: 10,643
 Number of schools: 20
 Number of certified teachers: 621

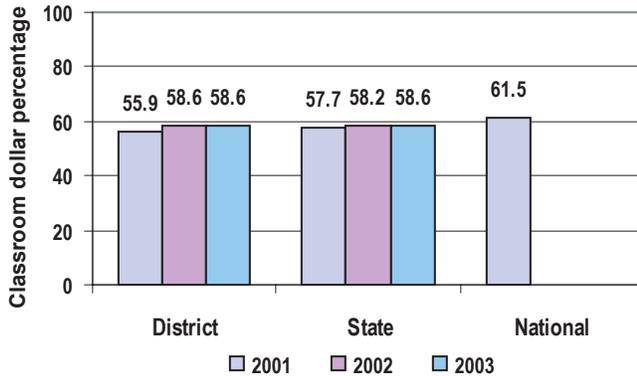
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 80 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	55.9	58.6	58.6	58.6	61.7
Nonclassroom dollars:					
Administration	13.0	11.4	10.8	9.9	10.9
Plant operations	13.4	11.8	11.5	11.7	9.6
Food service	7.2	7.2	6.4	4.6	4.0
Transportation	2.5	2.6	2.5	3.9	4.0
Student support	2.9	3.3	5.4	6.8	5.0
Instruction support	5.1	5.1	4.8	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.3	17.8	17.1	17.9
Average teacher salary	\$33,497	\$40,305	\$40,708	\$40,328
Average years' experience	8.2	8.4	8.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 688,939	\$ 659,503
Performance	1,354,109	985,629
Menu	749,962	1,380,984
Total	<u>\$2,793,010</u>	<u>\$3,026,116</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, and audiologist earned an additional \$4,820 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Goals were linked to student achievement, teacher development, and parent satisfaction.
- Teachers participated in 8 hours of professional development activities focused on literacy.
- Based on surveys, parent satisfaction with schools increased.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Monies were also used to support AIMS testing.

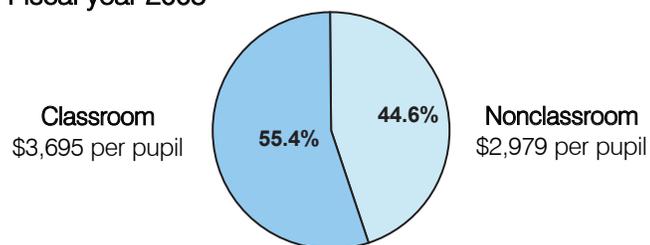
Classroom Dollars and Proposition 301 Results

Round Valley Unified School District

District size: Medium
 Students attending: 1,451
 Number of schools: 4
 Number of certified teachers: 81

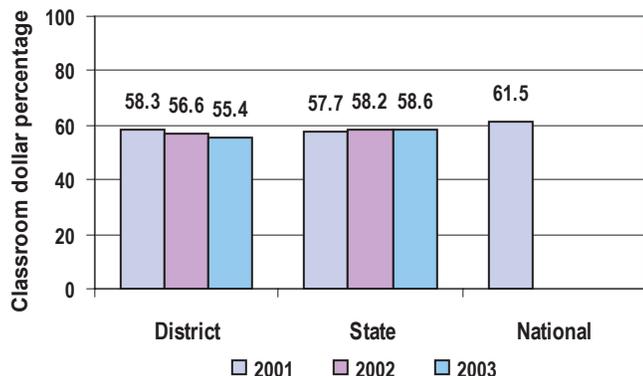
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 134 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	58.3	56.6	55.4	58.6	61.7
Nonclassroom dollars:					
Administration	12.5	13.2	10.8	9.9	10.9
Plant operations	17.2	17.4	17.4	11.7	9.6
Food service	3.4	3.5	3.6	4.6	4.0
Transportation	3.6	3.7	4.4	3.9	4.0
Student support	3.7	4.3	6.0	6.8	5.0
Instruction support	1.3	1.3	2.4	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.0	17.0	17.9	17.9
Average teacher salary	\$32,258	\$36,442	\$40,007	\$40,328
Average years' experience	10.2	11.0	10.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 69,721	\$ 67,061
Performance	141,156	145,749
Menu	140,486	134,086
Total	<u>\$351,363</u>	<u>\$346,896</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$4,004 in salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- A high percentage of students made adequate yearly progress.
- Student attendance, dropout, and graduation rates were within state standards.
- Teachers accomplished professional development goals relating to technology, communication, and writing; and participated in leadership activities including aligning curriculum to state standards, mentoring, and performing committee work.
- Before- and after-school tutoring was provided.
- Performance results were communicated to parents.

Menu

- Monies were used solely to increase eligible employee compensation.

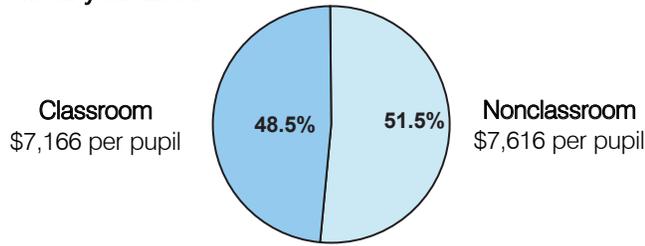
Classroom Dollars and Proposition 301 Results

Sacaton Elementary School District

District size: Small
 Students attending: 473
 Number of schools: 2
 Number of certified teachers: 43

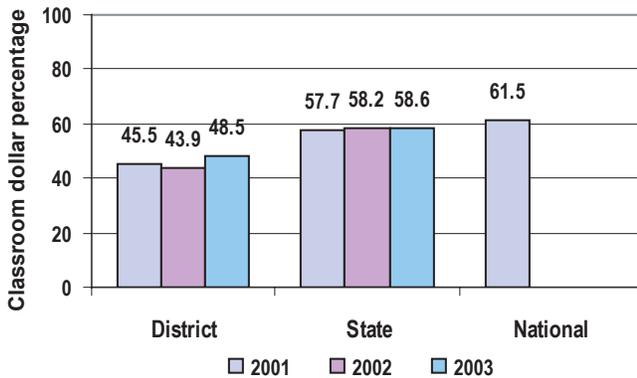
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 197 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	45.5	43.9	48.5	58.6	61.7
Nonclassroom dollars:					
Administration	21.8	21.1	13.2	9.9	10.9
Plant operations	11.9	12.5	10.6	11.7	9.6
Food service	4.6	4.1	3.4	4.6	4.0
Transportation	6.7	6.0	4.8	3.9	4.0
Student support	7.5	10.3	17.2	6.8	5.0
Instruction support	2.0	2.1	2.3	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	13.4	12.9	11.0	17.9
Average teacher salary	\$30,249	\$31,194	\$34,745	\$40,328
Average years' experience	8.8	8.4	7.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 35,042	\$ 35,825
Performance	29,359	69,274
Menu	44,635	35,237
Total	<u>\$109,036</u>	<u>\$140,336</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and English Language Learner Coordinator earned an additional \$3,283 in salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Students' reading scores on standardized tests improved, on average.
- Student absenteeism declined.
- 30 percent of teachers accomplished attendance goals.
- 91 percent of teachers received adequate performance evaluations and 93 percent of teachers accomplished personal goals.
- 11 teachers acted as grade-level mentors and representatives.

Menu

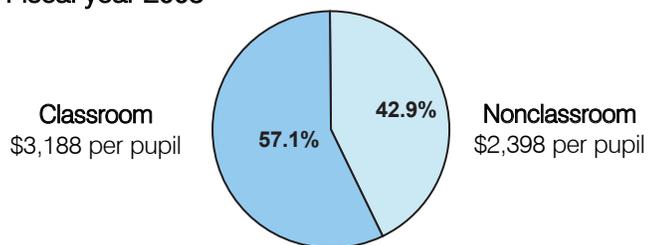
- Monies were used solely to increase eligible employee performance pay.

Saddle Mountain Unified School District

District size: Small
 Students attending: 589
 Number of schools: 1
 Number of certified teachers: 27

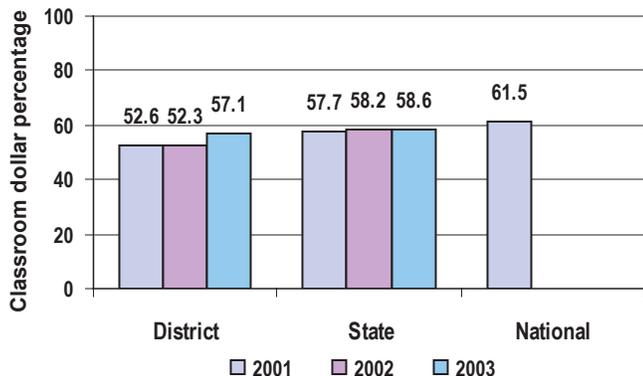
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 105 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	52.6	52.3	57.1	58.6	61.7
Nonclassroom dollars:					
Administration	13.1	11.6	9.8	9.9	10.9
Plant operations	19.4	18.6	15.4	11.7	9.6
Food service	6.5	5.0	5.5	4.6	4.0
Transportation	7.3	12.3	8.3	3.9	4.0
Student support			0.3	6.8	5.0
Instruction support	0.9	0.2	3.5	4.3	4.5
Other	0.2		0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.5	18.0	21.8	17.9
Average teacher salary	\$31,239	\$34,776	\$34,317	\$40,328
Average years' experience	6.9	6.9	6.4	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$11,952	\$ 36,587
Performance	41,773	13,493
Menu	28,426	50,409
Total	<u>\$82,151</u>	<u>\$100,489</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$2,142 in salary, and each instructional aide earned an additional \$422.

Performance

- The District accomplished most of its goals, which were based on individual performance.
- Most teachers received acceptable performance evaluations.

Menu

- 80 students and 15 teachers participated in AIMS intervention tutoring programs.
- The District indicates that standardized test scores improved.

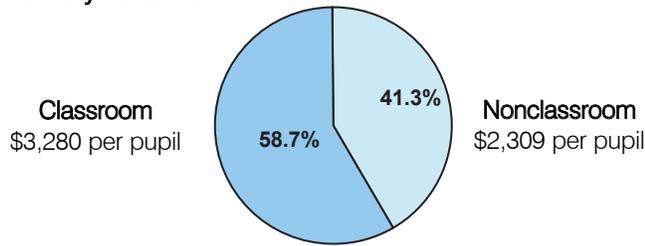
Classroom Dollars and Proposition 301 Results

Safford Unified School District

District size: Medium
 Students attending: 2,711
 Number of schools: 6
 Number of certified teachers: 149

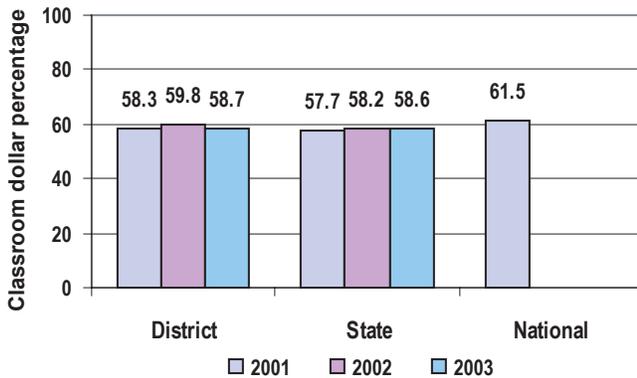
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 77 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	58.3	59.8	58.7	58.6	61.7
Nonclassroom dollars:					
Administration	10.2	10.4	10.7	9.9	10.9
Plant operations	11.9	11.1	9.5	11.7	9.6
Food service	4.7	4.4	4.6	4.6	4.0
Transportation	3.1	3.0	3.0	3.9	4.0
Student support	5.3	5.1	6.9	6.8	5.0
Instruction support	6.5	6.2	6.6	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.9	16.8	18.2	17.9
Average teacher salary	\$32,448	\$36,585	\$38,661	\$40,328
Average years' experience	10.3	10.3	9.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$169,221	\$194,415
Performance	318,420	381,812
Menu	316,557	381,091
Total	<u>\$804,198</u>	<u>\$957,318</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$5,325 in salary.

Performance

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

Menu

- Monies were used to compensate eligible employees for performing extra duties, for demonstrating mastery of district technology competencies, and for implementing technology in the classroom.

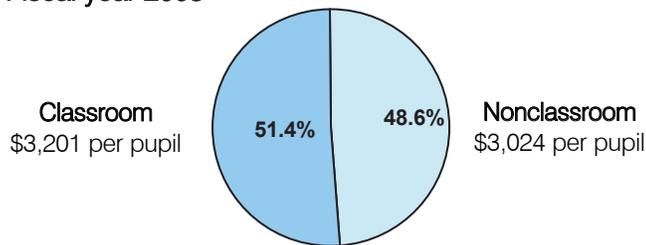
Classroom Dollars and Proposition 301 Results

Sahuarita Unified School District

District size: Medium
 Students attending: 2,151
 Number of schools: 5
 Number of certified teachers: 130

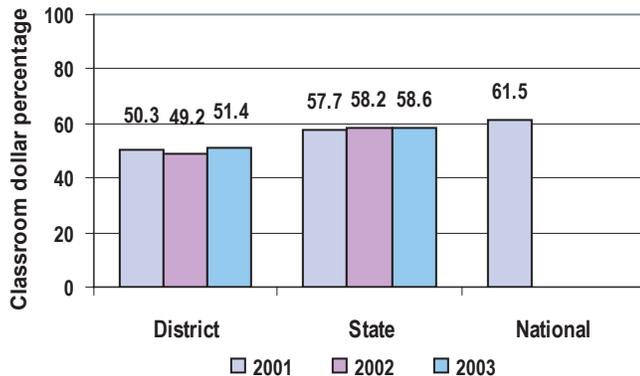
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 184 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	50.3	49.2	51.4	58.6	61.7
Nonclassroom dollars:					
Administration	10.1	10.9	8.9	9.9	10.9
Plant operations	18.5	17.4	17.6	11.7	9.6
Food service	5.1	5.5	4.6	4.6	4.0
Transportation	6.4	6.6	8.7	3.9	4.0
Student support	6.7	7.3	6.2	6.8	5.0
Instruction support	2.9	3.1	2.6	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.3	15.7	16.5	17.9
Average teacher salary	\$30,670	\$34,357	\$35,100	\$40,328
Average years' experience	8.9	8.7	8.2	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$115,631	\$122,311
Performance	228,556	234,095
Menu	<u>204,989</u>	<u>207,257</u>
Total	<u>\$549,176</u>	<u>\$563,663</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,395 in salary, each librarian earned an additional \$5,810, each speech pathologist and audiologist earned an additional \$2,939, and each counselor earned an additional \$3,459.

Performance

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

Menu

- Monies were used solely to increase eligible employee compensation.

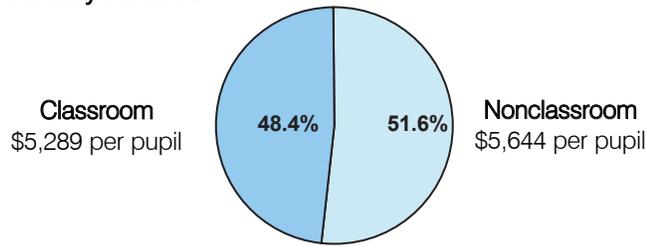
Classroom Dollars and Proposition 301 Results

Salome Consolidated Elementary School District

District size: Very Small
 Students attending: 106
 Number of schools: 1
 Number of certified teachers: 8

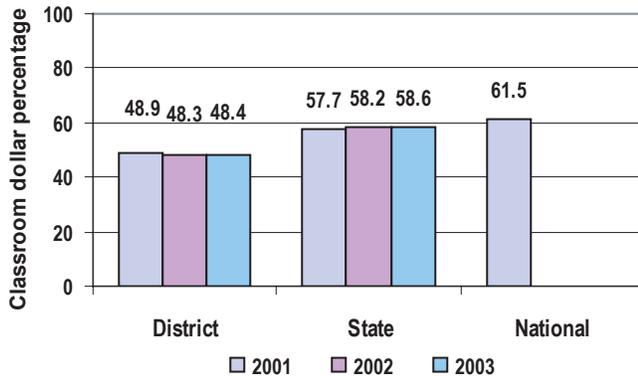
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 198 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	48.9	48.3	48.4	58.6	61.7
Nonclassroom dollars:					
Administration	14.4	16.4	17.5	9.9	10.9
Plant operations	16.5	15.3	14.1	11.7	9.6
Food service	13.1	12.4	13.3	4.6	4.0
Transportation	3.4	3.0	4.6	3.9	4.0
Student support	3.7	4.2	2.1	6.8	5.0
Instruction support		0.4		4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	10.8	11.0	13.3	17.9
Average teacher salary	\$34,250	\$33,066	\$36,703	\$40,328
Average years' experience	5.3	5.2	5.7	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 7,928	\$ 6,423
Performance	15,794	10,075
Menu	15,795	13,765
Total	<u>\$39,517</u>	<u>\$30,263</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,757 in salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- A math-a-thon was held and students were offered additional one-on-one math tutoring to help increase achievement.
- A 5th- through 8th-grade science fair was held to help increase students' knowledge and involve parents and the community.
- New teacher mentoring was provided.
- Evening parenting classes and home visits were conducted.

Menu

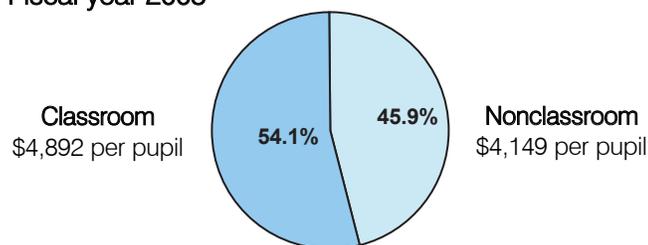
- 8 teachers earned additional compensation for performing extra duties.
- 1 teacher earned additional monies for completing 9 hours of professional development.

San Carlos Unified School District

District size: Medium
 Students attending: 1,295
 Number of schools: 4
 Number of certified teachers: 107

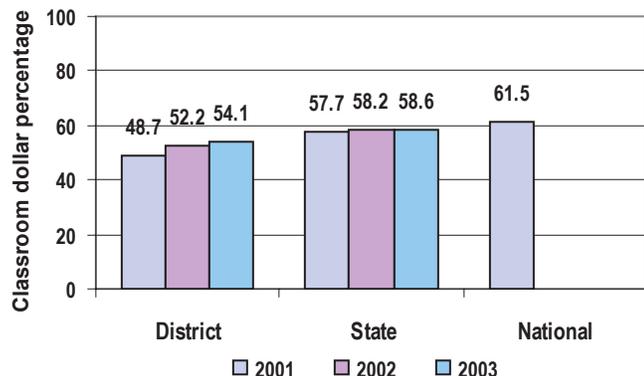
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 151 of 226 districts.

3-year comparison



Expenditures by function

	District			State 2003	National 2000
	2001	2002	2003		
Classroom dollars	48.7	52.2	54.1	58.6	61.7
Nonclassroom dollars:					
Administration	16.9	14.4	11.0	9.9	10.9
Plant operations	14.5	13.5	13.8	11.7	9.6
Food service	5.8	5.2	4.4	4.6	4.0
Transportation	5.0	4.8	5.2	3.9	4.0
Student support	6.6	6.5	8.6	6.8	5.0
Instruction support	2.5	3.4	2.9	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.1	14.3	12.1	17.9
Average teacher salary	\$29,289	\$34,463	\$32,877	\$40,328
Average years' experience	7.7	7.6	7.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 90,817	\$ 87,656
Performance	185,535	105,191
Menu	181,644	60,786
Total	\$457,996	\$253,633

District-reported 2003 results

Teacher pay

- The District did not report any Proposition 301 teacher pay information.

Performance

- The District accomplished its goals, which were based on school level performance.
- Students in 112 teachers' classes demonstrated 1 or more years' academic progress on standardized tests.
- Student attendance increased by 1 percent at 2 schools.
- 3 of 4 schools received satisfactory ratings from parents.
- 49 teachers provided 40 hours of tutoring.
- Teacher attendance and professional development goals were also accomplished.

Menu

- Monies were used for an alternative education dropout prevention program. 47 students earned credits and 10 graduated.

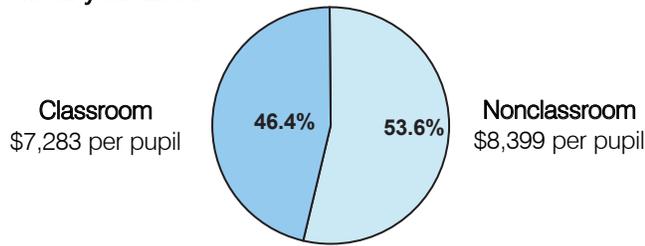
Classroom Dollars and Proposition 301 Results

San Fernando Elementary School District

District size: Very Small
 Students attending: 17
 Number of schools: 1
 Number of certified teachers: 2

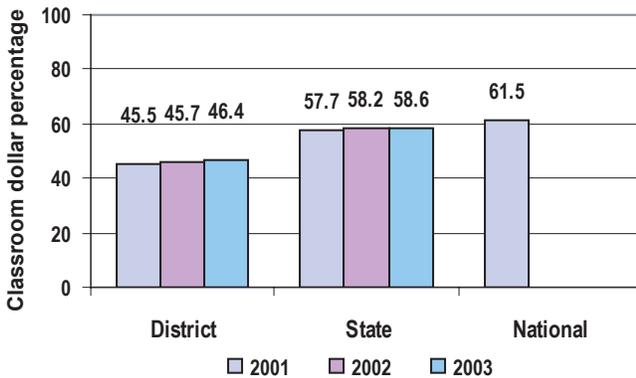
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 209 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	45.5	45.7	46.4	58.6	61.7
Nonclassroom dollars:					
Administration	24.4	19.8	12.1	9.9	10.9
Plant operations	8.9	8.5	10.9	11.7	9.6
Food service				4.6	4.0
Transportation	15.9	17.1	20.5	3.9	4.0
Student support	3.2	4.9	5.6	6.8	5.0
Instruction support	2.1	4.0	4.5	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	10.1	12.0	8.5	17.9
Average teacher salary	\$25,250	\$32,407	\$33,237	\$40,328
Average years' experience	NA	5.6	3.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$1,590	\$1,993
Performance	3,172	2,993
Menu	<u>3,180</u>	<u>3,986</u>
Total	<u>\$7,942</u>	<u>\$8,972</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$4,061 in salary.

Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- Science and social studies curriculums were aligned to state standards.
- Teachers received acceptable performance evaluations.
- Other goals were linked to student attendance, teacher professional development, and tutoring.

Menu

- Monies were used solely to increase teacher compensation.

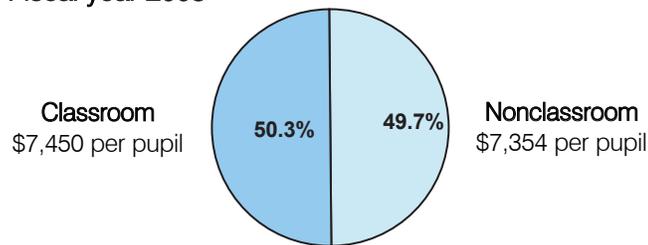
Classroom Dollars and Proposition 301 Results

San Simon Unified School District

District size: Very Small
 Students attending: 104
 Number of schools: 1
 Number of certified teachers: 15

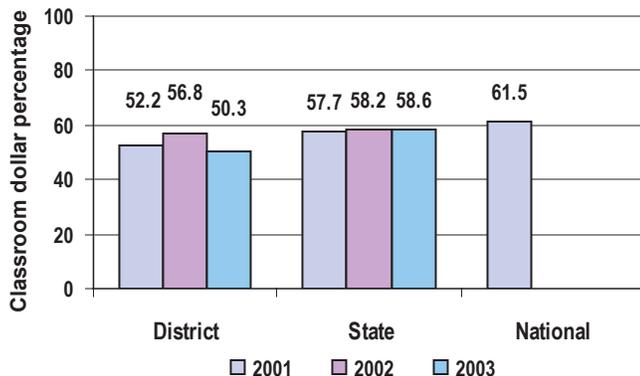
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 188 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	52.2	56.8	50.3	58.6	61.7
Nonclassroom dollars:					
Administration	9.1	6.2	12.8	9.9	10.9
Plant operations	12.0	11.5	11.9	11.7	9.6
Food service	6.0	5.1	4.8	4.6	4.0
Transportation	6.0	5.1	4.2	3.9	4.0
Student support	5.9	6.0	6.4	6.8	5.0
Instruction support	8.8	9.3	9.6	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	8.1	7.9	6.9	17.9
Average teacher salary	\$48,997	\$33,025	\$34,475	\$40,328
Average years' experience	8.1	9.0	9.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 8,500	\$11,730
Performance		
Menu	18,000	275
Total	<u>\$26,500</u>	<u>\$12,005</u>

District-reported 2003 results

Teacher pay

- On average, each eligible teacher and counselor earned an additional \$1,000 in salary.

Performance

- The District accomplished its goals, which were based on individual and district level performance.
- 50 percent of students exceeded state and county average scores on standardized tests.
- Parents gave schools satisfactory ratings on a district survey.
- Teachers accomplished individual professional development and leadership goals.

Menu

- Monies were used to purchase testing materials for AIMS intervention.

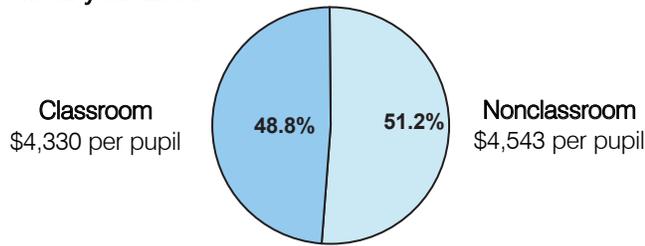
Classroom Dollars and Proposition 301 Results

Sanders Unified School District

District size: Medium
 Students attending: 1,134
 Number of schools: 3
 Number of certified teachers: 74

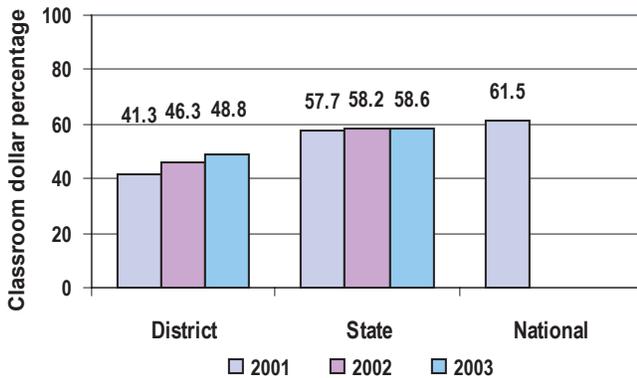
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 195 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	41.3	46.3	48.8	58.6	61.7
Nonclassroom dollars:					
Administration	23.3	20.3	12.7	9.9	10.9
Plant operations	14.6	13.3	14.0	11.7	9.6
Food service		5.0	5.2	4.6	4.0
Transportation	7.6	6.8	7.2	3.9	4.0
Student support	4.1	4.5	5.6	6.8	5.0
Instruction support	8.2	2.5	6.0	4.3	4.5
Other	0.9	1.3	0.5	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.4	15.5	15.3	17.9
Average teacher salary	\$30,677	\$32,224	\$30,000	\$40,328
Average years' experience	7.0	7.3	7.4	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 65,200	\$ 44,852
Performance	65,275	110,407
Menu	160,381	139,001
Total	<u>\$290,856</u>	<u>\$294,260</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$2,975 in salary.

Performance

- The District accomplished most of its goals, which were based on district, school, and individual performance.
- Goals were linked to student achievement, and attendance, dropout and graduation rates; teacher evaluations, attendance, professional development, and leadership; tutoring; and parent satisfaction.
- The elementary school was rated "performing" by ADE for AZ LEARNS. It was previously rated "underperforming."
- The middle school met adequate yearly progress goals.

Menu

- Monies were used primarily to increase eligible employee compensation, and to pay teachers for participating in math, reading, and technology training.
- Remaining monies were spent on class size reduction.
- The District indicates teacher turnover decreased by 20 percent.

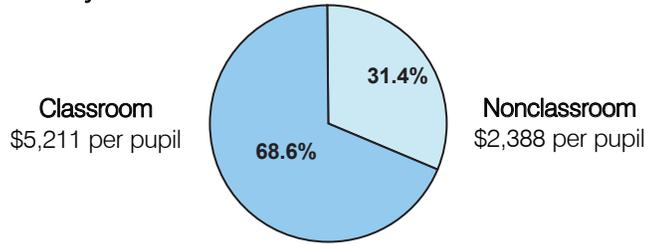
Classroom Dollars and Proposition 301 Results

Santa Cruz Elementary School District

District size: Very Small
 Students attending: 121
 Number of schools: 1
 Number of certified teachers: 10

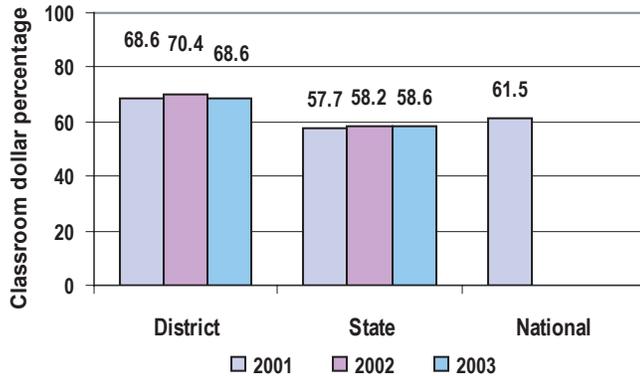
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 4 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	68.6	70.4	68.6	58.6	61.7
Nonclassroom dollars:					
Administration	12.7	14.3	14.6	9.9	10.9
Plant operations	11.2	9.7	10.2	11.7	9.6
Food service	0.1		0.2	4.6	4.0
Transportation	6.8	5.6	6.2	3.9	4.0
Student support	0.5		0.1	6.8	5.0
Instruction support	0.1			4.3	4.5
Other			0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	12.5	12.3	12.1	17.9
Average teacher salary	\$35,882	\$36,776	\$41,704	\$40,328
Average years' experience	13.5	12.3	10.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 5,479	\$ 7,956
Performance	10,882	15,928
Menu	11,019	18,867
Total	<u>\$27,380</u>	<u>\$42,751</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$2,388 in salary.

Performance

- The District accomplished its goals, which were based on individual and district performance.
- Goals were linked to teachers' aligning curriculum to state standards, assessing student progress, and reporting results to parents.

Menu

- 1 language arts teacher was hired to reduce class sizes from 24 to 15 students.

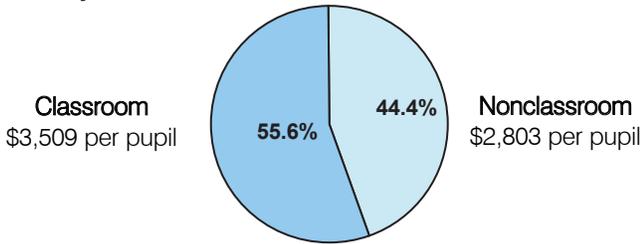
Classroom Dollars and Proposition 301 Results

Santa Cruz Valley Unified School District

District size: Medium
 Students attending: 2,289
 Number of schools: 4
 Number of certified teachers: 133

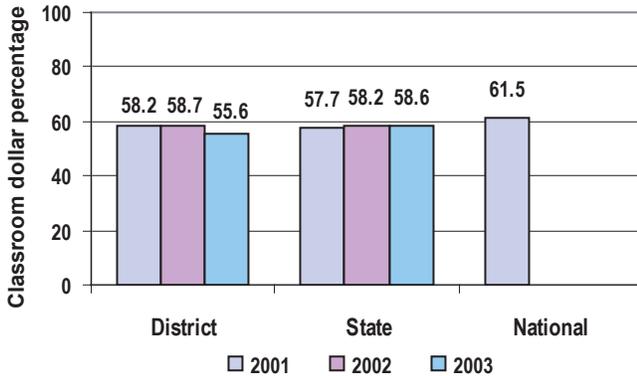
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 131 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	58.2	58.7	55.6	58.6	61.7
Nonclassroom dollars:					
Administration	11.0	10.8	10.9	9.9	10.9
Plant operations	10.5	10.0	11.7	11.7	9.6
Food service	7.9	7.0	6.9	4.6	4.0
Transportation	6.1	7.0	6.8	3.9	4.0
Student support	3.9	3.9	4.6	6.8	5.0
Instruction support	2.3	2.5	3.5	4.3	4.5
Other	0.1	0.1		0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	22.1	19.2	17.2	17.9
Average teacher salary	\$31,249	\$34,204	\$36,257	\$40,328
Average years' experience	8.4	8.0	8.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$117,533	\$133,482
Performance	254,533	269,719
Menu	<u>266,292</u>	<u>269,765</u>
Total	<u>\$638,358</u>	<u>\$672,966</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$4,125 in salary.

Performance

- The District accomplished its goals, which were based on school performance.
- On average, students at each school demonstrated positive academic progress on standardized tests.
- Each school developed reading and math assessments to chart students' academic growth.

Menu

- Monies were used to compensate eligible employees for implementing a program focused on student assessments, tutorials, and enrichment activities.
- 2 teachers were hired to reduce class sizes.
- 15 mentors worked with 30 new teachers.
- Monies were also used to establish a computerized instruction program for students at risk of dropping out. 107 students earned a total of 147 credits toward graduation.

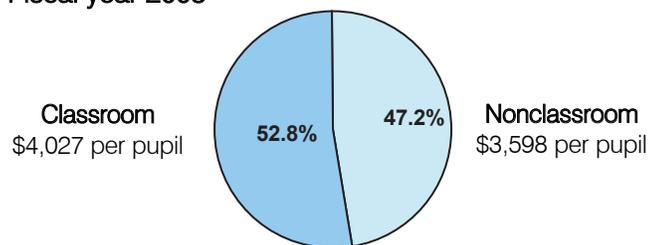
Classroom Dollars and Proposition 301 Results

Santa Cruz Valley Union High School District

District size: Small
 Students attending: 516
 Number of schools: 1
 Number of certified teachers: 26

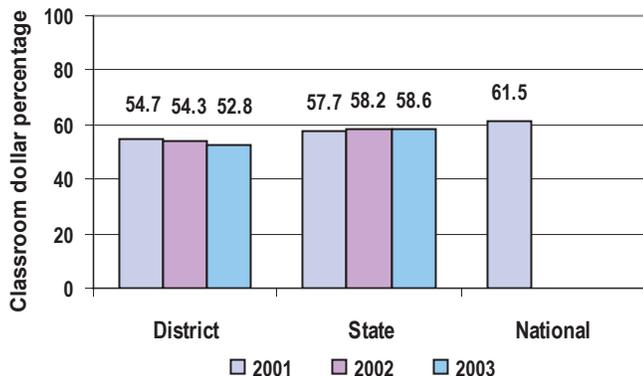
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 172 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	54.7	54.3	52.8	58.6	61.7
Nonclassroom dollars:					
Administration	12.4	12.7	11.7	9.9	10.9
Plant operations	15.3	16.0	15.3	11.7	9.6
Food service	4.5	3.1	3.5	4.6	4.0
Transportation	3.7	3.3	4.5	3.9	4.0
Student support	6.0	8.5	7.9	6.8	5.0
Instruction support	3.4	2.1	4.3	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.5	19.8	19.8	17.9
Average teacher salary	\$28,488	\$29,843	\$33,353	\$40,328
Average years' experience	7.8	6.7	7.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 29,018	\$ 48,150
Performance	81,524	63,170
Menu	68,714	73,207
Total	<u>\$179,256</u>	<u>\$184,527</u>

District-reported 2003 results

Teacher pay

- On average, each teacher and librarian earned an additional \$3,353 in salary; and each instructional aide and counselor earned an additional \$2,443.

Performance

- The District accomplished its goals, which were based on district performance.
- Students' achievement was measured using pre- and post-test scores.
- More than 50 percent of parents responded to an opinion survey.

Menu

- Monies were used solely to increase eligible employee compensation.

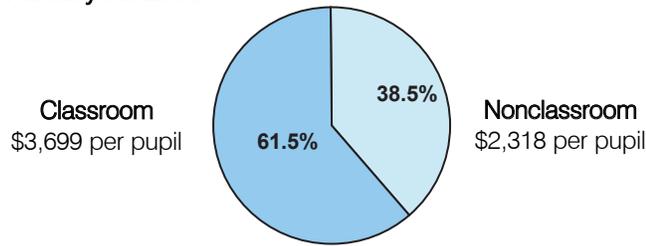
Classroom Dollars and Proposition 301 Results

Scottsdale Unified School District

District size: Large
 Students attending: 26,103
 Number of schools: 33
 Number of certified teachers: 1,530

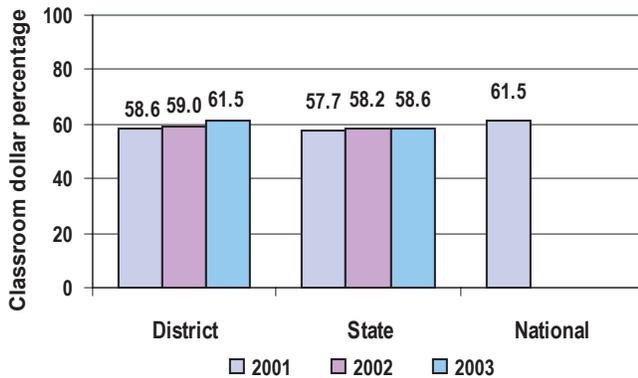
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 32 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	58.6	59.0	61.5	58.6	61.7
Nonclassroom dollars:					
Administration	10.1	9.2	8.6	9.9	10.9
Plant operations	12.4	12.3	11.5	11.7	9.6
Food service	3.6	3.7	3.4	4.6	4.0
Transportation	3.3	3.4	3.5	3.9	4.0
Student support	6.7	7.2	7.0	6.8	5.0
Instruction support	5.3	5.1	4.4	4.3	4.5
Other		0.1	0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.0	16.7	17.1	17.9
Average teacher salary	\$38,237	\$40,328	\$37,855	\$40,328
Average years' experience	8.8	8.1	8.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$1,675,327	\$1,381,047
Performance		2,835,499
Menu	<u>3,354,680</u>	<u>2,762,978</u>
Total	<u>\$5,030,007</u>	<u>\$6,979,524</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned between \$3,955 and \$4,345 in additional salary. In addition, teachers on assignment earned an additional \$2,685.

Performance

- The District accomplished most of its goals.
- About 80 percent of schools accomplished all goals, which were linked to student achievement, professional development, parent satisfaction, school safety, and technology. The remaining schools accomplished 3 of the 4 goals.

Menu

- Monies were used solely to increase eligible employee compensation.

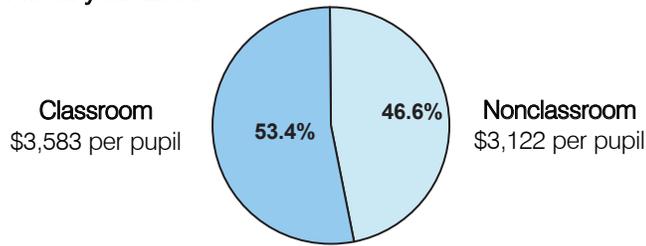
Classroom Dollars and Proposition 301 Results

Sedona-Oak Creek Joint Unified School District

District size: Medium
 Students attending: 1,428
 Number of schools: 5
 Number of certified teachers: 79

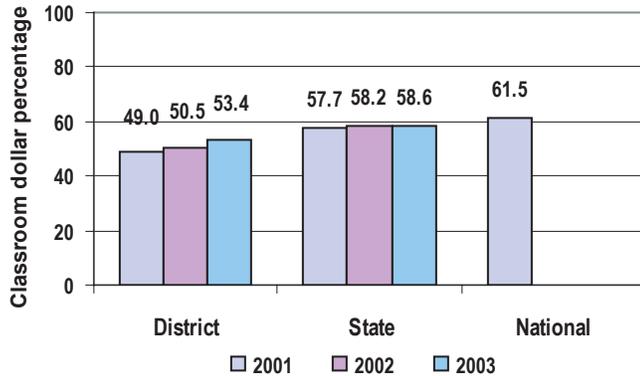
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 161 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	49.0	50.5	53.4	58.6	61.7
Nonclassroom dollars:					
Administration	13.9	11.0	11.2	9.9	10.9
Plant operations	14.7	14.7	14.9	11.7	9.6
Food service	5.7	6.4	4.9	4.6	4.0
Transportation	5.1	5.5	5.2	3.9	4.0
Student support	6.2	6.0	6.0	6.8	5.0
Instruction support	5.4	5.9	4.4	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.0	16.2	18.1	17.9
Average teacher salary	\$32,124	\$38,188	\$37,883	\$40,328
Average years' experience	8.6	8.8	8.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 78,949	\$ 77,011
Performance	142,484	167,613
Menu	147,678	195,902
Total	<u>\$369,111</u>	<u>\$440,526</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$3,465 in salary.

Performance

- The District accomplished its goals, which were based on a combination of district, school, and individual performance.
- Goals were linked to student achievement on the AIMS test.

Menu

- Monies were used to increase eligible employee compensation and to pay for increased health insurance premiums.

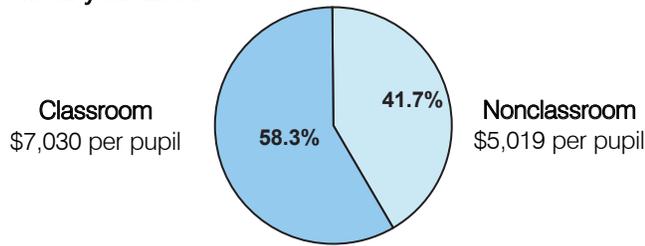
Classroom Dollars and Proposition 301 Results

Seligman Unified School District

District size: Very Small
 Students attending: 166
 Number of schools: 2
 Number of certified teachers: 19

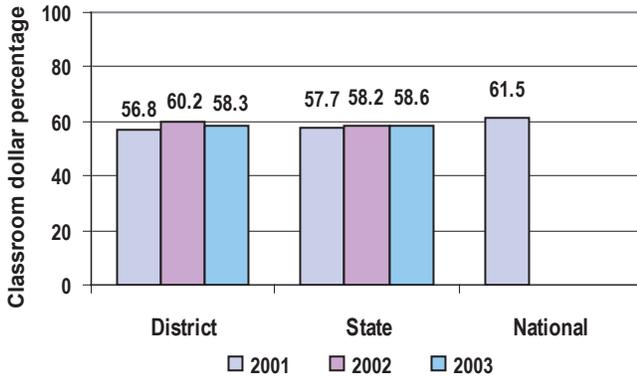
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 82 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.8	60.2	58.3	58.6	61.7
Nonclassroom dollars:					
Administration	13.8	14.0	14.3	9.9	10.9
Plant operations	14.5	15.2	15.1	11.7	9.6
Food service	3.4	2.3	2.9	4.6	4.0
Transportation	6.9	4.3	6.0	3.9	4.0
Student support	3.0	2.9	2.3	6.8	5.0
Instruction support	1.6	1.1	1.1	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	8.9	8.7	8.7	17.9
Average teacher salary	\$29,962	\$32,721	\$36,349	\$40,328
Average years' experience	6.0	7.2	7.4	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 7,595	\$13,395
Performance	15,227	17,866
Menu	12,080	23,566
Total	<u>\$34,902</u>	<u>\$54,827</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$2,403 in salary, which does not include a portion of performance pay distributed in fiscal year 2004.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Students' AIMS test scores met or exceeded state averages in at least 2 of 3 categories, which included reading, writing, and math.
- Teachers encouraged increased parent involvement through activities such as family nights, science nights, and newsletters.
- Teachers received acceptable performance evaluations.

Menu

- Monies were used primarily to compensate teachers for working additional hours outside of the regular school day.
- 17 teachers also received compensation for attending a reading workshop.

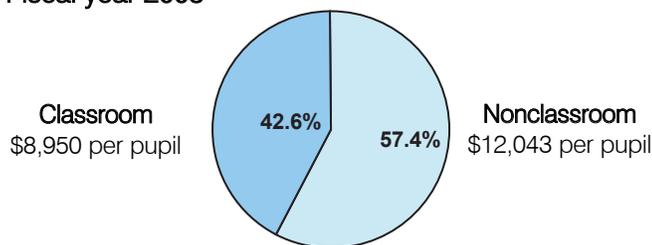
Classroom Dollars and Proposition 301 Results

Sentinel Elementary School District

District size: Very Small
 Students attending: 33
 Number of schools: 1
 Number of certified teachers: 4

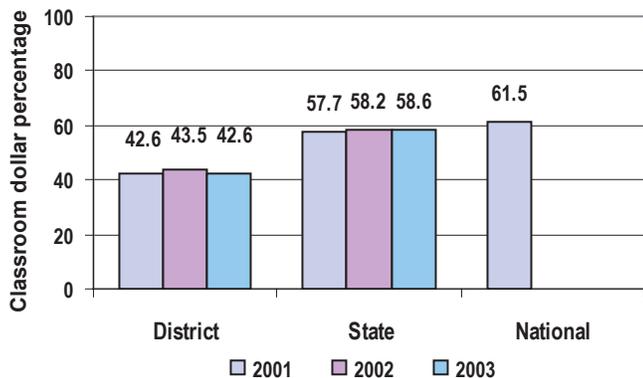
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 215 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	42.6	43.5	42.6	58.6	61.7
Nonclassroom dollars:					
Administration	13.4	13.4	12.5	9.9	10.9
Plant operations	20.2	20.4	21.9	11.7	9.6
Food service	9.0	8.5	8.9	4.6	4.0
Transportation	14.5	13.8	13.1	3.9	4.0
Student support		0.2	0.6	6.8	5.0
Instruction support	0.3	0.2	0.4	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	8.4	7.5	8.3	17.9
Average teacher salary	\$34,632	\$36,396	\$38,167	\$40,328
Average years' experience	7.8	8.6	9.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$2,230	
Performance	4,460	\$ 1
Menu	441	6,789
Total	<u>\$7,131</u>	<u>\$6,790</u>

District-reported 2003 results

Teacher pay

- On average, each eligible teacher earned an additional \$1,796 in salary, and each instructional aide earned an additional \$467.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- Goals were linked to student achievement on standardized tests and to overall school climate.

Menu

- Monies were used to compensate teachers and instructional aides for participating in school improvement, leadership, and extracurricular activities, and to pay for professional development opportunities.

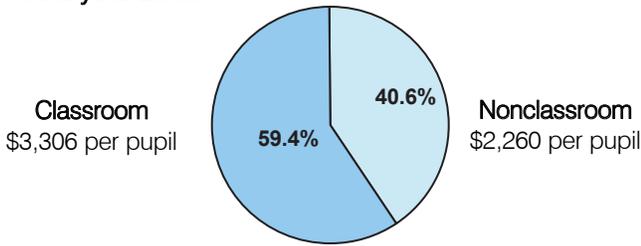
Classroom Dollars and Proposition 301 Results

Show Low Unified School District

District size: Medium
 Students attending: 2,393
 Number of schools: 9
 Number of certified teachers: 137

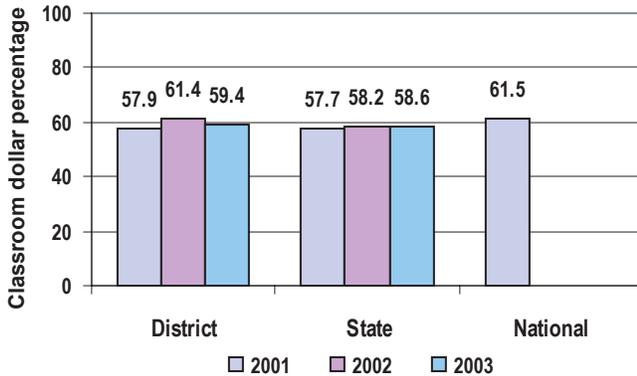
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 60 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	57.9	61.4	59.4	58.6	61.7
Nonclassroom dollars:					
Administration	12.2	11.8	9.5	9.9	10.9
Plant operations	14.0	11.2	13.2	11.7	9.6
Food service	4.6	4.1	3.9	4.6	4.0
Transportation	4.4	4.2	4.1	3.9	4.0
Student support	4.4	4.7	6.1	6.8	5.0
Instruction support	2.5	2.5	3.8	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.3	17.5	17.5	17.9
Average teacher salary	\$32,472	\$35,656	\$35,708	\$40,328
Average years' experience	10.6	10.7	10.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$149,674	\$145,428
Performance	281,204	268,605
Menu	300,166	273,183
Total	<u>\$731,044</u>	<u>\$687,216</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$4,475 in salary.

Performance

- The District accomplished most of its goals, which were based on district performance.
- Goals accomplished were linked to student achievement in reading, writing, and math, as measured on district assessments. Another goal linked to the dropout rate was not met.

Menu

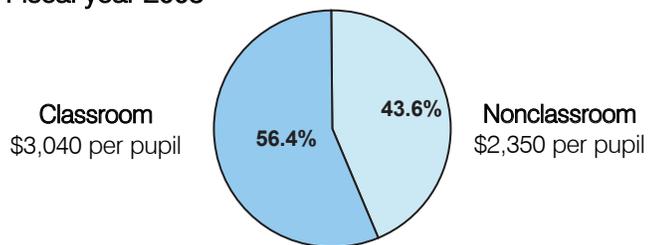
- Monies were used solely to increase eligible employee compensation.

Sierra Vista Unified School District

District size: Large
 Students attending: 6,276
 Number of schools: 8
 Number of certified teachers: 350

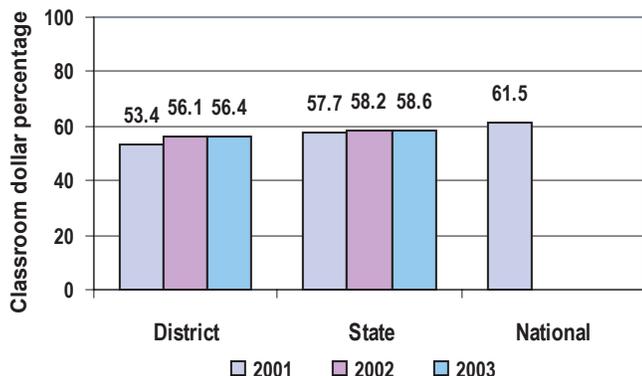
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 114 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	53.4	56.1	56.4	58.6	61.7
Nonclassroom dollars:					
Administration	12.2	12.2	11.1	9.9	10.9
Plant operations	14.3	13.6	14.1	11.7	9.6
Food service	5.9	4.9	5.0	4.6	4.0
Transportation	4.1	3.9	4.2	3.9	4.0
Student support	6.6	6.0	5.6	6.8	5.0
Instruction support	3.5	3.3	3.6	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.3	17.3	17.9	17.9
Average teacher salary	\$35,453	\$36,826	\$35,389	\$40,328
Average years' experience	10.8	10.2	10.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 308,507	\$ 291,921
Performance	457,277	795,015
Menu	600,876	554,377
Total	\$1,366,660	\$1,641,313

District-reported 2003 results

Teacher pay

- On average, each teacher and counselor earned an additional \$3,333 in salary; each librarian earned an additional \$3,376; and each behavioral specialist and teacher on assignment earned an additional \$1,439.

Performance

- The District accomplished its goals, which were based on school performance.
- Student achievement on tests increased substantially.
- Teachers attended professional development courses.
- Schools worked to increase contacts with parents via telephone calls, in-person meetings, periodic progress reports, and open houses.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Tutors were hired for AIMS intervention.
- Dropout prevention activities included after-school help with school assignments, a homework hotline, and a Saturday school program for high school students.
- Professional development activities were also provided.

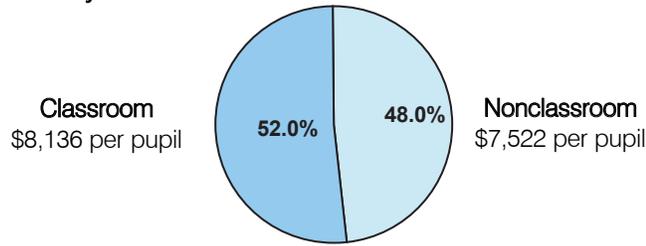
Classroom Dollars and Proposition 301 Results

Skull Valley Elementary School District

District size: Very Small
 Students attending: 19
 Number of schools: 1
 Number of certified teachers: 3

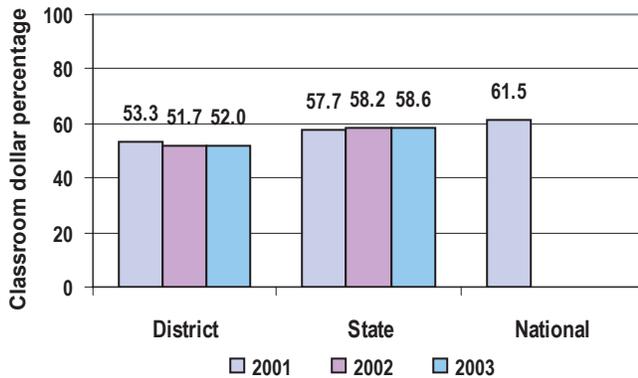
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 181 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	53.3	51.7	52.0	58.6	61.7
Nonclassroom dollars:					
Administration	10.5	10.6	10.6	9.9	10.9
Plant operations	11.2	13.9	14.3	11.7	9.6
Food service	12.1	12.2	12.0	4.6	4.0
Transportation	11.2	10.2	9.8	3.9	4.0
Student support		0.1	0.8	6.8	5.0
Instruction support	1.0	1.1	0.5	4.3	4.5
Other	0.7	0.2		0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	10.4	12.0	6.3	17.9
Average teacher salary	\$30,762	\$32,872	\$35,923	\$40,328
Average years' experience	5.0	6.0	7.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 856	\$1,388
Performance	1,679	2,774
Menu	1,684	2,787
Total	<u>\$4,219</u>	<u>\$6,949</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned between \$782 and \$3,084 in additional salary.

Performance

- The District accomplished its goals, which were based on school performance.
- 75 percent of students demonstrated 1 year's academic progress in reading, writing, and math.
- Student attendance improved by more than 10 percent.

Menu

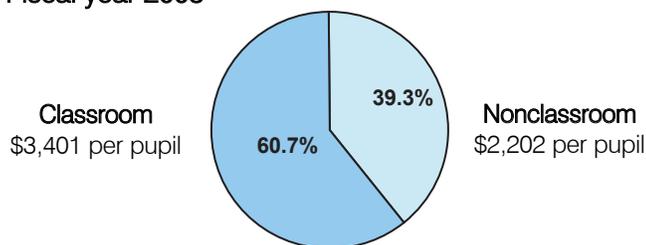
- Teachers were compensated for conducting a series of family and community workshops designed to give parents a better understanding of the AIMS test and state academic standards, and to provide them with tips on how to help their children succeed.
- Most workshops were attended by more than 50 percent of parents.

Snowflake Unified School District

District size: Medium
 Students attending: 2,361
 Number of schools: 6
 Number of certified teachers: 127

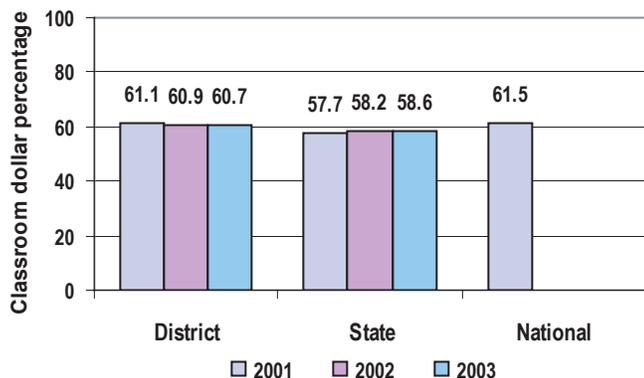
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 39 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	61.1	60.9	60.7	58.6	61.7
Nonclassroom dollars:					
Administration	14.3	12.8	8.0	9.9	10.9
Plant operations	18.5	10.4	12.2	11.7	9.6
Food service	1.6	3.9	4.0	4.6	4.0
Transportation	2.0	5.0	6.3	3.9	4.0
Student support	1.6	4.7	6.5	6.8	5.0
Instruction support	0.9	2.3	2.3	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.6	18.5	18.6	17.9
Average teacher salary	\$30,291	\$33,351	\$37,486	\$40,328
Average years' experience	9.3	9.5	9.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$131,706	\$158,155
Performance	254,628	338,399
Menu	253,518	312,099
Total	<u>\$639,852</u>	<u>\$808,653</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned between \$6,034 and \$6,090 in additional salary.

Performance

- The District accomplished its goals, which were based on individual performance.
- At least 70 percent of students accomplished achievement goals outlined in 134 of 139 teacher-developed achievement plans. Plans were linked to state standards and included timelines, assessments, achievement goals, and a final summary of results.

Menu

- Monies were used primarily to increase compensation for all eligible employees.
- Remaining monies were used to compensate 119 teachers for participating in up to 27 hours of professional development activities.

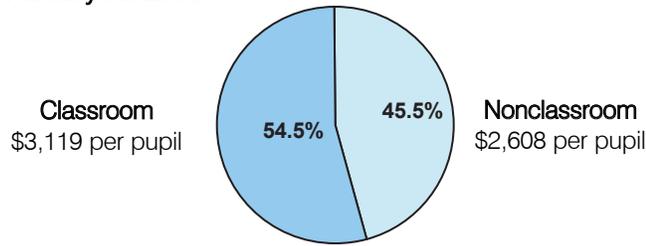
Classroom Dollars and Proposition 301 Results

Solomon Elementary School District

District size: Very Small
 Students attending: 191
 Number of schools: 1
 Number of certified teachers: 12

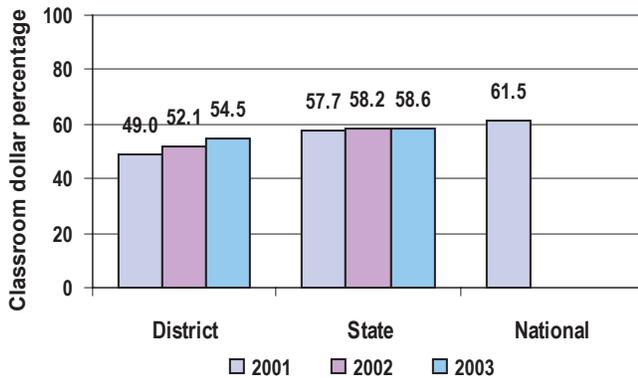
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 147 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	49.0	52.1	54.5	58.6	61.7
Nonclassroom dollars:					
Administration	15.8	18.0	16.5	9.9	10.9
Plant operations	16.9	14.8	12.4	11.7	9.6
Food service		6.2	7.0	4.6	4.0
Transportation	15.5	6.0	5.8	3.9	4.0
Student support	2.7	2.8	3.6	6.8	5.0
Instruction support	0.1	0.1	0.2	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	13.3	14.8	15.9	17.9
Average teacher salary	\$27,746	\$30,160	\$31,207	\$40,328
Average years' experience	8.3	8.6	8.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$10,700	\$10,676
Performance	13,631	21,249
Menu	17,376	18,661
Total	<u>\$41,707</u>	<u>\$50,586</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned between \$2,718 and \$5,118 in additional salary, and the nurse earned an additional \$3,218.

Performance

- The District accomplished its goals, which were based on school performance.
- Goals were linked to student achievement and parent satisfaction.

Menu

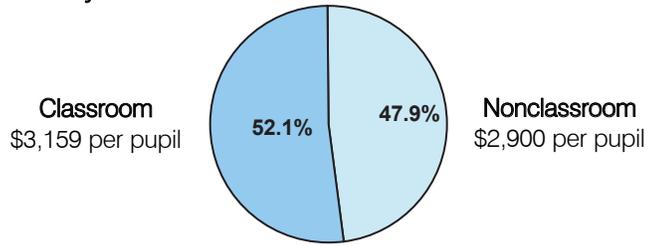
- 13 teachers and 1 nurse were compensated for completing professional development workshops and activities.
- Monies were also used to purchase classroom supplies to enhance instruction.

Somerton Elementary School District

District size: Medium
 Students attending: 2,324
 Number of schools: 4
 Number of certified teachers: 110

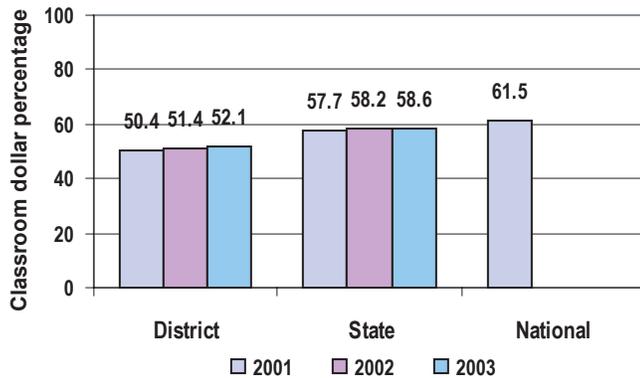
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 176 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	50.4	51.4	52.1	58.6	61.7
Nonclassroom dollars:					
Administration	12.4	11.0	11.5	9.9	10.9
Plant operations	12.8	14.0	12.0	11.7	9.6
Food service	8.5	8.2	8.3	4.6	4.0
Transportation	3.4	3.3	3.4	3.9	4.0
Student support	8.0	7.3	6.9	6.8	5.0
Instruction support	4.5	4.8	5.8	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.3	19.7	21.1	17.9
Average teacher salary	\$31,845	\$37,888	\$36,079	\$40,328
Average years' experience	8.7	8.1	7.4	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$122,122	\$138,240
Performance	254,038	265,343
Menu	<u>252,182</u>	<u>150,282</u>
Total	<u><u>\$628,342</u></u>	<u><u>\$553,865</u></u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$4,197 in salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- Goals were linked to teachers aligning curriculum to state standards, implementing needed changes to instruction based on standardized test scores and monitoring progress, and tutoring students.
- Other goals called for a 94.1 percent student attendance rate and for parent-student satisfaction to be measured.

Menu

- A portion of monies was used to increase eligible employee compensation.
- Remaining monies will be spent in fiscal year 2004 to pay for programs at individual schools.

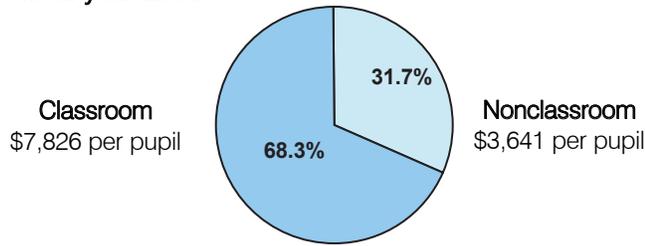
Classroom Dollars and Proposition 301 Results

Sonoita Elementary School District

District size: Very Small
 Students attending: 130
 Number of schools: 1
 Number of certified teachers: 13

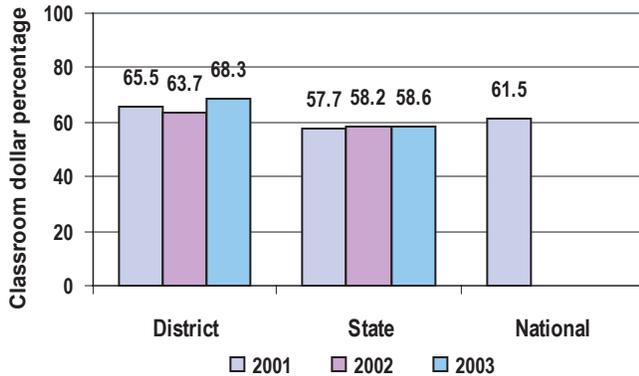
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 5 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	65.5	63.7	68.3	58.6	61.7
Nonclassroom dollars:					
Administration	11.0	13.6	11.9	9.9	10.9
Plant operations	11.1	11.3	10.6	11.7	9.6
Food service	0.3	0.3		4.6	4.0
Transportation	8.5	7.2	6.5	3.9	4.0
Student support	2.9	3.7	1.9	6.8	5.0
Instruction support	0.3	0.2	0.8	4.3	4.5
Other	0.4			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	9.3	9.6	10.0	17.9
Average teacher salary	\$34,655	\$36,255	\$40,834	\$40,328
Average years' experience	9.0	9.5	10.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$10,848	\$ 8,303
Performance	17,688	16,603
Menu	11,722	14,182
Total	<u>\$40,258</u>	<u>\$39,088</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$1,703 in salary, and each instructional aide earned an additional \$455.

Performance

- The District accomplished its goals, which were based on individual and school performance.
- Goals were linked to teacher participation in professional development and leadership activities, and to increased parent involvement, including parent workshops, volunteer programs, and extended parent-teacher conferences.

Menu

- 1 teacher was hired to reduce 1st-grade class size to 25 students.
- 11 teachers earned approximately 7 credit hours each of professional development in math and reading.

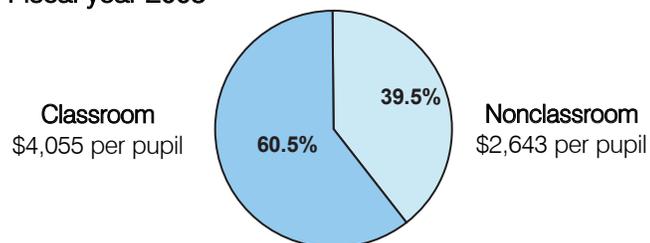
Classroom Dollars and Proposition 301 Results

St. David Unified School District

District size: Small
 Students attending: 448
 Number of schools: 2
 Number of certified teachers: 32

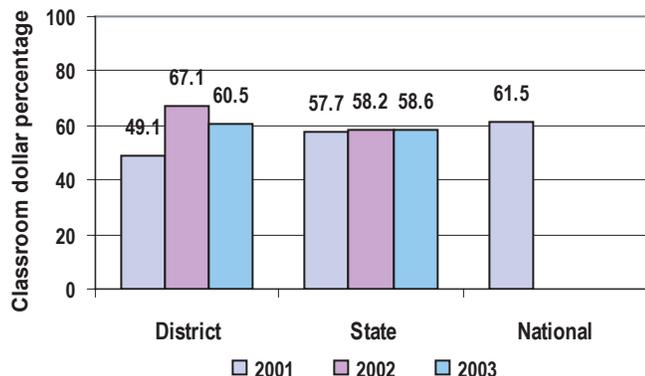
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 40 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	49.1	67.1	60.5	58.6	61.7
Nonclassroom dollars:	NA	NA			
Administration			9.8	9.9	10.9
Plant operations			8.0	11.7	9.6
Food service			3.3	4.6	4.0
Transportation			2.8	3.9	4.0
Student support			14.0	6.8	5.0
Instruction support			1.6	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.2	13.9	14.0	17.9
Average teacher salary	\$28,988	\$33,405	\$30,656	\$40,328
Average years' experience	9.7	10.5	11.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$19,876	\$ 74,715
Performance	35,413	59,314
Menu	35,413	48,323
Total	<u>\$90,702</u>	<u>\$182,352</u>

District-reported 2003 results

Teacher pay

- On average, each teacher and librarian earned an additional \$4,700 in salary.

Performance

- The District accomplished its goals, which were based on district performance.
- Goals were linked to student achievement on standardized tests, teacher evaluations, professional development, and tutoring.
- 31 teachers completed 45 hours, or 3 credits, of professional development activities.
- Teachers also provided 8 hours of before- or after-school tutoring or enrichment activities each semester.

Menu

- Monies were used primarily to compensate teachers for providing before- and after-school activities for students and for completing professional development goals.

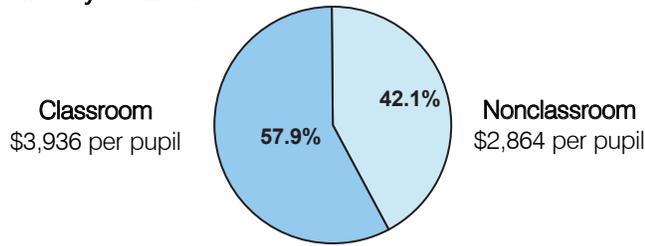
Classroom Dollars and Proposition 301 Results

St. Johns Unified School District

District size: Medium
 Students attending: 999
 Number of schools: 3
 Number of certified teachers: 66

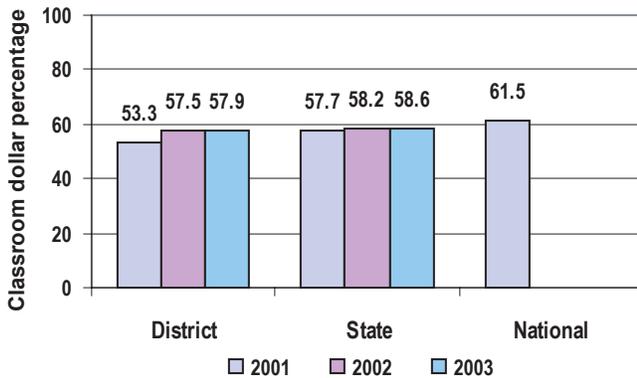
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 94 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	53.3	57.5	57.9	58.6	61.7
Nonclassroom dollars:					
Administration	10.2	10.5	10.2	9.9	10.9
Plant operations	17.3	15.4	13.2	11.7	9.6
Food service	5.3	4.5	4.7	4.6	4.0
Transportation	4.1	3.7	5.1	3.9	4.0
Student support	7.1	5.9	6.4	6.8	5.0
Instruction support	2.7	2.5	2.5	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	14.4	15.2	15.1	17.9
Average teacher salary	\$29,600	\$33,004	\$30,965	\$40,328
Average years' experience	11.0	11.0	10.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 54,086	\$ 45,030
Performance	86,257	128,982
Menu	65,558	133,892
Total	<u>\$205,901</u>	<u>\$307,904</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,588 in salary.

Performance

- The District accomplished its goals, which were based on district performance.
- Goals were linked to students' scoring at the state average on standardized tests and to parents' giving schools satisfactory ratings on a survey.

Menu

- Monies were used to increase teacher base pay and to pay for increased insurance premiums for qualifying teachers.

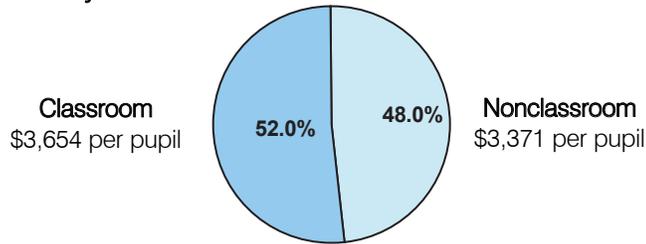
Classroom Dollars and Proposition 301 Results

Stanfield Elementary School District

District size: Medium
 Students attending: 723
 Number of schools: 1
 Number of certified teachers: 37

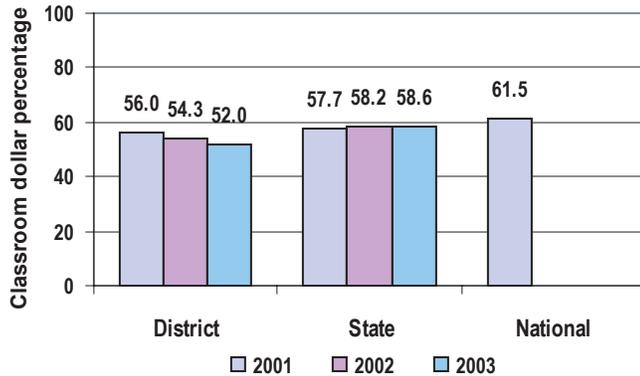
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 179 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.0	54.3	52.0	58.6	61.7
Nonclassroom dollars:					
Administration	10.4	14.0	14.4	9.9	10.9
Plant operations	12.5	9.6	8.7	11.7	9.6
Food service	9.1	9.2	8.0	4.6	4.0
Transportation	9.4	7.5	8.1	3.9	4.0
Student support	1.7	3.2	1.1	6.8	5.0
Instruction support	0.9	2.1	7.7	4.3	4.5
Other		0.1		0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.3	18.3	19.5	17.9
Average teacher salary	\$31,675	\$34,555	\$35,703	\$40,328
Average years' experience	8.2	8.3	8.7	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$39,441	\$ 38,213
Performance		155,410
Menu	7,950	51,868
Total	<u>\$47,391</u>	<u>\$245,491</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,672 in salary, and the librarian earned an additional \$4,491, which includes fiscal year 2002 performance pay distributed in fiscal year 2003.

Performance

- The District accomplished its goals, which were based on school performance.
- Students' reading, math, and language arts scores increased, on average, on standardized tests.

Menu

- Monies were used primarily to increase eligible employee base pay.
- 27 teachers were also compensated for participating in professional development workshops.

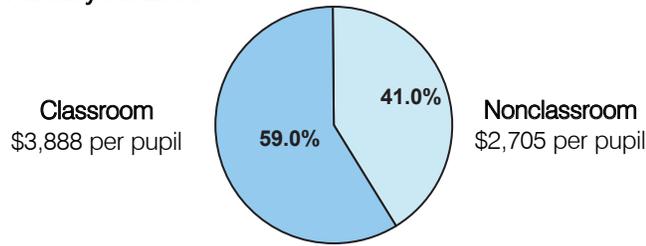
Classroom Dollars and Proposition 301 Results

Sunnyside Unified School District

District size:	Large
Students attending:	14,680
Number of schools:	20
Number of certified teachers:	874

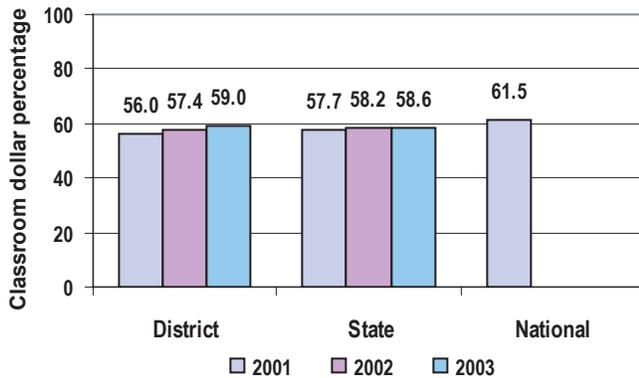
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 71 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.0	57.4	59.0	58.6	61.7
Nonclassroom dollars:					
Administration	9.4	8.9	8.6	9.9	10.9
Plant operations	13.1	12.6	11.8	11.7	9.6
Food service	5.4	6.0	5.9	4.6	4.0
Transportation	2.6	2.6	2.5	3.9	4.0
Student support	7.9	8.8	8.6	6.8	5.0
Instruction support	5.5	3.6	3.5	4.3	4.5
Other	0.1	0.1	0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.3	16.8	16.8	17.9
Average teacher salary	\$35,061	\$41,335	\$42,885	\$40,328
Average years' experience	9.5	9.7	9.4	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 769,180	\$ 791,383
Performance	1,206,044	1,560,372
Menu	1,564,868	1,489,584
Total	<u>\$3,540,092</u>	<u>\$3,841,339</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned between \$3,319 and \$3,395 in additional salary.

Performance

- The District accomplished most of its goals, which were based on district performance.
- The District's goals called for a 1 percent improvement over 2001 AIMS test scores in reading, writing, and math for grades 3, 5, 8, and 10.

Menu

- Monies were used primarily to increase new teachers' salaries and to pay for 2 additional days of professional development.
- Monies were also used to increase the District's contribution toward employee health costs.

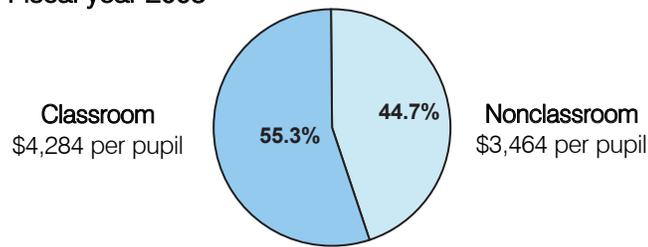
Classroom Dollars and Proposition 301 Results

Superior Unified School District

District size: Small
 Students attending: 536
 Number of schools: 3
 Number of certified teachers: 41

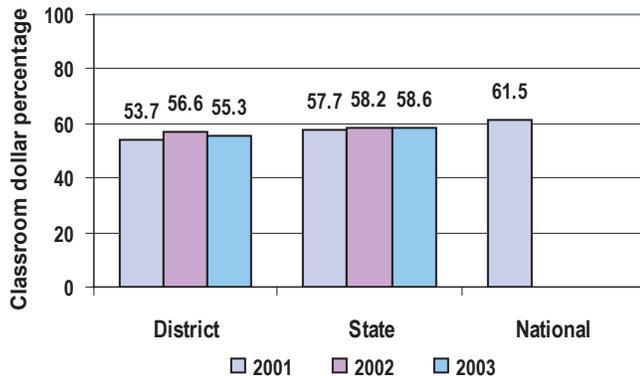
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 135 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	53.7	56.6	55.3	58.6	61.7
Nonclassroom dollars:					
Administration	13.6	13.6	14.8	9.9	10.9
Plant operations	16.4	15.5	14.7	11.7	9.6
Food service	5.1	4.6	5.0	4.6	4.0
Transportation	3.4	3.7	4.0	3.9	4.0
Student support	4.1	2.6	2.8	6.8	5.0
Instruction support	3.7	3.4	3.4	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	13.5	14.2	13.1	17.9
Average teacher salary	\$30,884	\$35,973	\$33,326	\$40,328
Average years' experience	8.3	8.1	7.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 44,323	\$ 47,314
Performance	64,471	74,550
Menu	64,471	74,976
Total	\$173,265	\$196,840

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned an additional \$4,259 in salary.

Performance

- The District accomplished its goals, which were based on individual performance.
- Students' pre- and post-test scores increased by 5 percent, on average, in writing.
- 10 teachers provided after-school tutoring in reading, writing, and math.
- Teachers also participated in leadership activities, including mentoring and committee work, and in professional development activities.

Menu

- Monies were primarily used to pay for professional development activities, including graduate-level course work.
- AIMS intervention tutoring in reading, writing, and math was also provided.

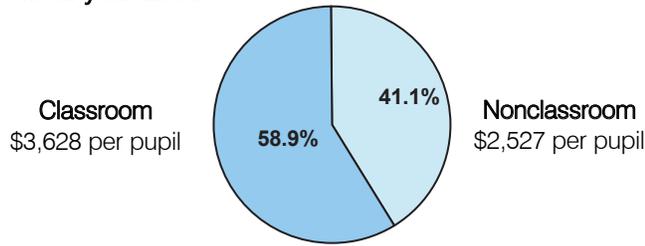
Classroom Dollars and Proposition 301 Results

Tanque Verde Unified School District

District size: Medium
 Students attending: 1,438
 Number of schools: 3
 Number of certified teachers: 94

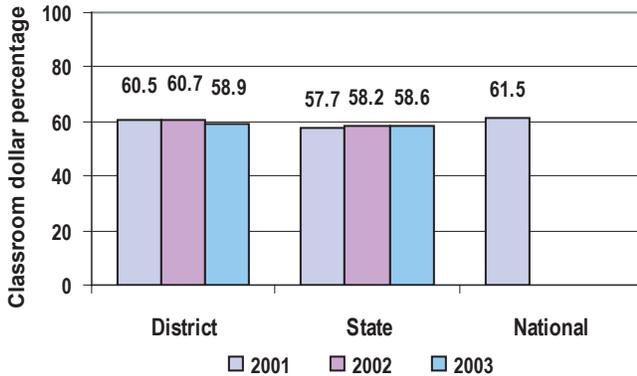
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 72 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	60.5	60.7	58.9	58.6	61.7
Nonclassroom dollars:					
Administration	13.7	12.2	13.9	9.9	10.9
Plant operations	9.6	9.4	10.3	11.7	9.6
Food service	3.9	4.6	3.9	4.6	4.0
Transportation	4.6	4.8	5.0	3.9	4.0
Student support	5.5	5.8	5.5	6.8	5.0
Instruction support	2.2	2.5	2.5	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.4	15.3	15.3	17.9
Average teacher salary	\$33,834	\$37,227	\$37,061	\$40,328
Average years' experience	9.9	10.0	9.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 74,445	\$ 81,325
Performance	167,143	162,569
Menu	125,305	131,826
Total	<u>\$366,893</u>	<u>\$375,720</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,329 in salary, and each librarian earned an additional \$3,606.

Performance

- The District accomplished its goals, which were based on individual performance.
- Goals were linked to the District's existing Career Ladder program or mini-plans. Examples of accomplishments include integrating technology into the curriculum; implementing a school-wide character education program; and exceeding state performance objectives in reading, writing, and mathematics.

Menu

- Monies were used solely to increase eligible employee compensation, which the District indicates resulted in improved teacher morale.

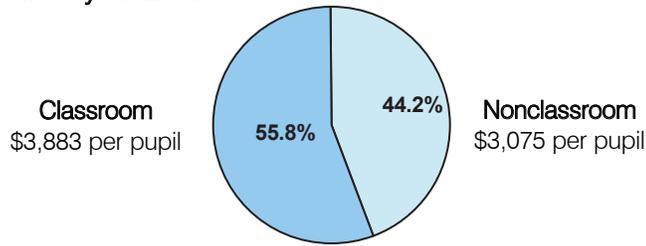
Classroom Dollars and Proposition 301 Results

Tempe Elementary School District

District size: Large
 Students attending: 12,452
 Number of schools: 24
 Number of certified teachers: 825

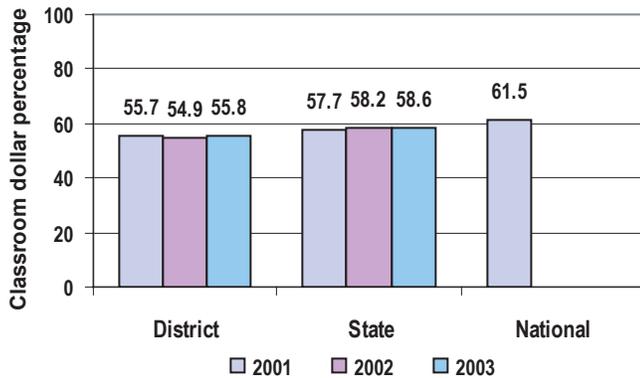
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 126 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	55.7	54.9	55.8	58.6	61.7
Nonclassroom dollars:					
Administration	10.6	11.0	9.4	9.9	10.9
Plant operations	12.0	11.6	12.0	11.7	9.6
Food service	4.7	5.0	4.8	4.6	4.0
Transportation	3.6	3.9	3.7	3.9	4.0
Student support	6.0	6.4	7.7	6.8	5.0
Instruction support	7.2	7.2	6.5	4.3	4.5
Other	0.2		0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.1	15.9	15.1	17.9
Average teacher salary	\$34,481	\$37,048	\$38,294	\$40,328
Average years' experience	8.5	8.3	8.1	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 705,488	\$ 734,663
Performance	651,810	637,443
Menu	1,432,353	1,452,365
Total	<u>\$2,789,651</u>	<u>\$2,824,471</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, and counselor earned between \$3,292 and \$3,556 in additional salary.

Performance

- The District accomplished its goals, which were based on district performance.
- Student attendance was 94 percent or higher.
- Parent satisfaction ratings were 90 percent or higher.
- 3 of 4 schools previously labeled "underperforming" by ADE for AZ LEARNS achieved "performing" status.
- Overall district performance related to student achievement goals increased by 13.7 percent based on the AZ LEARNS Achievement Profile by ADE.

Menu

- Monies were used solely to increase eligible employee compensation.

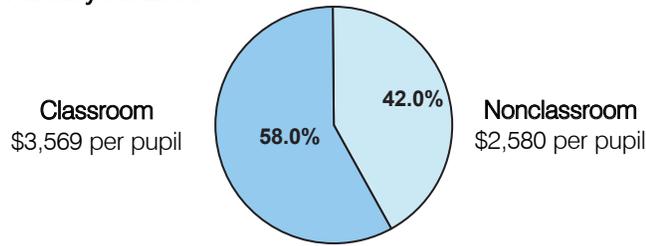
Classroom Dollars and Proposition 301 Results

Tempe Union High School District

District size: Large
 Students attending: 12,975
 Number of schools: 7
 Number of certified teachers: 641

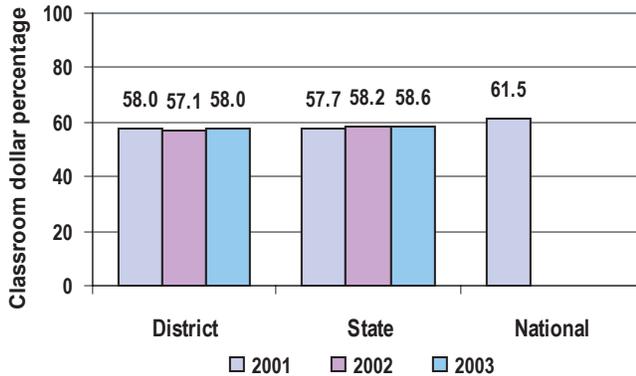
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 90 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	58.0	57.1	58.0	58.6	61.7
Nonclassroom dollars:					
Administration	10.5	9.4	9.2	9.9	10.9
Plant operations	13.6	14.2	14.3	11.7	9.6
Food service	4.1	3.7	3.6	4.6	4.0
Transportation	2.0	2.1	2.2	3.9	4.0
Student support	7.3	7.5	7.5	6.8	5.0
Instruction support	4.4	5.6	4.6	4.3	4.5
Other	0.1	0.4	0.6	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	20.7	20.6	20.2	17.9
Average teacher salary	\$40,840	\$45,459	\$46,111	\$40,328
Average years' experience	9.5	9.3	9.4	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 756,851	\$ 763,445
Performance	1,488,723	1,510,942
Menu	<u>1,417,702</u>	<u>1,526,087</u>
Total	<u>\$3,663,276</u>	<u>\$3,800,474</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, coordinator, and counselor earned an additional \$3,378 in salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- Goals were linked to student mastery of standards on district assessments, classroom research projects, and implementation of best instruction practices.
- In addition, teachers accomplished goals relating to leadership activities including mentoring, collaborative coaching, and committee work; and participated in professional development activities, including university courses.

Menu

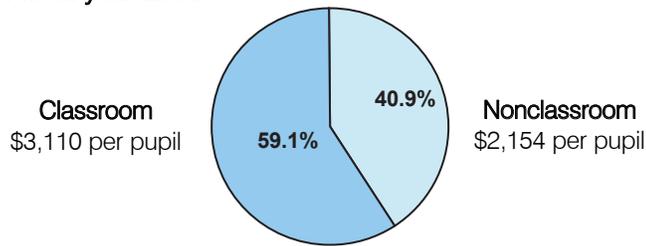
- Monies were used primarily to increase eligible employee compensation.
- The District continued to pay 7 staff to provide alternative instruction to 334 students at risk of dropping out.

Thatcher Unified School District

District size: Medium
 Students attending: 1,163
 Number of schools: 4
 Number of certified teachers: 68

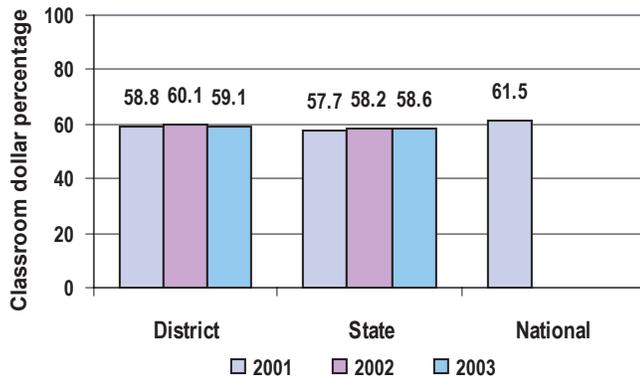
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 64 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	58.8	60.1	59.1	58.6	61.7
Nonclassroom dollars:					
Administration	14.9	15.1	15.1	9.9	10.9
Plant operations	13.0	12.0	12.7	11.7	9.6
Food service	5.0	4.3	4.5	4.6	4.0
Transportation	3.9	4.1	4.2	3.9	4.0
Student support	2.2	1.8	1.6	6.8	5.0
Instruction support	1.8	2.2	2.3	4.3	4.5
Other	0.4	0.4	0.5	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.9	18.0	17.1	17.9
Average teacher salary	\$29,432	\$32,871	\$33,738	\$40,328
Average years' experience	11.9	10.9	11.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 82,876	\$ 51,571
Performance	124,977	158,003
Menu	122,356	134,910
Total	<u>\$330,209</u>	<u>\$344,484</u>

District-reported 2003 results

Teacher pay

- On average, each teacher and librarian earned an additional \$4,739 in salary, and each counselor earned an additional \$2,192, which includes performance pay distributed in fiscal year 2004.

Performance

- The District accomplished its goals, which were based on school performance.
- Goals called for 77 percent of kindergarten through 8th-grade students to achieve average or above average scores in at least 75 percent of areas on a standardized test; and for 45 percent of high-school students, or 3 grade levels, to achieve course grades above 73 percent.

Menu

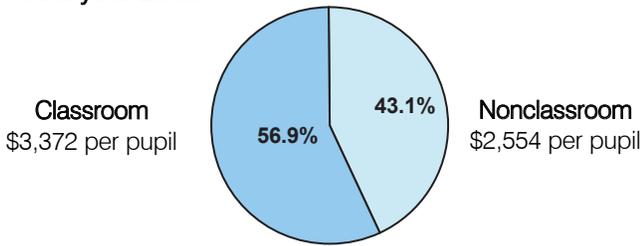
- Monies were primarily used to compensate eligible employees for participating in professional development activities.
- Monies were also used to increase eligible employee base pay.

Tolleson Elementary School District

District size: Medium
 Students attending: 1,709
 Number of schools: 3
 Number of certified teachers: 102

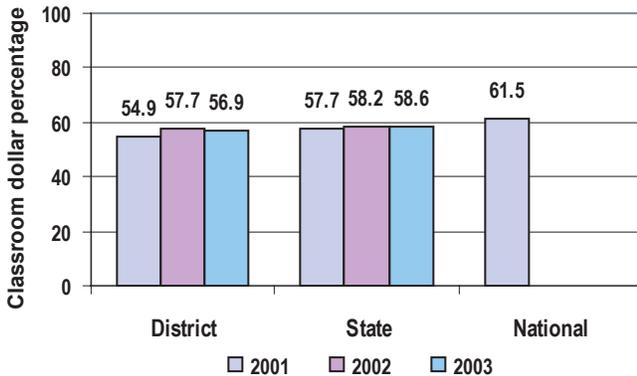
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 108 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	54.9	57.7	56.9	58.6	61.7
Nonclassroom dollars:					
Administration	16.0	15.6	14.1	9.9	10.9
Plant operations	11.0	10.8	11.9	11.7	9.6
Food service	6.9	5.9	6.4	4.6	4.0
Transportation	3.6	3.6	3.6	3.9	4.0
Student support	3.5	3.3	4.2	6.8	5.0
Instruction support	4.1	3.1	2.9	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.0	18.1	16.8	17.9
Average teacher salary	\$33,883	\$36,483	\$41,295	\$40,328
Average years' experience	7.3	6.4	6.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 79,884	\$ 94,391
Performance		126,382
Menu	158,138	202,980
Total	<u>\$238,022</u>	<u>\$423,753</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$4,126 in salary.

Performance

- The District accomplished most of its goals, which were linked to student achievement in reading, as measured by standardized tests, and to student attendance and discipline.

Menu

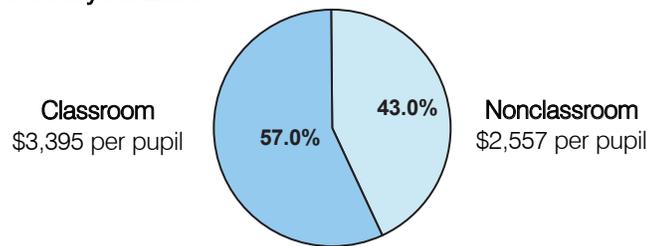
- Monies were used solely to increase teacher compensation.

Tolleson Union High School District

District size: Medium
 Students attending: 4,962
 Number of schools: 3
 Number of certified teachers: 245

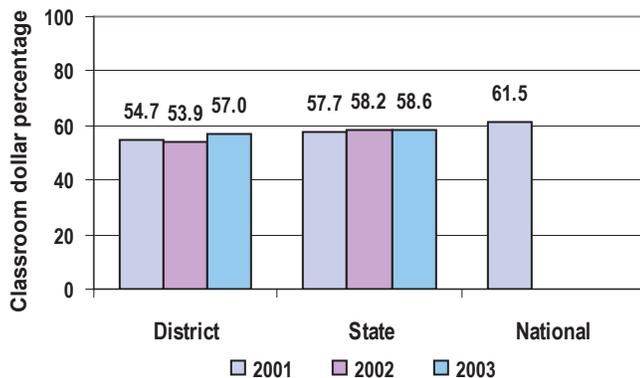
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 106 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	54.7	53.9	57.0	58.6	61.7
Nonclassroom dollars:					
Administration	10.2	8.8	8.4	9.9	10.9
Plant operations	13.4	14.2	15.0	11.7	9.6
Food service	4.0	4.3	4.0	4.6	4.0
Transportation	3.8	4.1	4.3	3.9	4.0
Student support	7.2	10.1	8.9	6.8	5.0
Instruction support	6.5	4.3	2.1	4.3	4.5
Other	0.2	0.3	0.3	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	19.5	21.6	20.3	17.9
Average teacher salary	\$35,880	\$42,742	\$41,500	\$40,328
Average years' experience	8.4	9.0	8.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 253,622	\$ 299,263
Performance	340,790	750,467
Menu	573,475	534,815
Total	<u>\$1,167,887</u>	<u>\$1,584,545</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, counselor, and social worker earned an additional \$5,384 in salary.

Performance

- The District accomplished most of its goals, which were based on school performance.
- Goals were linked to student achievement, attendance, dropout, and graduation rates; and to parent and student satisfaction.

Menu

- Monies were used solely to compensate eligible employees for developing action plans and education strategies to help accomplish student achievement goals.

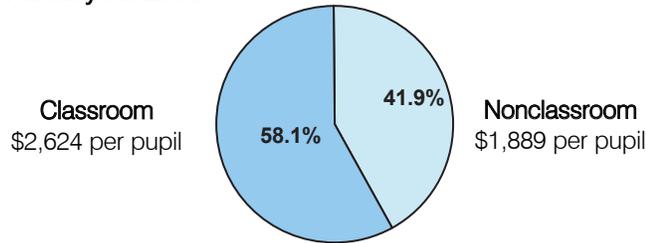
Classroom Dollars and Proposition 301 Results

Toltec Elementary School District

District size: Medium
 Students attending: 989
 Number of schools: 2
 Number of certified teachers: 49

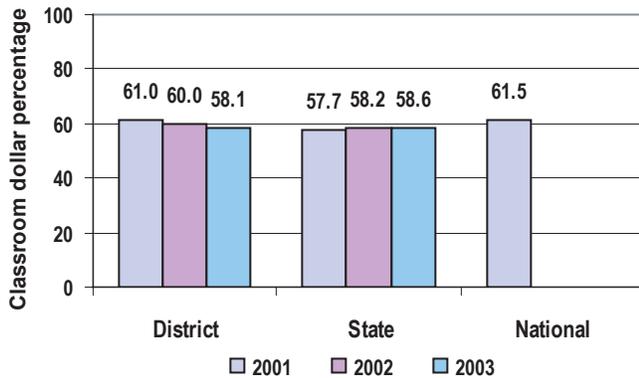
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 87 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	61.0	60.0	58.1	58.6	61.7
Nonclassroom dollars:					
Administration	10.2	11.2	11.2	9.9	10.9
Plant operations	9.9	10.0	13.0	11.7	9.6
Food service	7.5	7.0	7.1	4.6	4.0
Transportation	7.3	7.6	7.2	3.9	4.0
Student support	1.7	2.0	1.9	6.8	5.0
Instruction support	2.4	2.2	1.5	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.0	18.7	20.2	17.9
Average teacher salary	\$28,337	\$32,034	\$33,637	\$40,328
Average years' experience	6.7	6.3	6.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 47,840	\$ 46,943
Performance	95,732	93,922
Menu	95,833	94,038
Total	<u>\$239,405</u>	<u>\$234,903</u>

District-reported 2003 results

Teacher pay

- On average, each eligible teacher earned an additional \$4,844 in salary.

Performance

- The District accomplished its goals, which were based on district performance.
- Goals were linked to students in grades 3 through 8 demonstrating 1 year's academic progress in reading, math, and language arts; and to teachers receiving satisfactory evaluations.

Menu

- Monies were used solely to increase teacher compensation.

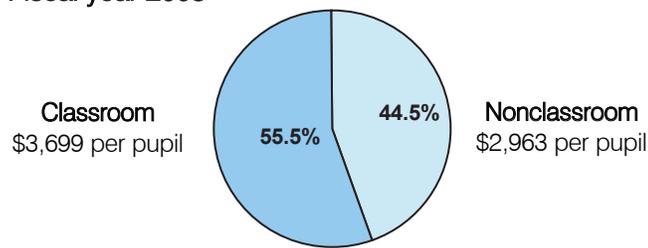
Classroom Dollars and Proposition 301 Results

Tombstone Unified School District

District size: Medium
 Students attending: 935
 Number of schools: 3
 Number of certified teachers: 66

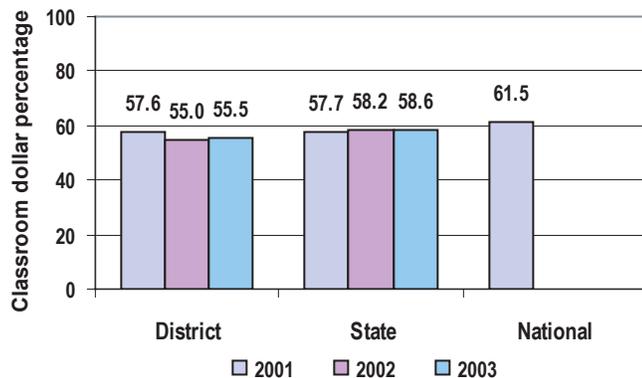
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 133 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	57.6	55.0	55.5	58.6	61.7
Nonclassroom dollars:					
Administration	13.1	14.8	12.3	9.9	10.9
Plant operations	9.5	9.1	7.9	11.7	9.6
Food service	4.7	4.3	4.0	4.6	4.0
Transportation	5.3	5.2	5.5	3.9	4.0
Student support	7.5	8.7	12.4	6.8	5.0
Instruction support	2.3	2.9	2.4	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	14.8	14.0	14.2	17.9
Average teacher salary	\$30,878	\$31,983	\$35,712	\$40,328
Average years' experience	8.0	8.3	8.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 46,614	\$ 89,643
Performance	88,268	184,246
Menu	120,178	152,130
Total	<u>\$255,060</u>	<u>\$426,019</u>

District-reported 2003 results

Teacher pay

- On average, each teacher and librarian earned between \$4,039 and \$4,232 in additional salary. Each counselor earned an additional \$3,231.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Goals were linked to increased student achievement in reading and math; and to teachers' completing 15 hours of professional development activities, and 2 parent contacts each semester at the elementary-school level and 1 at the high-school level.

Menu

- Monies were used primarily to increase eligible employee compensation and to pay for classroom supplies.
- 1 math and 1 English teacher were hired to assist with AIMS intervention efforts at the high school.

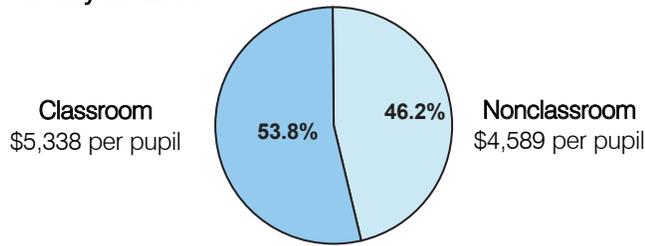
Classroom Dollars and Proposition 301 Results

Tonto Basin Elementary School District

District size: Very Small
 Students attending: 58
 Number of schools: 1
 Number of certified teachers: 5

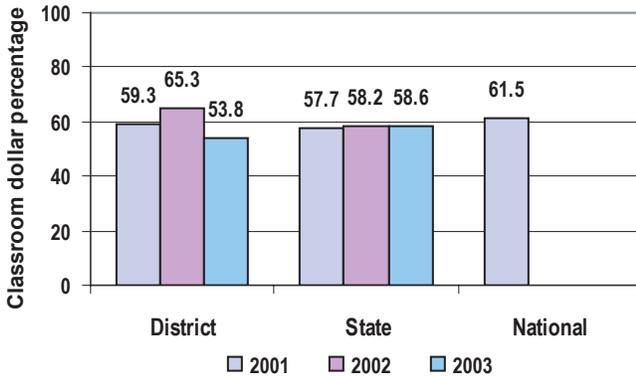
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 156 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	59.3	65.3	53.8	58.6	61.7
Nonclassroom dollars:					
Administration	14.6	10.1	17.6	9.9	10.9
Plant operations	6.9	6.2	6.4	11.7	9.6
Food service			11.4	4.6	4.0
Transportation	8.7	7.6	5.9	3.9	4.0
Student support	8.4	8.6	0.8	6.8	5.0
Instruction support	2.1	2.2	4.1	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	14.3	16.8	11.6	17.9
Average teacher salary	\$32,425	\$36,180	\$36,184	\$40,328
Average years' experience	13.2	10.2	9.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 2,741	\$ 5,598
Performance	6,876	10,760
Menu	6,525	11,300
Total	<u>\$16,142</u>	<u>\$27,658</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$2,726 in salary.

Performance

- The District accomplished its goals, which were based on district and school performance.
- Goals called for 80 percent of students to demonstrate 9 months' progress in reading and math, based on pre- and post-test scores.
- Teachers received acceptable performance evaluations and received at least a "B" average on parent and student satisfaction questionnaires.

Menu

- 1 part-time instructional aide was hired to work with underperforming students.

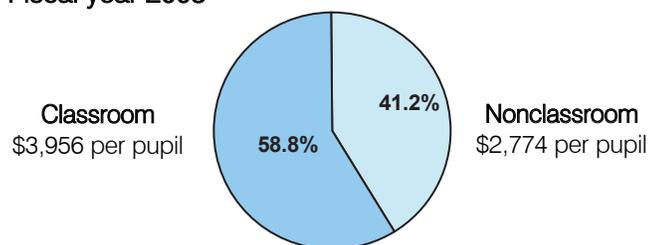
Classroom Dollars and Proposition 301 Results

Topock Elementary School District

District size: Very Small
 Students attending: 151
 Number of schools: 1
 Number of certified teachers: 10

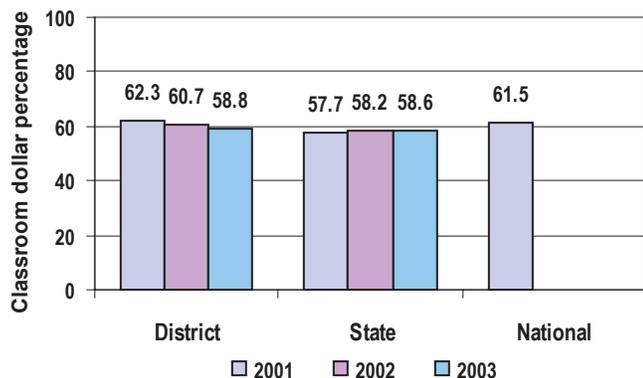
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 75 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	62.3	60.7	58.8	58.6	61.7
Nonclassroom dollars:					
Administration	14.5	16.9	13.2	9.9	10.9
Plant operations	12.4	11.3	11.0	11.7	9.6
Food service	5.6	5.1	5.6	4.6	4.0
Transportation	3.6	3.5	3.4	3.9	4.0
Student support			3.2	6.8	5.0
Instruction support	1.6	2.5	4.8	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	12.6	12.9	15.1	17.9
Average teacher salary	\$27,529	\$33,073	\$34,645	\$40,328
Average years' experience	5.6	6.4	7.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 9,883	\$ 9,956
Performance	19,892	15,657
Menu	19,892	17,091
Total	<u>\$49,667</u>	<u>\$42,704</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$2,872 in salary.

Performance

- The District accomplished its goals, which were based on district performance.
- Students demonstrated adequate yearly progress in reading, writing, and math.
- Student absenteeism was less than 5.6 percent.

Menu

- Monies were used to increase teacher base pay.
- Additionally, the District used monies to pay for costs associated with professional development activities focused on reading, classroom management, and language arts. Teachers earned incentives for demonstrating, through classroom evaluations, that they implemented the training.

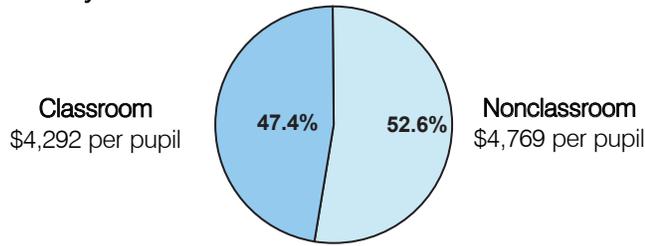
Classroom Dollars and Proposition 301 Results

Tuba City Unified School District

District size: Medium
 Students attending: 2,474
 Number of schools: 7
 Number of certified teachers: 158

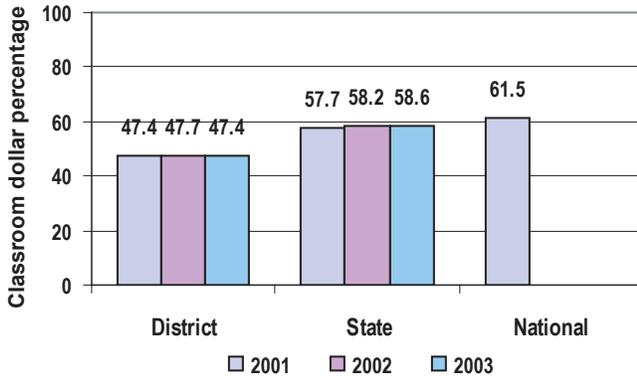
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 205 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	47.4	47.7	47.4	58.6	61.7
Nonclassroom dollars:					
Administration	12.2	11.3	11.8	9.9	10.9
Plant operations	15.4	15.8	16.2	11.7	9.6
Food service	4.1	3.9	3.9	4.6	4.0
Transportation	5.9	5.4	6.0	3.9	4.0
Student support	10.1	10.0	8.9	6.8	5.0
Instruction support	4.9	5.9	5.8	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.0	15.8	15.7	17.9
Average teacher salary	\$34,872	\$37,709	\$38,340	\$40,328
Average years' experience	9.5	8.5	8.4	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$156,926	\$148,136
Performance	281,259	154,387
Menu	269,363	345,927
Total	<u>\$707,548</u>	<u>\$648,450</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$3,508 in salary, each librarian earned an additional \$2,460, and each speech pathologist and audiologist earned an additional \$1,640.

Performance

- The District accomplished most of its goals, which were based on school performance.
- Goals were linked to student achievement, attendance, disciplinary referrals, dropout and graduation rates, and to parent and student satisfaction.

Menu

- About 95 percent of monies were used to increase teacher base pay and to pay for teacher liability insurance.
- Remaining monies were used to pay course fees for 87 teachers attending college courses and for AIMS intervention supplies.

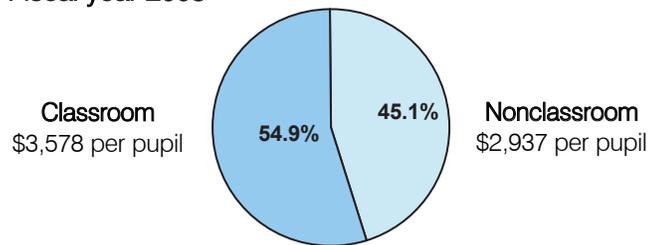
Classroom Dollars and Proposition 301 Results

Tucson Unified School District

District size: Super Large
 Students attending: 58,784
 Number of schools: 122
 Number of certified teachers: 3,463

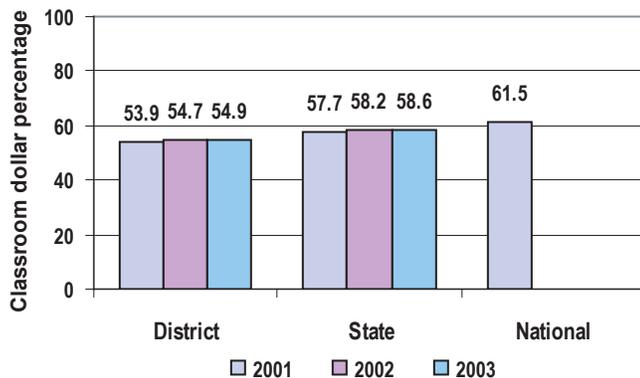
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 141 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	53.9	54.7	54.9	58.6	61.7
Nonclassroom dollars:					
Administration	11.1	10.9	10.5	9.9	10.9
Plant operations	11.6	11.5	11.3	11.7	9.6
Food service	5.3	4.9	4.5	4.6	4.0
Transportation	4.0	4.0	4.3	3.9	4.0
Student support	8.9	8.9	9.0	6.8	5.0
Instruction support	5.2	5.1	5.5	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.2	17.2	17.0	17.9
Average teacher salary	\$37,290	\$41,870	\$41,335	\$40,328
Average years' experience	9.6	10.2	10.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 3,408,230	\$ 3,492,245
Performance	3,894,898	6,879,237
Menu	6,817,854	6,963,306
Total	<u>\$14,120,982</u>	<u>\$17,334,788</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, nurse, therapist, and other staff earned between \$4,223 and \$5,058 in additional salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Goals were linked to student attendance, dropout and graduation rates, and achievement on standardized tests; and to teacher participation in weekly professional development activities.

Menu

- Monies were used solely to compensate eligible employees for developing and achieving goals focused on improving student achievement.

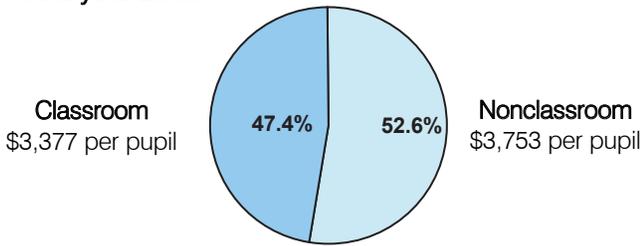
Classroom Dollars and Proposition 301 Results

Union Elementary School District

District size: Very Small
 Students attending: 196
 Number of schools: 1
 Number of certified teachers: 8

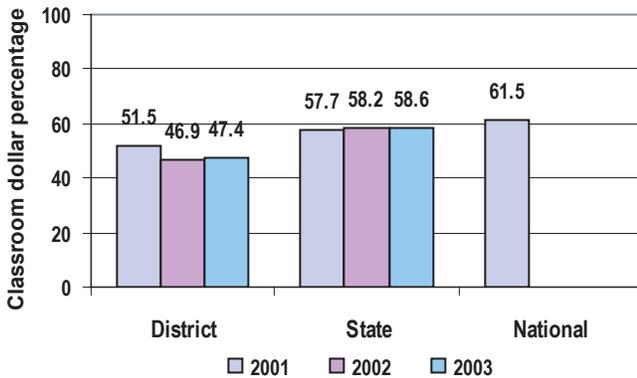
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 206 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	51.5	46.9	47.4	58.6	61.7
Nonclassroom dollars:					
Administration	28.2	28.7	23.2	9.9	10.9
Plant operations	12.9	18.4	15.5	11.7	9.6
Food service	5.8	4.3	4.6	4.6	4.0
Transportation	1.6	1.7	6.0	3.9	4.0
Student support			0.3	6.8	5.0
Instruction support			3.0	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.1	12.0	24.5	17.9
Average teacher salary	\$37,362	\$36,987	\$37,808	\$40,328
Average years' experience	7.5	5.1	5.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 5,553	\$ 7,560
Performance	11,999	
Menu	1,371	20,404
Total	<u>\$18,923</u>	<u>\$27,964</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$1,893 in salary.

Performance

- The District accomplished its goals, which were based on district and school performance.
- Goals were linked to student attendance; leadership activities involving discipline, assemblies, attendance, and testing; and parent contacts and programs.

Menu

- Monies were used solely to increase teacher compensation.

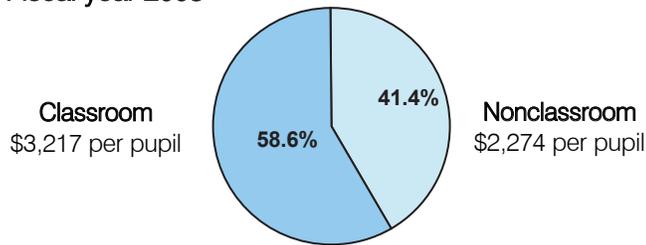
Classroom Dollars and Proposition 301 Results

Vail Unified School District

District size: Medium
 Students attending: 4,920
 Number of schools: 9
 Number of certified teachers: 301

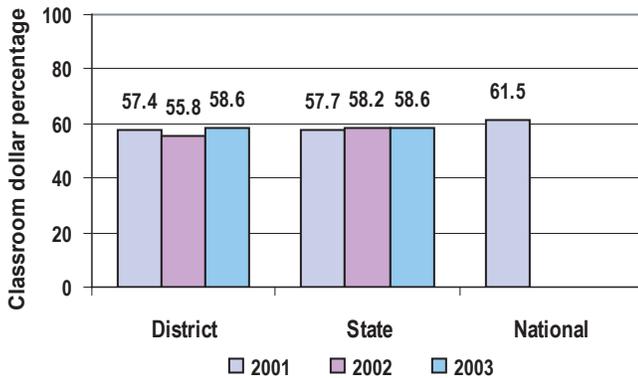
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 79 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	57.4	55.8	58.6	58.6	61.7
Nonclassroom dollars:					
Administration	10.9	9.5	9.4	9.9	10.9
Plant operations	11.7	14.9	14.5	11.7	9.6
Food service	4.9	4.3	4.0	4.6	4.0
Transportation	7.7	7.1	5.4	3.9	4.0
Student support	3.5	4.5	4.6	6.8	5.0
Instruction support	3.9	3.8	3.4	4.3	4.5
Other		0.1	0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.7	16.0	16.3	17.9
Average teacher salary	\$28,436	\$32,334	\$32,217	\$40,328
Average years' experience	5.7	5.6	5.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$202,533	\$ 196,767
Performance	318,295	380,716
Menu	312,191	484,208
Total	<u>\$833,019</u>	<u>\$1,061,691</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$2,723 in salary; each librarian earned an additional \$1,943; and each speech pathologist, audiologist, and counselor earned an additional \$2,165.

Performance

- The District accomplished most of its goals, which were based on school and individual performance.
- Goals were linked to student achievement, teacher evaluations, parent and student satisfaction, and volunteer hours.
- Volunteer hours totaled 61,312 district-wide.

Menu

- Monies were used to increase eligible employee compensation increases, and to pay for AIMS intervention and dropout prevention programs.

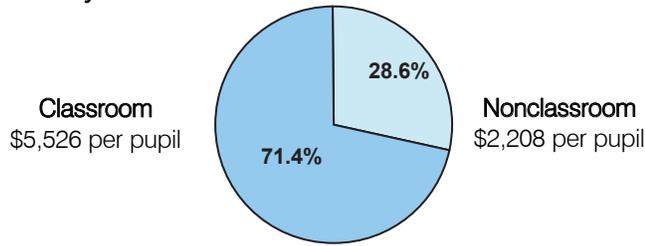
Classroom Dollars and Proposition 301 Results

Valentine Elementary School District

District size: Very Small
 Students attending: 47
 Number of schools: 1
 Number of certified teachers: 3

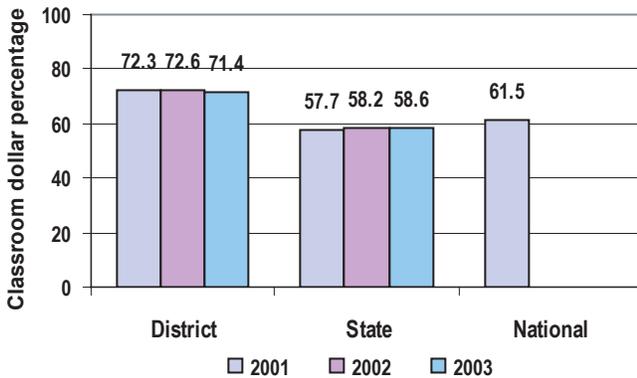
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 3 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	72.3	72.6	71.4	58.6	61.7
Nonclassroom dollars:					
Administration	11.7	10.8	12.4	9.9	10.9
Plant operations	10.0	8.1	10.1	11.7	9.6
Food service				4.6	4.0
Transportation	5.0	3.0	5.6	3.9	4.0
Student support	0.4			6.8	5.0
Instruction support	0.6	5.5	0.5	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	24.5	16.3	15.7	17.9
Average teacher salary	\$43,038	\$41,780	\$44,147	\$40,328
Average years' experience	NA	11.7	12.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$1,589	\$4,164
Performance	4,745	4,526
Menu	—	—
Total	<u>\$6,334</u>	<u>\$8,690</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$2,630 in salary.

Performance

- The District accomplished its goals, which were based on district and individual performance.
- Goals were linked to teacher evaluations.

Menu

- Monies were used solely to increase teacher compensation.

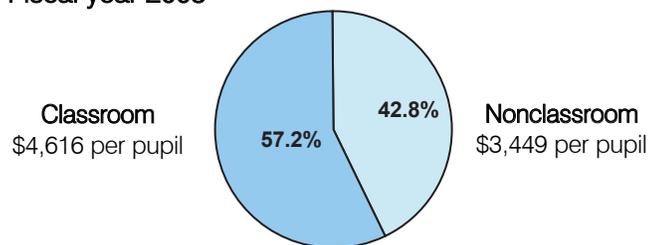
Classroom Dollars and Proposition 301 Results

Valley Union High School District

District size: Small
 Students attending: 229
 Number of schools: 1
 Number of certified teachers: 18

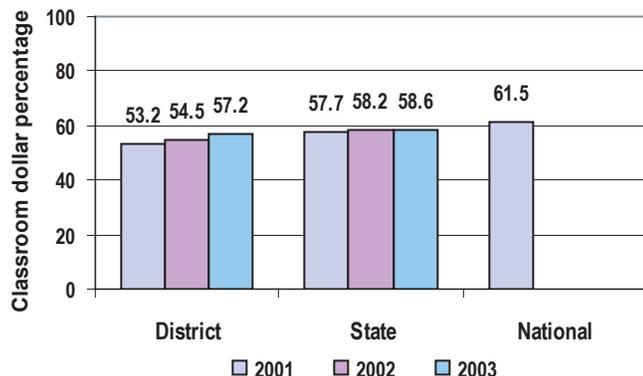
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 102 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	53.2	54.5	57.2	58.6	61.7
Nonclassroom dollars:					
Administration	10.2	10.3	10.0	9.9	10.9
Plant operations	12.7	12.0	11.5	11.7	9.6
Food service	9.4	8.7	7.4	4.6	4.0
Transportation	10.3	9.5	8.3	3.9	4.0
Student support	3.9	3.5	4.4	6.8	5.0
Instruction support	0.3	1.2	1.2	4.3	4.5
Other		0.3		0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	13.7	14.9	12.7	17.9
Average teacher salary	\$34,205	\$36,354	\$35,137	\$40,328
Average years' experience	10.6	9.7	8.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$13,494	\$16,406
Performance	26,556	31,700
Menu	<u>26,437</u>	<u>32,255</u>
Total	<u>\$66,487</u>	<u>\$80,361</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, instructional aide, librarian, and counselor earned an additional \$3,387 in salary.

Performance

- The District accomplished its goals, which were based on district performance.
- More than 75 percent of students passed all 3 sections of the AIMS test.
- More than 65 percent of the parents and students surveyed rated the District's overall performance as "good" or better.

Menu

- Monies were primarily used to increase eligible employee compensation.
- Remaining monies were used to pay for professional development activities.

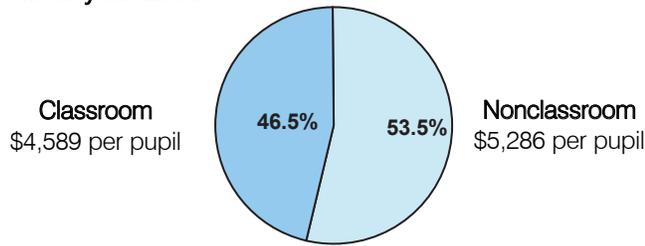
Classroom Dollars and Proposition 301 Results

Vernon Elementary School District

District size: Very Small
 Students attending: 73
 Number of schools: 1
 Number of certified teachers: 6

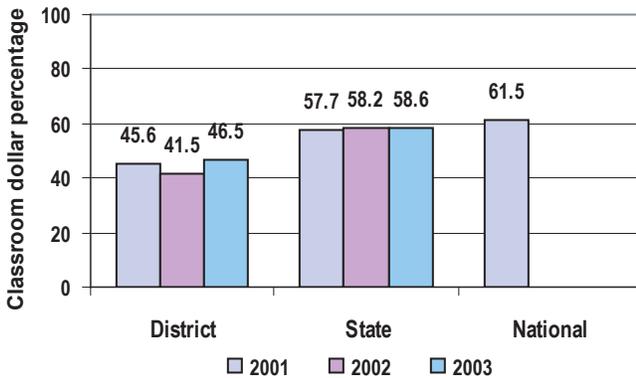
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 208 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	45.6	41.5	46.5	58.6	61.7
Nonclassroom dollars:					
Administration	25.8	28.8	23.3	9.9	10.9
Plant operations	6.8	9.5	6.4	11.7	9.6
Food service	1.5	1.0	1.0	4.6	4.0
Transportation	10.6	9.9	9.9	3.9	4.0
Student support	5.0	2.6	3.2	6.8	5.0
Instruction support	4.7	6.7	9.7	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	14.3	10.3	12.2	17.9
Average teacher salary	\$24,516	\$27,353	\$29,027	\$40,328
Average years' experience	5.3	5.8	7.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 6,362	\$ 4,088
Performance		10,860
Menu	13,039	8,361
Total	<u>\$19,401</u>	<u>\$23,309</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned \$2,550 in additional salary.

Performance

- The District accomplished most of its goals, which were based on district and individual performance.
- Each teacher completed 80 hours of professional development activities, tutored students approximately 2.5 hours each week, and received an acceptable performance evaluation.
- Students' reading, writing, and math scores improved on standardized tests.
- One-third of classes achieved the 96 percent student attendance goal.

Menu

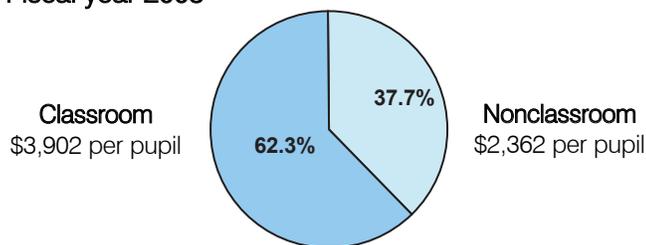
- Monies were used to pay part of an additional teacher's salary. By hiring the teacher, the District was able to maintain separate 5th- and 6th-grade classes.

Washington Elementary School District

District size: Large
 Students attending: 23,254
 Number of schools: 32
 Number of certified teachers: 1,346

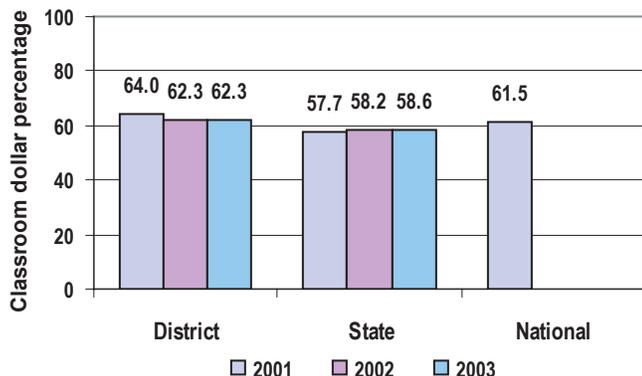
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 25 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	64.0	62.3	62.3	58.6	61.7
Nonclassroom dollars:					
Administration	8.4	9.1	8.8	9.9	10.9
Plant operations	9.5	9.1	9.3	11.7	9.6
Food service	5.8	5.8	5.3	4.6	4.0
Transportation	3.3	3.4	3.6	3.9	4.0
Student support	5.0	5.8	6.5	6.8	5.0
Instruction support	4.0	4.5	4.2	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.5	16.3	17.3	17.9
Average teacher salary	\$39,113	\$39,790	\$44,365	\$40,328
Average years' experience	10.0	10.0	10.2	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$1,205,173	\$1,310,609
Performance	2,481,652	2,624,226
Menu	2,184,369	2,768,983
Total	<u>\$5,871,194</u>	<u>\$6,703,818</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$4,715 in salary; each librarian earned an additional \$5,359; and each speech pathologist and audiologist earned an additional \$4,898. Additionally, education specialists, facilitators, and counselors were eligible for performance pay and earned, on average, \$1,646 each.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- The District used a school improvement review process to establish goals based on the needs identified. For example, 5 schools set school safety and discipline goals, and 4 set goals to increase parent involvement.
- Other goals were linked to aligning reading, writing, and math assessments to state standards, and to teacher evaluations and participation in leadership and professional development activities.

Menu

- Monies were used solely to increase eligible employee compensation.

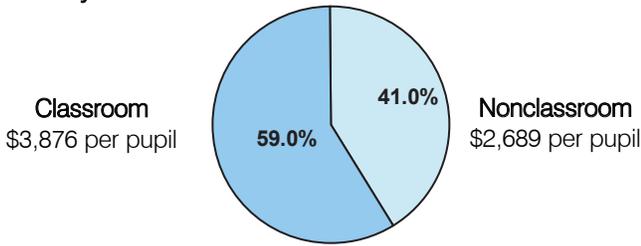
Classroom Dollars and Proposition 301 Results

Wellton Elementary School District

District size: Small
 Students attending: 366
 Number of schools: 1
 Number of certified teachers: 22

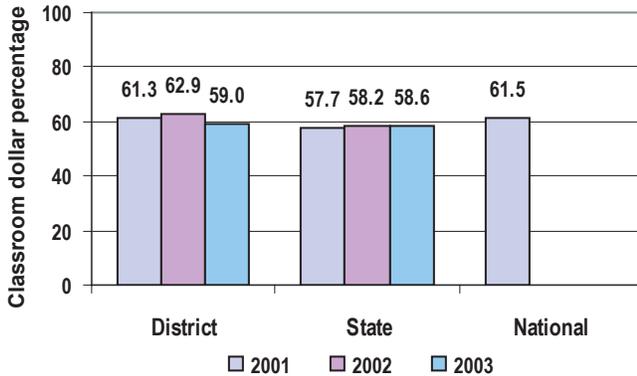
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 65 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	61.3	62.9	59.0	58.6	61.7
Nonclassroom dollars:					
Administration	13.0	10.8	11.0	9.9	10.9
Plant operations	10.2	10.2	12.5	11.7	9.6
Food service	6.2	5.7	6.4	4.6	4.0
Transportation	2.6	2.7	2.2	3.9	4.0
Student support	5.5	5.9	1.1	6.8	5.0
Instruction support	1.2	1.8	7.8	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.4	14.7	16.6	17.9
Average teacher salary	\$31,477	\$34,451	\$35,283	\$40,328
Average years' experience	9.4	8.7	8.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$24,435	\$ 26,008
Performance	8,581	69,004
Menu	38,211	28,979
Total	<u>\$71,227</u>	<u>\$123,991</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$4,821 in salary. The instructional aide earned an additional \$1,650.

Performance

- The District accomplished some of its goals, which were based on individual performance.
- Teachers earned performance pay for each student scoring between 69 percent and 74 percent on standardized tests, and for each student scoring 75 percent or higher.
- Other goals focused on student and teacher attendance, and parent and student satisfaction.

Menu

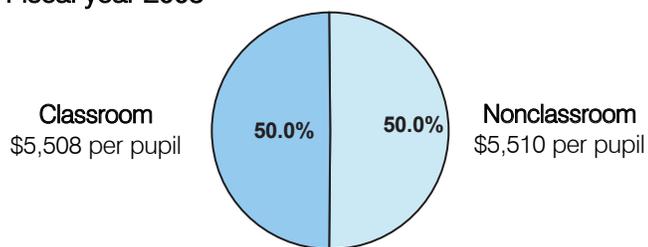
- Monies were used to compensate teachers for meeting student achievement goals, and to pay teachers for tutoring students after school.
- 1 instructional aide worked part-time helping students to complete homework assignments on time.

Wenden Elementary School District

District size: Very Small
 Students attending: 94
 Number of schools: 1
 Number of certified teachers: 9

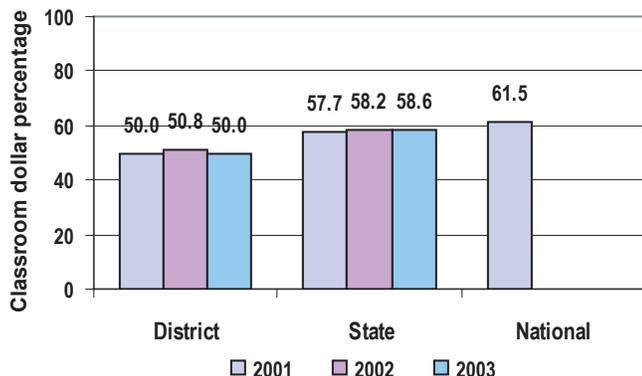
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 190 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	50.0	50.8	50.0	58.6	61.7
Nonclassroom dollars:					
Administration	11.8	12.6	12.5	9.9	10.9
Plant operations	15.6	15.1	14.9	11.7	9.6
Food service	12.7	11.9	11.7	4.6	4.0
Transportation	4.3	4.5	4.0	3.9	4.0
Student support	2.5	2.0	3.9	6.8	5.0
Instruction support	3.1	3.1	3.0	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	12.0	10.1	10.4	17.9
Average teacher salary	\$32,791	\$34,895	\$37,156	\$40,328
Average years' experience	7.1	6.9	7.1	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 6,024	\$ 5,655
Performance	12,046	10,764
Menu	12,046	11,385
Total	\$30,116	\$27,804

District-reported 2003 results

Teacher pay

- On average, each teacher earned \$3,089 in additional salary.

Performance

- The District accomplished most of its goals, which were based on district performance.
- Student achievement and attendance increased.
- The school accomplished adequate yearly progress goals.
- Parent nights were held throughout the year to promote literacy, improve communication, and provide parents with information to help their children to succeed.
- 519 tutoring sessions for students in kindergarten through 8th grade were conducted.
- 62 home visits were conducted to increase communication with parents.
- Teachers also participated in professional development and mentoring activities.

Menu

- Monies were used solely to increase teacher compensation.

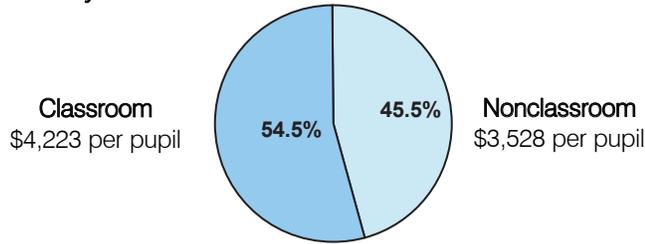
Classroom Dollars and Proposition 301 Results

Whiteriver Unified School District

District size: Medium
 Students attending: 2,364
 Number of schools: 5
 Number of certified teachers: 190

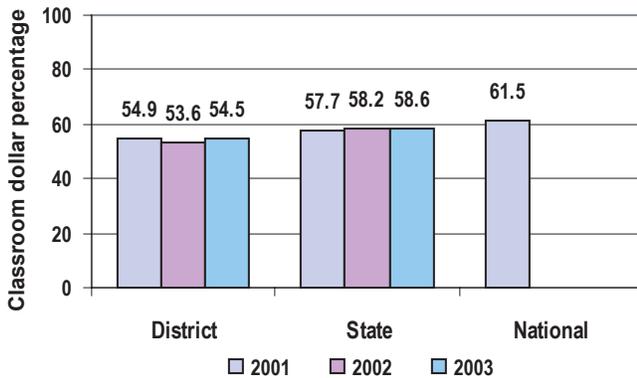
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 146 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	54.9	53.6	54.5	58.6	61.7
Nonclassroom dollars:					
Administration	11.6	12.1	12.8	9.9	10.9
Plant operations	16.4	15.3	15.2	11.7	9.6
Food service	5.3	5.2	4.7	4.6	4.0
Transportation	3.6	3.2	3.4	3.9	4.0
Student support	5.7	8.2	7.3	6.8	5.0
Instruction support	2.4	2.2	2.0	4.3	4.5
Other	0.1	0.2	0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.2	16.7	12.4	17.9
Average teacher salary	\$28,736	\$31,069	\$35,001	\$40,328
Average years' experience	7.9	7.5	7.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$166,725	\$174,450
Performance		295,808
Menu	313,994	266,730
Total	<u>\$480,719</u>	<u>\$736,988</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, counselor, and librarian earned an additional \$2,411 in salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- Student achievement goals were linked to standardized test scores and, for special education students, achievement of 70 percent of Individualized Education Program (IEP) goals.
- Other goals called for the implementation of a school disciplinary program; and for teachers to create parent newsletters, work with students to plan and hold assemblies, and complete between 16 and 30 hours of professional development activities.

Menu

- Monies were used to increase eligible employee compensation.
- For AIMS intervention, a math tutor was hired.
- For dropout prevention, a middle school counselor and a high school life skills teacher were hired to work with students at-risk of dropping out.

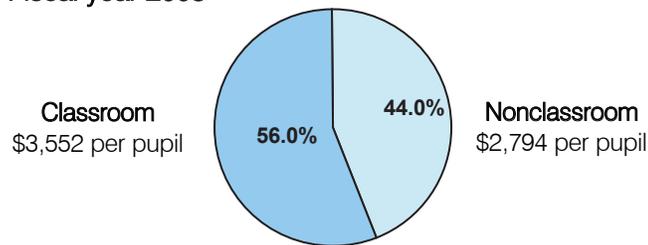
Classroom Dollars and Proposition 301 Results

Wickenburg Unified School District

District size: Medium
 Students attending: 1,415
 Number of schools: 5
 Number of certified teachers: 85

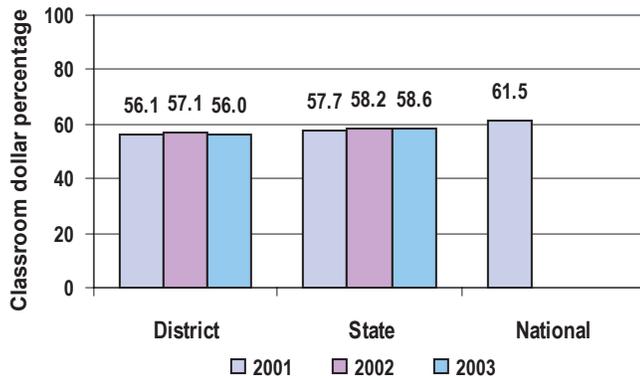
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 121 of 226 districts.

3-year comparison



Expenditures by function

	Percentage			State 2003	National 2000
	2001	2002	2003		
Classroom dollars	56.1	57.1	56.0	58.6	61.7
Nonclassroom dollars:					
Administration	11.9	12.1	12.7	9.9	10.9
Plant operations	15.6	14.6	15.4	11.7	9.6
Food service	4.9	5.1	4.9	4.6	4.0
Transportation	5.8	5.8	5.2	3.9	4.0
Student support	3.9	3.4	3.5	6.8	5.0
Instruction support	1.8	1.9	2.3	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.1	16.1	16.6	17.9
Average teacher salary	\$32,932	\$35,157	\$35,035	\$40,328
Average years' experience	9.3	9.8	9.1	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 96,761	\$ 86,478
Performance	192,019	174,717
Menu	149,911	161,316
Total	<u>\$438,691</u>	<u>\$422,511</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$3,342 in salary.

Performance

- The District accomplished its goals, which were based on district and school performance.
- The student achievement goal called for more than half of students' test scores to be above average.
- Other goals were linked to achieving a 94 percent student attendance rate; developing school improvement plans; and obtaining "A" or "B" ratings from 80 percent of parents.

Menu

- Monies were used primarily to increase eligible employee compensation.
- Monies were also used for professional development activities, including sending teachers to training sessions and conferences, hiring consultants, and purchasing supplies.

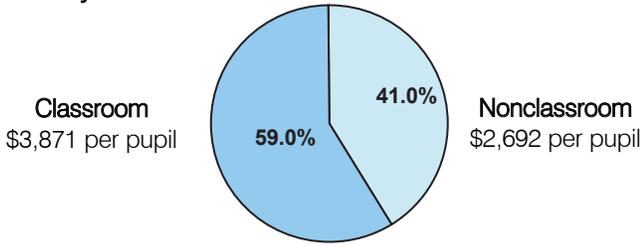
Classroom Dollars and Proposition 301 Results

Willcox Unified School District

District size: Medium
 Students attending: 1,380
 Number of schools: 3
 Number of certified teachers: 86

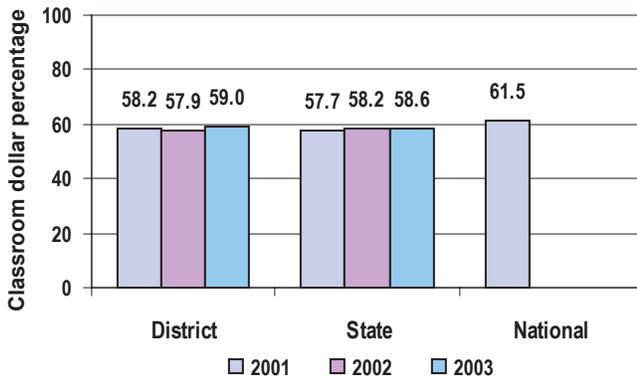
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 70 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	58.2	57.9	59.0	58.6	61.7
Nonclassroom dollars:					
Administration	12.7	15.8	14.7	9.9	10.9
Plant operations	11.0	10.1	10.7	11.7	9.6
Food service	5.7	5.1	4.9	4.6	4.0
Transportation	4.5	4.0	4.0	3.9	4.0
Student support	4.7	4.5	4.2	6.8	5.0
Instruction support	2.8	2.6	2.4	4.3	4.5
Other	0.4		0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	17.1	16.1	16.0	17.9
Average teacher salary	\$28,691	\$34,760	\$34,536	\$40,328
Average years' experience	8.2	9.0	8.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$100,269	\$107,821
Performance	195,781	168,869
Menu	163,723	159,031
Total	<u>\$459,773</u>	<u>\$435,721</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, counselor, speech pathologist, and audiologist earned between \$4,630 and \$4,740 in additional salary.

Performance

- The District accomplished its goals, which were based on school and individual performance.
- Each parent received at least one positive notification about student achievement during the school year.
- Each teacher developed individual instructional goals.
- An additional goal was linked to students at each school demonstrating 1 year's academic progress or maintaining their adequate yearly progress status.

Menu

- Eligible employees were compensated for teaching 2 additional days and participating in 3 days of professional development activities, and for acting as mentors, coaches, trainers, and team leaders.
- 20 at-risk middle school students were placed in an alternative setting until agreed-upon goals were met.

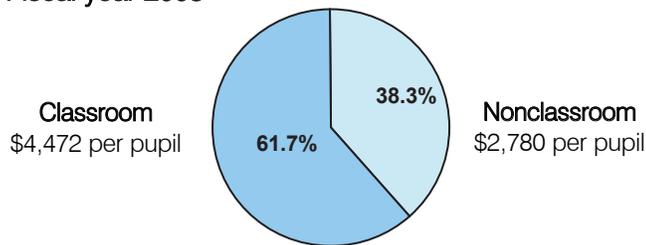
Classroom Dollars and Proposition 301 Results

Williams Unified School District

District size: Medium
 Students attending: 741
 Number of schools: 2
 Number of certified teachers: 54

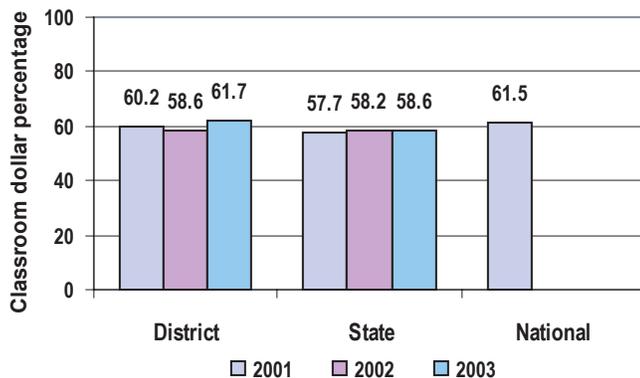
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 29 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	60.2	58.6	61.7	58.6	61.7
Nonclassroom dollars:					
Administration	10.5	13.2	11.0	9.9	10.9
Plant operations	12.3	12.2	10.8	11.7	9.6
Food service	3.0	2.8	2.7	4.6	4.0
Transportation	3.9	3.7	4.2	3.9	4.0
Student support	6.5	6.4	6.2	6.8	5.0
Instruction support	2.8	3.1	3.4	4.3	4.5
Other	0.8			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.6	15.8	13.7	17.9
Average teacher salary	\$31,385	\$35,179	\$37,771	\$40,328
Average years' experience	9.2	8.9	8.9	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 15,093	\$ 28,711
Performance		109,755
Menu	108,330	54,419
Total	<u>\$123,423</u>	<u>\$192,885</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, counselor, nurse, and curriculum coordinator earned an additional \$3,143 in salary.

Performance

- The District accomplished most of its goals, which were based on district and school performance.
- Unexcused absences at the high school were reduced by 60 percent and tardies were reduced by 53 percent.
- Disciplinary referrals at the elementary and middle schools were reduced by 50 percent.
- 34 percent of parents accessed student records via the Internet, and 25 percent of high-school and 10 percent of elementary-school students' parents received student progress reports via e-mail.

Menu

- Monies were used solely to increase eligible employee compensation.

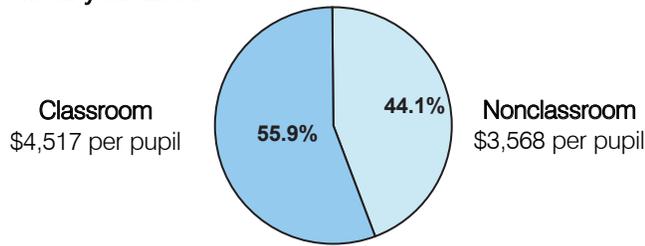
Classroom Dollars and Proposition 301 Results

Wilson Elementary School District

District size: Medium
 Students attending: 1,311
 Number of schools: 2
 Number of certified teachers: 83

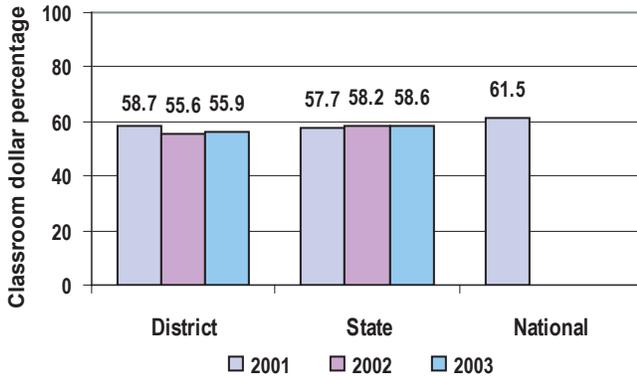
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 124 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	58.7	55.6	55.9	58.6	61.7
Nonclassroom dollars:					
Administration	12.5	16.5	16.0	9.9	10.9
Plant operations	12.4	12.4	12.4	11.7	9.6
Food service	7.1	7.2	6.3	4.6	4.0
Transportation	1.9	2.1	2.1	3.9	4.0
Student support	3.0	3.8	4.0	6.8	5.0
Instruction support	3.9	2.4	3.3	4.3	4.5
Other	0.5			0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	16.6	16.2	15.8	17.9
Average teacher salary	\$39,900	\$40,610	\$44,903	\$40,328
Average years' experience	7.1	7.7	8.3	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 68,559	\$ 66,179
Performance	138,348	137,502
Menu	139,234	141,234
Total	<u>\$346,141</u>	<u>\$344,915</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, counselor, librarian, and nurse earned between \$3,690 and \$4,240 in additional salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Students at each school, on average, demonstrated academic progress on standardized tests.
- Student attendance was 94 percent or higher.

Menu

- Monies were used solely to increase eligible employee compensation.

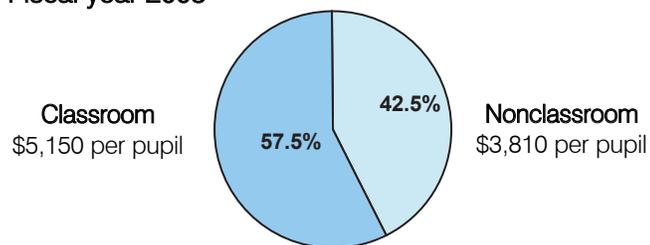
Classroom Dollars and Proposition 301 Results

Window Rock Unified School District

District size: Medium
 Students attending: 2,787
 Number of schools: 5
 Number of certified teachers: 201

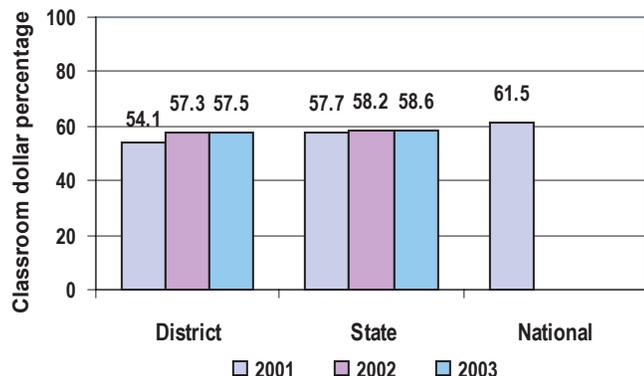
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 97 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	54.1	57.3	57.5	58.6	61.7
Nonclassroom dollars:					
Administration	13.6	12.1	12.8	9.9	10.9
Plant operations	14.0	13.0	12.7	11.7	9.6
Food service	4.1	4.0	3.7	4.6	4.0
Transportation	4.8	4.8	4.2	3.9	4.0
Student support	5.5	5.0	4.6	6.8	5.0
Instruction support	3.9	3.8	4.4	4.3	4.5
Other			0.1	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	15.0	15.3	13.9	17.9
Average teacher salary	\$34,975	\$39,120	\$39,027	\$40,328
Average years' experience	10.6	10.8	10.5	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$153,102	\$154,554
Performance	327,136	211,820
Menu	310,230	311,174
Total	\$790,468	\$677,548

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, and nurse earned an additional \$3,100 in salary. Staff developers, nurses, and social workers each earned an additional \$1,900.

Performance

- The District accomplished its goals, which were based on school performance.
- Goals were linked to increasing student reading comprehension scores by 1 percent and to increasing special education student achievement by 30 percent.
- Goals also called for increasing student attendance, decreasing teacher absenteeism by 1 percent, and involving 25 percent of parents in activities and events.

Menu

- Monies were used solely to increase eligible employee compensation.

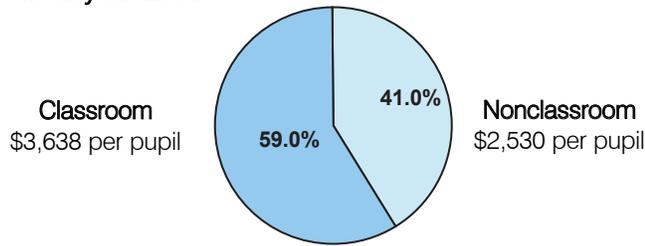
Classroom Dollars and Proposition 301 Results

Winslow Unified School District

District size: Medium
 Students attending: 2,380
 Number of schools: 5
 Number of certified teachers: 145

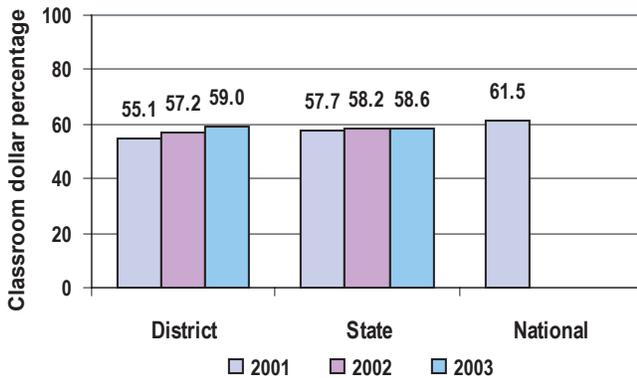
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 68 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	55.1	57.2	59.0	58.6	61.7
Nonclassroom dollars:					
Administration	10.8	10.2	10.5	9.9	10.9
Plant operations	13.9	13.0	10.7	11.7	9.6
Food service	4.2	4.6	3.4	4.6	4.0
Transportation	3.4	2.5	2.8	3.9	4.0
Student support	4.0	4.6	5.2	6.8	5.0
Instruction support	8.6	7.9	8.4	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.4	17.3	16.4	17.9
Average teacher salary	\$31,314	\$36,152	\$41,300	\$40,328
Average years' experience	8.8	8.5	8.1	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 80,589	\$141,564
Performance	204,542	394,434
Menu	204,584	392,944
Total	<u>\$489,715</u>	<u>\$928,942</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, and counselor earned an additional \$6,097 in salary. The salary increase includes fiscal year 2002 monies distributed in fiscal year 2003.

Performance

- The District accomplished its goals, which were based on district performance.
- Goals were linked to increases in student scores on standardized tests.

Menu

- Monies were used to compensate eligible employees for participating in reading, math, and technology training.
- According to the District, the training resulted in an increase in math scores.

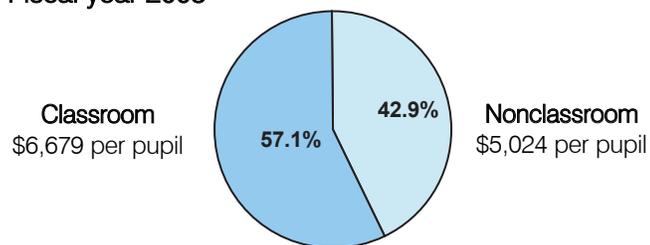
Classroom Dollars and Proposition 301 Results

Yarnell Elementary School District

District size: Very Small
 Students attending: 45
 Number of schools: 1
 Number of certified teachers: 5

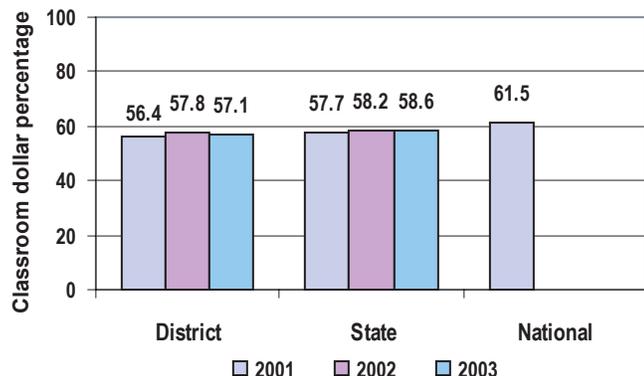
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 104 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.4	57.8	57.1	58.6	61.7
Nonclassroom dollars:					
Administration	22.3	21.4	21.7	9.9	10.9
Plant operations	5.0	4.9	5.1	11.7	9.6
Food service	4.8	4.6	6.6	4.6	4.0
Transportation	8.5	7.6	5.5	3.9	4.0
Student support	1.2	2.7	3.7	6.8	5.0
Instruction support	1.8	1.0	0.3	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	11.4	18.0	9.0	17.9
Average teacher salary	\$31,082	\$32,760	\$34,181	\$40,328
Average years' experience	8.4	8.5	5.6	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 2,666	\$ 5,845
Performance	5,344	10,971
Menu	5,998	11,228
Total	<u>\$14,008</u>	<u>\$28,044</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned between \$3,363 and \$3,663 in additional salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Teachers developed activities focused on reading, writing, and math to increase student achievement. Examples of activities included encouraging volunteers to help with one-on-one instruction, and instituting team teaching, writing workshops, and literature study groups.
- The school also worked to develop a positive learning environment through discipline plans, reward programs, and other activities.

Menu

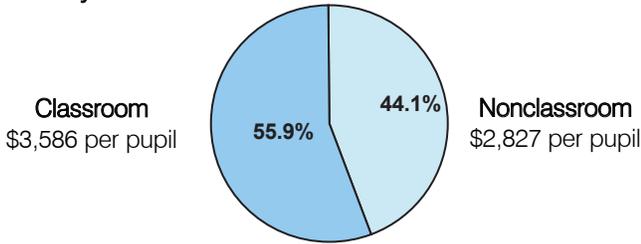
- An instructional aide was hired to help reduce class sizes.

Yavapai Accommodation School District

District size: Very Small
 Students attending: 38
 Number of schools: 1
 Number of certified teachers: 1

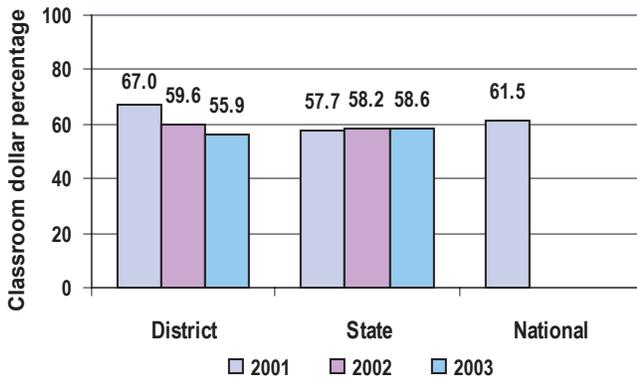
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 123 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	67.0	59.6	55.9	58.6	61.7
Nonclassroom dollars:					
Administration	22.4	27.1	32.1	9.9	10.9
Plant operations	5.2	7.8	3.4	11.7	9.6
Food service	0.2			4.6	4.0
Transportation		1.2	1.8	3.9	4.0
Student support			5.4	6.8	5.0
Instruction support	5.2	4.3	1.4	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	NA	13.0	19.0	17.9
Average teacher salary	NA	\$48,142	\$43,385	\$40,328
Average years' experience	NA	3.0	5.0	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$1,156	\$1,990
Performance	2,314	3,981
Menu	<u>2,314</u>	<u>3,981</u>
Total	<u>\$5,784</u>	<u>\$9,952</u>

District-reported 2003 results

Teacher pay

- The teacher and instructional aide earned between \$4,087 and \$5,865 in additional salary.

Performance

- The District accomplished its goals, which were based on school performance.
- Curriculum was aligned to state standards and the teacher and aide began developing AIMS intervention tutoring materials to help improve student achievement.
- The student absenteeism rate was 8 percent or less.
- Other goals were linked to the teacher and aide receiving acceptable performance evaluations and completing professional development courses.

Menu

- Monies were used to compensate the teacher and aide for efforts to align curriculum with state standards, and for completing 68 hours of professional development activities relating to special education, student evaluation, and behavior management.

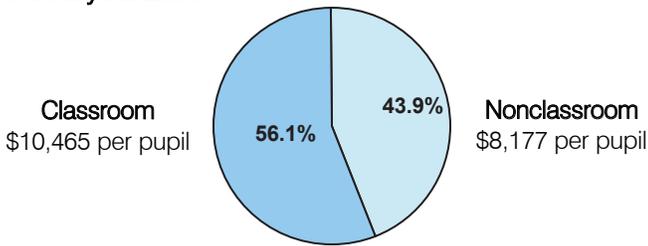
Classroom Dollars and Proposition 301 Results

Young Elementary School District

District size: Very Small
 Students attending: 53
 Number of schools: 2
 Number of certified teachers: 10

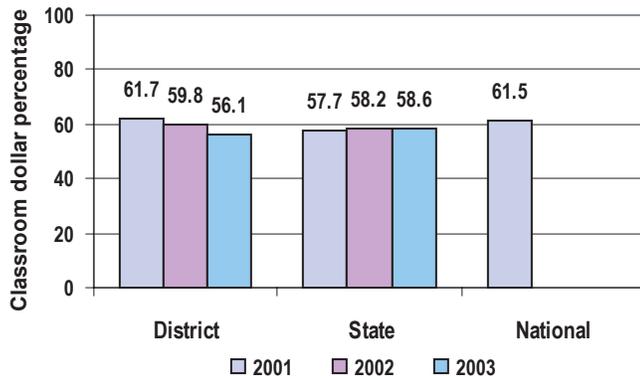
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 118 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	61.7	59.8	56.1	58.6	61.7
Nonclassroom dollars:					
Administration	17.0	16.5	17.0	9.9	10.9
Plant operations	12.3	13.9	16.5	11.7	9.6
Food service	4.3	3.9	4.8	4.6	4.0
Transportation				3.9	4.0
Student support	1.5	2.0	1.4	6.8	5.0
Instruction support	3.2	3.9	4.2	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	6.7	5.3	5.3	17.9
Average teacher salary	\$28,909	\$33,124	\$36,055	\$40,328
Average years' experience	7.6	7.8	8.8	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 4,479	\$ 3,215
Performance	8,105	11,712
Menu	7,679	12,196
Total	<u>\$20,263</u>	<u>\$27,123</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$1,514 in salary; each instructional aide and librarian earned between \$605 and \$631. Monies were also used to provide \$1,236 salary increases to nonteaching staff, including office staff, cafeteria workers, and custodians.

Performance

- The District did not report whether it accomplished its goals.
- Goals were linked to increasing student reading and writing scores by 5 percent on standardized tests; developing a student interest survey and a policy to motivate students to attend school; coordinating lesson plans with state standards and evaluating students; participating in or providing tutoring, service projects, and extra-curricular activities; and increasing parent contacts and involvement by 5 percent.

Menu

- The District did not report any results achieved using menu monies.

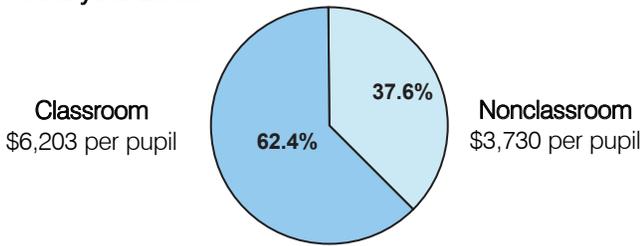
Classroom Dollars and Proposition 301 Results

Yucca Elementary School District

District size: Very Small
 Students attending: 21
 Number of schools: 1
 Number of certified teachers: 2

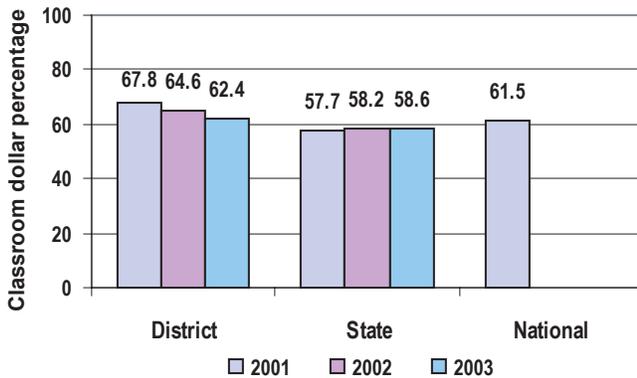
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 23 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	67.8	64.6	62.4	58.6	61.7
Nonclassroom dollars:					
Administration	18.3	18.8	21.6	9.9	10.9
Plant operations	8.0	7.0	7.9	11.7	9.6
Food service	5.7	5.5	5.8	4.6	4.0
Transportation	0.2	0.1		3.9	4.0
Student support		3.0	2.3	6.8	5.0
Instruction support		1.0		4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	26.0	7.7	10.5	17.9
Average teacher salary	\$31,961	\$34,887	\$32,733	\$40,328
Average years' experience	NA	5.0	4.2	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$1,017	\$1,636
Performance	2,032	3,539
Menu	1,478	3,864
Total	<u>\$4,527</u>	<u>\$9,039</u>

District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional \$2,343 in salary, and each instructional aide earned an additional \$1,749.

Performance

- The District accomplished its goals, which were based on school performance.
- Students' reading and math scores improved on standardized tests.
- Student attendance increased through incentives for perfect or near-perfect attendance.
- Teachers developed and implemented at least 2 activities to involve students and parents.
- Teachers were required to provide additional attention to students having difficulties in any subject and to identify students at risk of dropping out.
- The graduation rate was 100 percent.
- All teachers maintained highly qualified status.

Menu

- Monies were used for several activities, including developing a student technology program and tutoring.

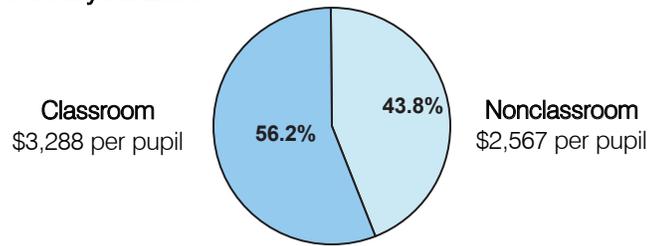
Classroom Dollars and Proposition 301 Results

Yuma Elementary School District

District size: Large
 Students attending: 9,646
 Number of schools: 17
 Number of certified teachers: 561

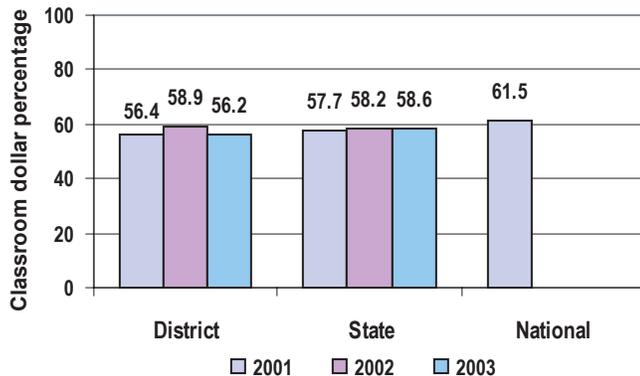
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 117 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.4	58.9	56.2	58.6	61.7
Nonclassroom dollars:					
Administration	11.2	9.3	9.8	9.9	10.9
Plant operations	8.6	11.4	10.5	11.7	9.6
Food service	6.6	7.4	6.8	4.6	4.0
Transportation	10.2	4.3	4.9	3.9	4.0
Student support	4.4	6.8	8.5	6.8	5.0
Instruction support	2.6	1.9	3.3	4.3	4.5
Other				0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	18.6	17.8	17.2	17.9
Average teacher salary	\$33,189	\$37,179	\$38,745	\$40,328
Average years' experience	9.4	9.4	9.2	8.7

Proposition 301

	2002 Expenditures	2003 Expenditures
Base	\$ 544,548	\$ 580,715
Performance	1,116,979	1,137,233
Menu	1,104,179	1,149,152
Total	<u>\$2,765,706</u>	<u>\$2,867,100</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, reading specialist, and site facilitator earned an additional \$3,921 in salary.

Performance

- The District accomplished its goals, which were based on district, school, and individual performance.
- District-wide, students demonstrated 1 year's academic progress in reading.
- Teachers completed 18 hours of professional development activities, and participated in planning teams for student assessment and interventions.

Menu

- 8 teachers were hired to reduce and balance class sizes.
- Teachers were compensated for participating in professional development activities.

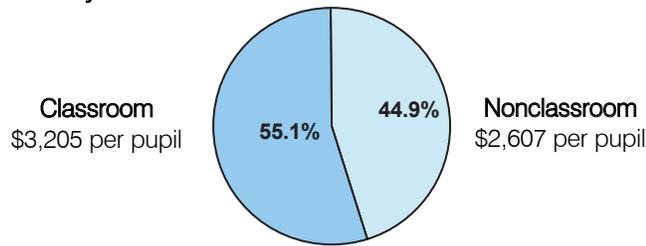
Classroom Dollars and Proposition 301 Results

Yuma Union High School District

District size:	Large
Students attending:	8,518
Number of schools:	5
Number of certified teachers:	420

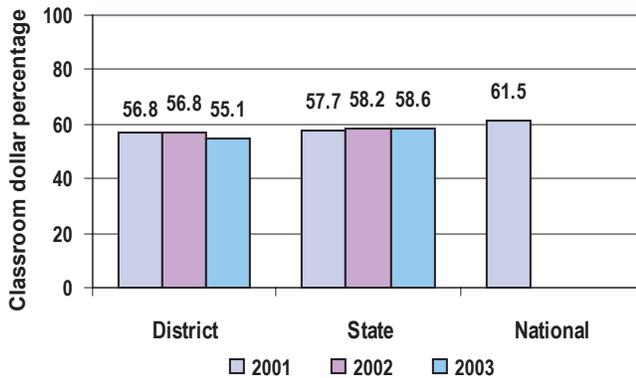
Classroom Dollars

Fiscal year 2003



Classroom dollar ranking: 136 of 226 districts.

3-year comparison



Expenditures by function

	Percentage				
	District			State	National
	2001	2002	2003	2003	2000
Classroom dollars	56.8	56.8	55.1	58.6	61.7
Nonclassroom dollars:					
Administration	11.0	10.4	11.5	9.9	10.9
Plant operations	11.2	11.6	12.5	11.7	9.6
Food service	5.2	5.5	5.6	4.6	4.0
Transportation	5.8	5.6	5.5	3.9	4.0
Student support	7.0	6.9	6.8	6.8	5.0
Instruction support	3.0	2.9	2.7	4.3	4.5
Other		0.3	0.3	0.2	0.3

Comparative Information

	District			State
	2001	2002	2003	2003
Student/teacher ratio	20.9	20.9	20.3	17.9
Average teacher salary	\$29,603	\$39,804	\$42,006	\$40,328
Average years' experience	9.0	9.1	8.7	8.7

Proposition 301

	2002	2003
	Expenditures	Expenditures
Base	\$ 446,575	\$ 430,381
Performance	927,819	1,128,676
Menu	528,887	950,101
Total	<u>\$1,903,281</u>	<u>\$2,509,158</u>

District-reported 2003 results

Teacher pay

- On average, each teacher, speech pathologist, audiologist, librarian, and counselor earned an additional \$3,342 in salary.

Performance

- The District accomplished its goals, which were based on district performance.
- Goals were linked to improving student scores on standardized tests, maintaining a 96 percent or higher attendance rate, and maintaining an 80 percent graduation rate and a 6 percent dropout rate.
- Teachers also completed 15 hours of professional development training or at least 1 college credit.

Menu

- Monies were used primarily to pay for increased health insurance benefits.
- 8 teachers were hired to reduce class sizes.
- For dropout prevention, one school hired an attendance officer, another purchased a supplemental reading program, and a third provided tutoring for at-risk pupils.
- Remaining monies were used for AIMS intervention.