

REFERENCE TITLE: schools; teacher salary increases; reporting.

State of Arizona  
House of Representatives  
Fifty-sixth Legislature  
Second Regular Session  
2024

## **HCR 2048**

Introduced by  
Representative Smith

A CONCURRENT RESOLUTION

ENACTING AND ORDERING THE SUBMISSION TO THE PEOPLE OF A MEASURE RELATING  
TO SCHOOL EMPLOYEES.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it resolved by the House of Representatives of the State of Arizona,  
2 the Senate concurring:

3 1. Under the power of the referendum, as vested in the legislature,  
4 the following measure, relating to school employees, is enacted to become  
5 valid as a law if approved by the voters and on proclamation of the  
6 Governor:

7 AN ACT

8 AMENDING SECTION 15-189.05, ARIZONA REVISED STATUTES; AMENDING  
9 TITLE 15, CHAPTER 2, ARTICLE 2, ARIZONA REVISED STATUTES, BY  
10 ADDING SECTION 15-248.01; AMENDING SECTION 15-903, ARIZONA  
11 REVISED STATUTES; RELATING TO SCHOOL EMPLOYEES.

12 Be it enacted by the Legislature of the State of Arizona:

13 Section 2. Section 15-189.05, Arizona Revised Statutes,  
14 is amended to read:

15 15-189.05. Charter school budgets; posting of teacher  
16 salary information; annual report

17 A. The budget for each charter school shall contain the  
18 following information:

19 1. The average salary of all teachers employed by the  
20 charter school for the current year.

21 2. The average salary of all teachers employed by the  
22 charter school for the previous year.

23 3. The dollar increase in the average salary of all  
24 teachers employed by the charter school for the current year.

25 4. The percentage increase in the average salary of all  
26 teachers employed by the charter school for the current year.

27 5. THE SALARY SCHEDULE FOR ELIGIBLE TEACHERS AS DEFINED  
28 IN SECTION 15-248.01 WHO ARE EMPLOYED BY THE CHARTER SCHOOL  
29 FOR THE CURRENT YEAR.

30 6. A STATEMENT IDENTIFYING THE NUMBER OF ELIGIBLE  
31 TEACHERS AS DEFINED IN SECTION 15-248.01 WHO ARE EMPLOYED BY  
32 THE CHARTER SCHOOL FOR THE CURRENT YEAR.

33 B. Each charter school shall prominently post the  
34 information required by subsection A of this section on its  
35 website home page separately from its budget.

36 C. On or before November 30 of each year, the  
37 department of education shall electronically submit to the  
38 joint legislative budget committee and the governor's office  
39 of strategic planning and budgeting a report that compiles the  
40 information required by subsection A of this section for all  
41 charter schools statewide.

1           Sec. 3. Title 15, chapter 2, article 2, Arizona Revised  
2 Statutes, is amended by adding section 15-248.01, to read:

3           15-248.01. Teachers; base salary increases; teacher pay  
4                                   fund; eligibility; annual estimate;  
5                                   definition

6           A. IF THE VOTERS APPROVE AN INCREASED DISTRIBUTION RATE  
7 FROM THE STATE LAND TRUST PERMANENT FUNDS PURSUANT TO ARTICLE  
8 X, SECTION 7, SUBSECTION N, CONSTITUTION OF ARIZONA, EACH  
9 SCHOOL DISTRICT AND CHARTER SCHOOL IN THIS STATE SHALL REVISE  
10 ITS SALARY SCHEDULE OR SCHEDULES TO INCREASE THE BASE SALARY  
11 OF ALL ELIGIBLE TEACHERS WHO ARE OR WILL BE EMPLOYED BY A  
12 SCHOOL OPERATED BY THE SCHOOL DISTRICT OR CHARTER SCHOOL. IF  
13 SALARY INCREASES ARE REQUIRED UNDER THIS SUBSECTION, THE  
14 INCREASE SHALL BE ALL OF THE FOLLOWING:

15           1. THE AMOUNT ESTIMATED PURSUANT TO SUBSECTION E OF  
16 THIS SECTION.

17           2. THE SAME AMOUNT FOR EACH ELIGIBLE TEACHER WITHOUT  
18 REGARD TO TEACHER EXPERIENCE LEVELS.

19           B. NOTWITHSTANDING SECTIONS 15-502 AND 15-544, IF  
20 SALARY INCREASES ARE REQUIRED BY SUBSECTION A OF THIS SECTION,  
21 A SCHOOL DISTRICT OR CHARTER SCHOOL MAY NOT REDUCE THE BASE  
22 SALARY OF ELIGIBLE TEACHERS WHO ARE OR WILL BE EMPLOYED BY THE  
23 SCHOOL DISTRICT OR CHARTER SCHOOL BELOW THE BASE SALARY  
24 SCHEDULE REPORTED TO THE DEPARTMENT OF EDUCATION IN FISCAL  
25 YEAR 2024-2025. THIS SUBSECTION DOES NOT RESTRICT A SCHOOL  
26 DISTRICT'S OR CHARTER SCHOOL'S AUTHORITY TO ADJUST AN  
27 INDIVIDUAL TEACHER'S SALARY IN A MANNER THAT IS CONSISTENT  
28 WITH THE APPLICABLE BASE SALARY SCHEDULE, INCLUDING AN  
29 ADJUSTMENT FOR ANY CHANGE IN EMPLOYMENT STATUS.

30           C. THE TEACHER PAY FUND IS ESTABLISHED CONSISTING OF  
31 LEGISLATIVE APPROPRIATIONS AND DISTRIBUTIONS FROM THE  
32 PERMANENT STATE SCHOOL FUND PURSUANT TO ARTICLE X, SECTION 7,  
33 SUBSECTION N, CONSTITUTION OF ARIZONA. MONIES IN THE FUND ARE  
34 CONTINUOUSLY APPROPRIATED AND ARE EXEMPT FROM THE PROVISIONS  
35 OF SECTION 35-190 RELATING TO LAPSING OF APPROPRIATIONS. THE  
36 DEPARTMENT OF EDUCATION SHALL ADMINISTER THE FUND AND  
37 ESTABLISH PROCEDURES FOR DETERMINING WHETHER SCHOOL DISTRICTS  
38 AND CHARTER SCHOOLS ARE ELIGIBLE TO RECEIVE MONIES FROM THE  
39 FUND. IF INCREASES ARE REQUIRED UNDER SUBSECTION A OF THIS  
40 SECTION, THE DEPARTMENT SHALL ALLOCATE MONIES FROM THE FUND TO  
41 EACH ELIGIBLE SCHOOL DISTRICT OR CHARTER SCHOOL IN AN AMOUNT  
42 EQUAL TO THE AMOUNT DETERMINED PURSUANT TO SUBSECTION F OF  
43 THIS SECTION MULTIPLIED BY THE NUMBER OF ELIGIBLE TEACHERS  
44 EMPLOYED BY THE SCHOOL DISTRICT OR CHARTER SCHOOL AS REPORTED  
45 PURSUANT TO SECTION 15-189.05 OR 15-903 TO FUND THE INCREASES

1 MADE UNDER SUBSECTION A OF THIS SECTION. THE MONIES  
2 DISTRIBUTED PURSUANT TO THIS SUBSECTION ARE IN ADDITION TO ANY  
3 OTHER MONIES, PUBLIC OR PRIVATE, THAT THE SCHOOL DISTRICT OR  
4 CHARTER SCHOOL RECEIVES FROM ANY LAWFUL SOURCE AND MAY NOT  
5 SUPPLANT, REPLACE OR OTHERWISE CAUSE A REDUCTION IN OTHER  
6 FUNDING SOURCES FOR THE SCHOOL DISTRICT OR CHARTER SCHOOL.  
7 THE MONIES DISTRIBUTED PURSUANT TO THIS SUBSECTION ARE EXEMPT  
8 FROM THE REVENUE CONTROL LIMIT PRESCRIBED BY SECTION 15-947.

9 D. NOTWITHSTANDING SUBSECTION C OF THIS SECTION, IF THE  
10 LEGISLATURE APPROPRIATES MONIES TO THE TEACHER PAY FUND FOR  
11 SALARY INCREASES NOT REQUIRED BY SUBSECTION A OF THIS SECTION,  
12 THE DEPARTMENT OF EDUCATION SHALL ALLOCATE THE APPROPRIATED  
13 MONIES TO EACH ELIGIBLE SCHOOL DISTRICT AND CHARTER SCHOOL  
14 ACCORDING TO THE TERMS OF THE APPROPRIATION.

15 E. ON OR BEFORE MARCH 30 OF EACH YEAR, THE TREASURER  
16 SHALL PROVIDE TO THE STAFF OF THE JOINT LEGISLATIVE BUDGET  
17 COMMITTEE AN ESTIMATE OF THE AMOUNT OF DISTRIBUTIONS PURSUANT  
18 TO ARTICLE X, SECTION 7, SUBSECTION N, CONSTITUTION OF  
19 ARIZONA, THAT WILL BE DEPOSITED IN THE TEACHER PAY FUND FOR  
20 THE BUDGET YEAR.

21 F. ON OR BEFORE MARCH 30 OF EACH YEAR, THE STAFF OF THE  
22 JOINT LEGISLATIVE BUDGET COMMITTEE SHALL DETERMINE A PER  
23 TEACHER AMOUNT FROM THE TEACHER PAY FUND FOR THE BUDGET YEAR  
24 USING THE STATEWIDE NUMBER OF ELIGIBLE TEACHERS REPORTED  
25 PURSUANT TO SECTION 15-189.05 OR 15-903 AND BASED ON THE  
26 ESTIMATE PURSUANT TO SUBSECTION E OF THIS SECTION.

27 G. EACH SCHOOL DISTRICT AND CHARTER SCHOOL THAT  
28 RECEIVES MONIES FROM THE TEACHER PAY FUND SHALL SUBMIT A  
29 REPORT ON OR BEFORE NOVEMBER 15 OF EACH YEAR TO THE  
30 SUPERINTENDENT OF PUBLIC INSTRUCTION THAT PROVIDES AN  
31 ACCOUNTING OF THE EXPENDITURES OF MONIES DISTRIBUTED FROM THE  
32 FUND DURING THE PREVIOUS FISCAL YEAR. THE DEPARTMENT OF  
33 EDUCATION IN CONJUNCTION WITH THE AUDITOR GENERAL SHALL  
34 PRESCRIBE THE FORMAT OF THE REPORT UNDER THIS SUBSECTION.

35 H. THE DEPARTMENT OF EDUCATION, ON REPORT FROM THE  
36 AUDITOR GENERAL, SHALL DETERMINE WHETHER SCHOOL DISTRICTS AND  
37 CHARTER SCHOOLS ARE COMPLYING WITH THE REQUIREMENTS PRESCRIBED  
38 IN THIS SECTION. IF THE DEPARTMENT DETERMINES THAT A SCHOOL  
39 DISTRICT OR CHARTER SCHOOL IS NOT IN COMPLIANCE OR HAS FAILED  
40 TO CORRECT A DEFICIENCY WITHIN NINETY DAYS AFTER RECEIVING  
41 NOTICE FROM THE AUDITOR GENERAL, THE SCHOOL DISTRICT OR  
42 CHARTER SCHOOL IS INELIGIBLE TO RECEIVE MONIES FROM THE  
43 TEACHER PAY FUND PURSUANT TO SUBSECTION C OR D OF THIS SECTION  
44 FROM THE DATE OF THE DETERMINATION UNTIL THE AUDITOR GENERAL

1 REPORTS THAT THE SCHOOL DISTRICT OR CHARTER SCHOOL IS  
2 COMPLYING WITH THE REQUIREMENTS PRESCRIBED IN THIS SECTION.

3 I. FOR THE PURPOSES OF THIS SECTION, "ELIGIBLE  
4 TEACHER":

5 1. MEANS A PERSON WHO IS EMPLOYED BY A CHARTER SCHOOL  
6 OR A SCHOOL OPERATED BY A SCHOOL DISTRICT IN THIS STATE AND  
7 WHO EITHER:

8 (a) MEETS BOTH OF THE FOLLOWING:

9 (i) IS EMPLOYED FOR A FULL SCHOOL DAY, OR ITS  
10 EQUIVALENT, OR FOR A FULL CLASS LOAD, OR ITS EQUIVALENT, AS  
11 DETERMINED BY THE DEPARTMENT OF EDUCATION.

12 (ii) DEVOTES MORE THAN SEVENTY-FIVE PERCENT OF THE  
13 PERSON'S TIME AT WORK TO NONADMINISTRATIVE ACTIVITIES THAT  
14 PROVIDE INSTRUCTION TO STUDENTS.

15 (b) MEETS BOTH OF THE FOLLOWING:

16 (i) IS EMPLOYED AS A SPECIAL EDUCATION TEACHER FOR A  
17 FULL SCHOOL DAY, OR ITS EQUIVALENT, OR FOR A FULL CLASS LOAD,  
18 OR ITS EQUIVALENT, AS DETERMINED BY THE DEPARTMENT OF  
19 EDUCATION.

20 (ii) DEVOTES MORE THAN FIFTY PERCENT OF THE PERSON'S  
21 TIME AT WORK TO SUPPORT STUDENT ACADEMIC ACHIEVEMENT AS  
22 PRESCRIBED BY THE SCHOOL DISTRICT GOVERNING BOARD OR THE  
23 CHARTER SCHOOL GOVERNING BODY.

24 2. INCLUDES CURRENT TEACHERS AND TEACHERS WHO BEGIN  
25 WORK FOR THE SCHOOL DISTRICT OR CHARTER SCHOOL AFTER THE  
26 EFFECTIVE DATE OF THIS SECTION.

27 3. DOES NOT INCLUDE AN ADMINISTRATOR OR A PERSON WHO  
28 HAS BEEN DESIGNATED IN EITHER OF THE TWO LOWEST PERFORMANCE  
29 CLASSIFICATIONS AFTER AN EVALUATION CONDUCTED PURSUANT TO  
30 SECTION 15-189.06 OR 15-537.

31 Sec. 4. Section 15-903, Arizona Revised Statutes, is  
32 amended to read:

33 15-903. Budget format; prohibited expenditures; annual  
34 report

35 A. The superintendent of public instruction in  
36 conjunction with the auditor general shall prepare and  
37 prescribe a budget format to be used by all school districts.

38 B. The budget format shall be designed to allow all  
39 school districts to plan and provide in detail for using  
40 available monies. The budget format shall contain distinct  
41 sections for, but need not be limited to, maintenance and  
42 operation, debt service, special projects, capital outlay,  
43 adjacent ways and classroom site fund. The maintenance and  
44 operation section shall include, but need not be limited to,  
45 separate subsections for regular education programs, special

1 education programs and operational expenditures for pupil  
2 transportation. Each subsection shall clearly distinguish  
3 classroom instruction expenditures. The special education  
4 program subsection shall include a subtotal for the disability  
5 classifications as defined in section 15-761 and programs for  
6 gifted, vocational and technical education, remedial education  
7 and bilingual students. The total expenditures for each of  
8 these programs shall be included on the budget form. The  
9 pupil transportation subsection shall include all operational  
10 expenditures relating to transporting pupils, including all  
11 operational expenditures within a contract if the school  
12 district contracts for pupil transportation.

13 C. The capital outlay section of the budget shall  
14 include a subsection for unrestricted capital outlay. The  
15 unrestricted capital outlay subsection shall include budgeted  
16 expenditures for acquisitions by purchase, lease-purchase or  
17 lease of capital items as defined in the uniform system of  
18 financial records and shall include:

19 1. Land, buildings and improvements to land and  
20 buildings, including labor and related employee benefits costs  
21 and material costs if work is performed by school district  
22 employees.

23 2. Furniture, furnishings, athletic equipment and other  
24 equipment, including computer software.

25 3. Pupil and nonpupil transportation vehicles and  
26 equipment, including all capital expenditures within a  
27 contract if the school district contracts for pupil  
28 transportation.

29 4. Textbooks and related printed subject matter  
30 materials adopted by the governing board.

31 5. Instructional aids.

32 6. Library books.

33 7. Payment of principal and interest on bonds.

34 8. School district administration emergency needs that  
35 are directly related to pupils.

36 D. The budget format shall contain distinct subsections  
37 for the following:

38 1. Special programs to improve academic achievement of  
39 pupils in kindergarten programs and grades one through three  
40 as provided in section 15-482.

41 2. School plant funds.

42 3. Capital outlay budget increases as provided in  
43 section 15-481.

- 1           4. Property taxation, including the following:  
2           (a) The primary tax rates for the school district for  
3 the current year and the budget year.  
4           (b) The secondary tax rates for maintenance and  
5 operation, K-3 and capital overrides for the school district  
6 for the current year and the budget year.  
7           (c) The secondary tax rates for class A bonds for the  
8 school district for the current year and the budget year.  
9           (d) The secondary tax rates for class B bonds for the  
10 school district for the current year and the budget year.  
11          5. A description of any corrections or adjustments made  
12 to the budget pursuant to section 15-915.  
13          E. The budget format shall also contain:  
14           1. A statement identifying proposed pupil-teacher  
15 ratios and pupil-staff ratios relating to the provision of  
16 special education services for the budget year.  
17           2. A STATEMENT IDENTIFYING THE NUMBER OF ELIGIBLE  
18 TEACHERS AS DEFINED IN SECTION 15-248.01 WHO ARE EMPLOYED BY  
19 THE SCHOOL DISTRICT FOR THE CURRENT YEAR.  
20           ~~2.~~ 3. The prominent display of the average salary of  
21 all teachers employed by the school district for the current  
22 year. The school district shall also prominently post this  
23 information on its website home page separately from its  
24 budget.  
25           ~~3.~~ 4. The prominent display of the average salary of  
26 all teachers employed by the school district for the previous  
27 year. The school district shall also prominently post this  
28 information on its website home page separately from its  
29 budget.  
30           ~~4.~~ 5. The prominent display of the dollar increase in  
31 the average salary of all teachers employed by the school  
32 district for the current year. The school district shall also  
33 prominently post this information on its website home page  
34 separately from its budget.  
35           ~~5.~~ 6. The prominent display of the percentage increase  
36 in the average salary of all teachers employed by the school  
37 district for the current year. The school district shall also  
38 prominently post this information on its website home page  
39 separately from its budget.  
40          F. The special projects section shall include budgeted  
41 expenditures for state special projects, including special  
42 adult projects, career education, deficiencies correction fund  
43 projects and new school facilities fund projects, such federal  
44 special projects as ESEA title programs, vocational education  
45 and title IV Indian education, and other special projects.

1           G. A school district shall not make expenditures for  
2 campaign literature associated with school district or charter  
3 school officials. If the superintendent of public instruction  
4 determines that a school district has violated this  
5 subsection, the superintendent of public instruction may  
6 withhold any portion of the school district's apportionment of  
7 state aid.

8           H. The budget format shall include an electronic format  
9 that shall be submitted for each proposed, adopted and revised  
10 budget.

11           I. On or before November 30 of each year, the  
12 department of education shall electronically submit to the  
13 joint legislative budget committee and the governor's office  
14 of strategic planning and budgeting a report that compiles the  
15 information required by subsection E, paragraphs 2 through  
16 ~~5~~ 6 of this section for all school districts statewide.

17           5. The Secretary of State shall submit this proposition to the  
18 voters at the next general election as provided by article IV, part 1,  
19 section 1, Constitution of Arizona.