

House Engrossed

teacher retention; study; report

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

HOUSE BILL 2608

AN ACT

AMENDING SECTION 15-189.05, ARIZONA REVISED STATUTES; AMENDING TITLE 15, CHAPTER 5, ARTICLE 1, ARIZONA REVISED STATUTES, BY ADDING SECTION 15-501.02; AMENDING SECTION 15-903, ARIZONA REVISED STATUTES; RELATING TO SCHOOL EMPLOYEES.

(TEXT OF BILL BEGINS ON NEXT PAGE)

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

2 Section 1. Section 15-189.05, Arizona Revised Statutes, is amended
3 to read:

4 15-189.05. Charter school budgets; posting of teacher salary
5 information; annual report

6 A. The budget for each charter school shall contain the following
7 information:

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

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

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

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

16 5. THE NUMBER OF FULL-TIME EQUIVALENT TEACHERS THAT THE CHARTER
17 SCHOOL INCLUDED IN THE BUDGET FOR THE CURRENT YEAR, INCLUDING THE NUMBER
18 OF TEACHERS INCLUDED IN THE BUDGET FOR EACH SCHOOL SITE, IF APPLICABLE,
19 DISAGGREGATED BY SUBJECT AREA AND GRADE LEVEL.

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

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

28 Sec. 2. Title 15, chapter 5, article 1, Arizona Revised Statutes,
29 is amended by adding section 15-501.02, to read:

30 15-501.02. Comprehensive study; teacher retention; annual
31 report

32 A. THE STATE BOARD OF EDUCATION SHALL CONDUCT AND COMPLETE A
33 COMPREHENSIVE STUDY TO DETERMINE THE RETENTION RATE OF TEACHERS IN SCHOOL
34 DISTRICTS AND CHARTER SCHOOLS IN THIS STATE. THE STUDY SHALL INCLUDE:

35 1. THE TOTAL NUMBER OF TEACHERS, THE RETENTION RATE AND THE
36 TURNOVER RATE FOR EACH OF THE FOLLOWING:

37 (a) CERTIFICATED TEACHERS, BY EACH TYPE OF TEACHING CERTIFICATE
38 PURSUANT TO SECTION 15-501.01, SUBSECTION B.

39 (b) NONCERTIFICATED TEACHERS AS DESCRIBED IN SECTION 15-183,
40 SUBSECTION C, PARAGRAPH 5.

41 (c) TEACHING ASSIGNMENT, INCLUDING BOTH:

42 (i) SUBJECT AREA TAUGHT.

43 (ii) GRADE LEVEL TAUGHT, INCLUDING TEACHERS WHO ARE ASSIGNED TO
44 KINDERGARTEN PROGRAMS.

45 (d) LOCATION, INCLUDING ALL OF THE FOLLOWING:

- 1 (i) BY SCHOOL SITE.
2 (ii) BY SCHOOL DISTRICT OR CHARTER SCHOOL.
3 (iii) BY CITY OR TOWN.
4 (iv) BY COUNTY.
5 (e) THE NUMBER OF YEARS OF EXPERIENCE OF EACH TEACHER.
6 (f) THE NUMBER OF TEACHERS WHO, WITHIN THEIR FIRST THREE YEARS OF
7 TEACHING, RECEIVED FORMAL MENTORSHIP FROM AN INDIVIDUAL WITH FIVE OR MORE
8 YEARS OF TEACHING EXPERIENCE.
9 (g) ANY OTHER CATEGORY IDENTIFIED BY THE BOARD.
10 2. THE NUMBER OF VACANT TEACHING POSITIONS, INCLUDING THE AVERAGE
11 TIME TO FILL A VACANCY, FOR EACH OF THE FOLLOWING:
12 (a) TEACHING ASSIGNMENT, INCLUDING BOTH:
13 (i) SUBJECT AREA TAUGHT.
14 (ii) GRADE LEVEL TAUGHT, INCLUDING TEACHERS WHO ARE ASSIGNED TO
15 KINDERGARTEN PROGRAMS.
16 (b) LOCATION, INCLUDING ALL OF THE FOLLOWING:
17 (i) BY SCHOOL SITE.
18 (ii) BY SCHOOL DISTRICT OR CHARTER SCHOOL.
19 (iii) BY CITY OR TOWN.
20 (iv) BY COUNTY.
21 (c) ANY OTHER CATEGORY IDENTIFIED BY THE BOARD.
22 3. AN ANALYSIS OF DATA FOR EACH STATE BOARD-APPROVED TEACHER
23 PREPARATION PROGRAM, INCLUDING:
24 (a) DATA RELATING TO PROGRAM COMPLETION.
25 (b) PROGRAM EMPHASIS, IF ANY, INCLUDING SUBJECT AREA AND GRADE
26 LEVEL.
27 (c) THE NUMBER OF YEARS THAT INDIVIDUALS SPEND WORKING AS TEACHERS
28 IN THIS STATE AFTER COMPLETING THE PROGRAM.
29 B. THE DEPARTMENT OF EDUCATION AND STATE BOARD FOR CHARTER SCHOOLS
30 SHALL COLLECT AND PROVIDE ANY DATA OR INFORMATION REQUESTED BY THE STATE
31 BOARD OF EDUCATION FOR THE PURPOSES OF THIS SECTION.
32 C. ON OR BEFORE DECEMBER 31, 2024 AND EACH YEAR THEREAFTER, THE
33 BOARD SHALL SUBMIT THE STUDY RESULTS AND RECOMMENDATIONS TO THE GOVERNOR,
34 THE PRESIDENT OF THE SENATE AND THE SPEAKER OF THE HOUSE OF
35 REPRESENTATIVES AND SHALL PROVIDE A COPY TO THE SECRETARY OF STATE.
36 Sec. 3. Section 15-903, Arizona Revised Statutes, is amended to
37 read:
38 15-903. Budget format; prohibited expenditures; annual report
39 A. The superintendent of public instruction in conjunction with the
40 auditor general shall prepare and prescribe a budget format to be used by
41 all school districts.
42 B. The budget format shall be designed to allow all school
43 districts to plan and provide in detail for using available monies. The
44 budget format shall contain distinct sections for, but need not be limited
45 to, maintenance and operation, debt service, special projects, capital

1 outlay, adjacent ways and classroom site fund. The maintenance and
2 operation section shall include, but need not be limited to, separate
3 subsections for regular education programs, special education programs and
4 operational expenditures for pupil transportation. Each subsection shall
5 clearly distinguish classroom instruction expenditures. The special
6 education program subsection shall include a subtotal for the disability
7 classifications as defined in section 15-761 and programs for gifted,
8 vocational and technical education, remedial education and bilingual
9 students. The total expenditures for each of these programs shall be
10 included on the budget form. The pupil transportation subsection shall
11 include all operational expenditures relating to transporting pupils,
12 including all operational expenditures within a contract if the school
13 district contracts for pupil transportation.

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

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

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

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

27 4. Textbooks and related printed subject matter materials adopted
28 by the governing board.

29 5. Instructional aids.

30 6. Library books.

31 7. Payment of principal and interest on bonds.

32 8. School district administration emergency needs that are directly
33 related to pupils.

34 D. The budget format shall contain distinct subsections for the
35 following:

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

39 2. School plant funds.

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

41 4. Property taxation, including the following:

42 (a) The primary tax rates for the school district for the current
43 year and the budget year.

1 (b) The secondary tax rates for maintenance and operation, K-3 and
2 capital overrides for the school district for the current year and the
3 budget year.

4 (c) The secondary tax rates for class A bonds for the school
5 district for the current year and the budget year.

6 (d) The secondary tax rates for class B bonds for the school
7 district for the current year and the budget year.

8 5. A description of any corrections or adjustments made to the
9 budget pursuant to section 15-915.

10 E. The budget format shall also contain:

11 1. A statement identifying proposed pupil-teacher ratios and
12 pupil-staff ratios relating to the provision of special education services
13 for the budget year.

14 2. THE NUMBER OF FULL-TIME EQUIVALENT TEACHERS THAT THE SCHOOL
15 DISTRICT INCLUDED IN THE BUDGET FOR THE CURRENT YEAR, INCLUDING THE NUMBER
16 OF TEACHERS INCLUDED IN THE BUDGET FOR EACH SCHOOL THAT IS OPERATED BY THE
17 SCHOOL DISTRICT, DISAGGREGATED BY SUBJECT AREA AND GRADE LEVEL.

18 ~~2.~~ 3. The prominent display of the average salary of all teachers
19 employed by the school district for the current year. The school district
20 shall also prominently post this information on its website home page
21 separately from its budget.

22 ~~3.~~ 4. The prominent display of the average salary of all teachers
23 employed by the school district for the previous year. The school
24 district shall also prominently post this information on its website home
25 page separately from its budget.

26 ~~4.~~ 5. The prominent display of the dollar increase in the average
27 salary of all teachers employed by the school district for the current
28 year. The school district shall also prominently post this information on
29 its website home page separately from its budget.

30 ~~5.~~ 6. The prominent display of the percentage increase in the
31 average salary of all teachers employed by the school district for the
32 current year. The school district shall also prominently post this
33 information on its website home page separately from its budget.

34 F. The special projects section shall include budgeted expenditures
35 for state special projects, including special adult projects, career
36 education, deficiencies correction fund projects and new school facilities
37 fund projects, such federal special projects as ESEA title programs,
38 vocational education and title IV Indian education, and other special
39 projects.

40 G. A school district shall not make expenditures for campaign
41 literature associated with school district or charter school officials.
42 If the superintendent of public instruction determines that a school
43 district has violated this subsection, the superintendent of public
44 instruction may withhold any portion of the school district's
45 apportionment of state aid.

1 H. The budget format shall include an electronic format that shall
2 be submitted for each proposed, adopted and revised budget.

3 I. On or before November 30 of each year, the department of
4 education shall electronically submit to the joint legislative budget
5 committee and the governor's office of strategic planning and budgeting a
6 report that compiles the information required by subsection E, paragraphs
7 2 through ~~5~~ 6 of this section for all school districts statewide.