



# ELECTIONS GUIDE: BONDS & OVERRIDES

For years, our union has partnered with school districts to **secure essential funding** for our schools through **bonds and overrides**. These measures are critical for keeping classrooms safe, staffed, and equipped — but they **can only go into effect with voter approval**.

**Both bonds and overrides require strong community support to pass. Here's how they work and why they matter:**

## What Are Bonds?

Bonds function like a loan that the school district or community college borrows from investors. Over time, the district repays the loan with interest. Bonds can be used to fund new schools, make building and safety improvements, and purchase new technology, school buses, or other equipment.

## What Are Overrides?

Overrides allow districts to **generate additional funding** for programs, services, and capital projects that go beyond the state's basic funding levels. Overrides last for **seven years**, but many districts will seek renewal in year four or five to maintain a consistent level of funding. If an override **is not renewed**, funding for school programs and services can **drop significantly**, forcing cuts to staff, resources, and student opportunities.

There are four main types of overrides:

- **Maintenance & Operations (M&O) Overrides:** Support teacher salaries and benefits, classroom supplies, and day-to-day operations.
- **Special Overrides:** Fund important programs like **full-day kindergarten, art, music, and physical education**.
- **Capital Overrides:** Cover capital needs such as **school buses, books, playground equipment, fine arts materials, and classroom furniture**.
- **District Additional Assistance Overrides:** Cover capital equipment items that a district's regular budget or bond program may not cover.

## How Bonds & Overrides Get Passed

Bonds and overrides start with an assessment of funding needs by district leaders. After a district decides to call for a bond or override election, it forms a **political action committee (PAC)** made up of educators, parents, and other community stakeholders.

The PAC organizes the campaign by fundraising to support voter outreach, raising awareness about the stakes of a bond or override election, and mobilizing voters to get to the polls.

When bond and override elections are done well, local unions play a critical role by leveraging their strong relationships with the community to build support.

## Supporting Bond & Override Campaigns

On August 16, AEA hosted a Local Bond & Override Training at our headquarters to prepare union leaders for this fall's campaigns. Attendees heard from experts about campaign finance rules, effective communications, and strategies to recruit and maintain their greatest resource — the volunteers needed to win!

## CHECK YOUR MAILBOX

**ELECTION DAY**  
**November 4, 2025**

The success of bonds and override campaigns depends on strong voter turnout.

Check out the list of bonds and overrides starting on the next page to learn about elections in your community and get ready to vote!



# November 2025 Bonds & Overrides

## Cochise County

### Type

Naco Elementary School District

Override, Maintenance & Operation

Willcox Unified School District

Override

## Coconino County

Coconino County Community College District

Bond

## Maricopa County

Arlington Elementary School District

Override

Buckeye Elementary School District

Override

*"This override is critical for our schools and students. Last fall, it failed by fewer than 30 votes — a loss that forced nearly \$4 million in cuts, larger class sizes, and a freeze on pay raises and new hires. Now, families are paying athletic and club fees out of pocket, shutting out students who can't afford them. We can't afford to lose again — we need to win this year."* –MARGARITA FLORES, BUCKEYE EDUCATION ASSOCIATION

Buckeye Union High School District

Bond

*"The 2025 Buckeye Union High School District bond will directly address overcrowding by funding the construction of a much-needed new high school. Bond funds will also improve student safety through upgraded security systems and secure campus access. The plan invests in wellness spaces, better traffic flow, and modernized infrastructure to support student success. In addition, it expands Career and Technical Education (CTE) opportunities, upgrades technology, enhances staff collaboration, and improves communication systems districtwide."* –DUSTIN SIFFORD, BUCKEYE UNION EDUCATION ASSOCIATION

Chandler Unified School District

Bond & Override

*"We at the Chandler Education Association wholeheartedly support the Chandler Unified School District bond proposal and urge our community to vote YES. The bond will fund critical upgrades across the district, including roofs and floors, safety cameras and remodels, instructional technology, reliable transportation, and necessary maintenance—all without raising the 2019 tax rate. Strong schools build strong communities. When we invest in education, we're investing in the future of Chandler—our economy, our neighborhoods, and our shared success."* –LAUREL MILLER, CHANDLER EDUCATION ASSOCIATION

Deer Valley Unified School District

Override & Site Sale

*"This override supports full-day kindergarten since our state only funds half days. The override also supports educator retention and smaller class sizes. Our priority is to maintain class sizes that allow for all students to have their needs met by certified and qualified educators. We know that special programs such as sports, band, arts, dance, music, and so much more are often the reason some students come to school. This override will provide funding to help keep these important programs in place."* –KELLEY FISHER, DEER VALLEY EDUCATION ASSOCIATION

Dysart Unified School District

Bond & Override

*"This is our last shot at passing the Override. If it does not pass, there will be \$9 million in cuts, meaning people will lose their jobs. The major positions on the chopping block are interventionists, music, arts, and athletics, as well as reducing kindergarten back to half-day. Our bond is crucial in getting a new school built to keep up with the housing growth. Currently the schools we have near that area are overflowing with students."* –SARA MENDOZA, DYSART EDUCATION ASSOCIATION

Fowler Elementary School District

District Additional Assistance

Higley Unified School District

Override & Site Sale

*"HEA is supporting our district's override election because we are living and working through Phase 1 of a reduction in our override funds. HEA is supporting the override because we have a state legislature that does not fund public education at an adequate level."* –JUNE BLAINE, HIGLEY EDUCATION ASSOCIATION

Isaac Elementary School District

Bond & Override

*"Funds from the override and bond will help us attract and retain certified teachers, maintain smaller class sizes, and continue offering essential enrichment programs like art, music, and band. They'll also support critical student services, including counselors and social workers, and help us ensure our schools remain safe and secure for all. Isaac is more than just a school district—it's the heart of our community. By supporting this bond and override, we're investing in our children, our educators, and the future we all share."* –CINDY ROUSH-ALONZO, ISAAC DISTRICT EDUCATION ASSOCIATION

## Maricopa County

## Type

### Kyrene Elementary School District

### Override

*"This override is a continuation and will not increase taxes for Kyrene's voters. It accounts for \$14 million and relates directly to people, with 200 teaching positions affected."* –DELIA LYDING, KYRENE EDUCATION ASSOCIATION

### Murphy Elementary School District

### District Additional Assistance

### Nadaburg Unified School District

### Bond

### Pendergast Elementary School District

### Bond

### Peoria Unified School District

### Override

*"PEA is supporting the PUSD Override because this will directly impact the district's ability to provide pay increases, retain employees, support all-day kindergarten, and hopefully help avoid school closures."* –DEVON MOSELER, PEORIA EDUCATION ASSOCIATION

### Phoenix Elementary School District

### District Additional Assistance, Override & Site Sale

*"This year's election is critical to help us attract and retain quality educators through competitive pay. It will maintain class size limits for more effective teaching, sustain student support programs like counseling, arts, and extracurriculars, and secure funds for basic classroom needs — materials, technology, instructional supports."* –APRIL PETTIT, PHOENIX ELEMENTARY CLASSROOM TEACHER ASSOCIATION

### Phoenix Union High School District

### District Additional Assistance & Override

*"Phoenix Union CTA supports PXU's M&O Override and DAA. The M&O — \$32 million with no tax increase — simply continues existing funding for teacher salaries, student electives, performing and visual arts, and athletics. These programs are essential to preparing our students for college and careers. The DAA adds a modest \$21 million investment to upgrade technology and software, maintain one-to-one devices for students, and make needed site improvements such as bathroom updates. This ensures students learn in safe, modern facilities. If the M&O fails, our district could lose the equivalent of 344 teaching positions — an unacceptable setback for our students and schools."* –CHAD RENNING, PHOENIX UNION HIGH SCHOOL DISTRICT

### Roosevelt Elementary School District

### Override

*"This year's M&O override is essential to protect and expand student opportunities. It ensures competitive pay for educators and support staff, strengthens services for special education students, and supports high-demand programs like engineering, STEM, and dual-language instruction. This is not a tax increase – it simply continues the funding our community has relied on for more than a decade."* –MARTHA THOMAS, ROOSEVELT EDUCATION ASSOCIATION

### Saddle Mountain Unified School District

### Bond & Override

### Tempe Elementary School District

### Bond

*"The Tempe Elementary Education Association encourages the Tempe voters to vote YES on the Tempe Elementary Bond. Thanks to the generosity of voters, many of the aging school buildings within the District have been rebuilt with the funding from previous bonds. Voting YES on the Tempe Elementary Bond means the next phase of school renovations will benefit the students, families, and neighborhoods of Fees College Preparatory Middle School, Rover Elementary, and Carminati Elementary. In addition, the funding provided for the bond will allow for enhanced school safety measures for all facilities."* –DARON GONZALES, TEMPE ELEMENTARY EDUCATION ASSOCIATION

### Tolleson Union High School District

### Bond & Override

*"TUEA is supporting the override continuation because it will help maintain the high level of support for students. The override has helped us bargain for higher salaries and better working conditions that attract and retain staff. TUEA is supporting the bond measure because it will improve working and learning conditions across the district. These funds will be used to replace aging buildings and add additional classroom/athletic space."* –MELISSA GIRMSCHIED, TOLLESON UNION EDUCATION ASSOCIATION

### West-MEC

### Bond & Site Sale

## Pima County

### Tucson Unified School District

### 15% Maintenance & Operation Override

*"We need the Prop. 414 override to get the crucial funding our TUSD schools have been intentionally denied. Nearly 70 percent of our district's Education Support professionals make just a few dollars above minimum wage. Certified educators are leaving for jobs where they can make ends meet. We need to invest in our educators because their working conditions are the conditions where our children learn. Prop 414 can help us provide the Schools Our Students Deserve."* –JIM BYRNE, TUCSON EDUCATION ASSOCIATION



## Pima County

### Type

#### Flowing Wells Unified School District

#### Bond — \$30,000,000 Bond

*"Flowing Wells educators and support professionals proudly stand in support of the upcoming school bond measure. Many of our facilities — classrooms, libraries, cafeterias, and athletic spaces — are decades old and in urgent need of repairs and upgrades. As teachers, counselors, and support staff, we see firsthand how much these improvements matter. This measure is not just about buildings, it's about giving every Flowing Wells student the best chance to thrive."* —CARY KELLY, FLOWING WELLS EDUCATION ASSOCIATION

#### Sunnyside Unified School District

#### Bond — \$120,000,000

*"The Sunnyside Education Association fully supports PROP 416. The Sunnyside community deserves schools that are not only modernized but also equipped to flourish for generations to come, adapting to the evolving needs of our future. Unfortunately, inadequate capital funding from the State Legislature has left our district no choice but to seek the community's support for this vital measure."*

—MARI MARTINEZ, SUNNYSIDE EDUCATION ASSOCIATION

## Pinal County

#### Superior Unified School District

#### Override, 15% Maintenance & Operation

#### JO Combs Unified School District

#### Bond

*"CEA is supporting the Bond election as it will cover building renovations that many of our schools need. The bond will also cover sports facility improvements to ensure the safety of student athletes in our district. The bond will also be used for transportation, student educational support, and an increase in safety and security on our campuses."* —LILA GUZMAN, COMBS EDUCATION ASSOCIATION

#### Florence Unified School District

#### Bond & Site Sale

#### Casa Grande Elementary School District

#### Bond

*"CGEEA is supporting this bond because it will help improve working conditions for all of our members, as the district intends to use the funds to make much-needed improvements to each school site. The district also plans to use funds to replace aging technology, and this will help with our members' ability to provide quality instruction."* —STEPHANIE NICHOLSON, CASA GRANDE ELEMENTARY EDUCATION ASSOCIATION

#### Casa Grande Union High School District

#### Bond

*"We are supporting this measure because we believe our students and staff deserve a quality education with proper resources. Resources are being cut across the state, and the areas impacted the most are rural and inner-city areas. We want our students to have the same access to quality resources and be able to compete with the rest of the state."* —CEDRIC COLLINS, CASA GRANDE EDUCATION ASSOCIATION

## Yavapai County

#### Cottonwood-Oak Creek Elementary School District

#### Override, 10% Maintenance & Operation

*"Supporting the Cottonwood-Oak Creek override renewal is extremely important to secure local funding and maintain local control of our public schools here in Cottonwood. The funding supports exploratory classes such as music, PE, drama, and art. Music and movement have been shown to increase self-regulation skills in children. Losing these classes would be detrimental. Renewing the override is essential for maintaining school facilities and technology upgrades. Lastly, the override supports small class size, and it only costs the average taxpayer \$3.34 per \$100,000 value in a home."* —BRIAN LEWY, COTTONWOOD-OAK CREEK EDUCATION ASSOCIATION

#### Clarkdale-Jerome Elementary School District

#### Override, 10% Maintenance & Operation

#### Mingus Union High School District

#### Override, 10% Maintenance & Operation

*"We are seeking to continue the override that has benefited our students and community for the past twenty years. Representing the possible loss of 13 full-time teachers, our school's ability to provide a well-rounded education for our students is dependent upon our community's continued support. We look forward to encouraging our community to continue the amazing work we do for all of our students!"* —STEPHEN RENARD, MINGUS UNION EDUCATION ASSOCIATION

## Yuma County

#### Crane Elementary School District

#### Capital Override

#### Gadsden Elementary School District

#### Recall