

Colorado City Unified School District

Grades served: PreK-12
 Number of schools: 2
 Students attending: 359
 Number of certified teachers: 24

Proposition 301 Dollars

Base pay:	\$ 26,861
Performance pay:	53,722
Menu options:	<u>53,722</u>
Total Proposition 301 dollars:	<u>\$ 134,305</u>
Total budgeted expenditures for fiscal year 2002:	\$13,091,814

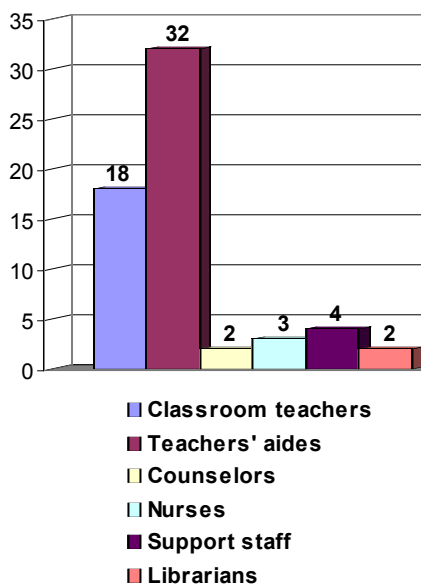
Comparative Information

	District	State
Student/teacher ratio:	15	18
Average teacher salary:	\$22,299	\$37,176
Beginning teacher salary:	\$18,503	\$26,516
Percentage of dollars spent in the classroom:	39.9%	57.7%

Base Pay (\$26,861):

The District chose to give base pay increases to a variety of employees, as shown below. Base pay increases are expected to range between \$250 and \$500, with certified staff receiving an equal dollar amount raise, and other staff receiving an equal percentage raise.

Who's Receiving Pay Increases?



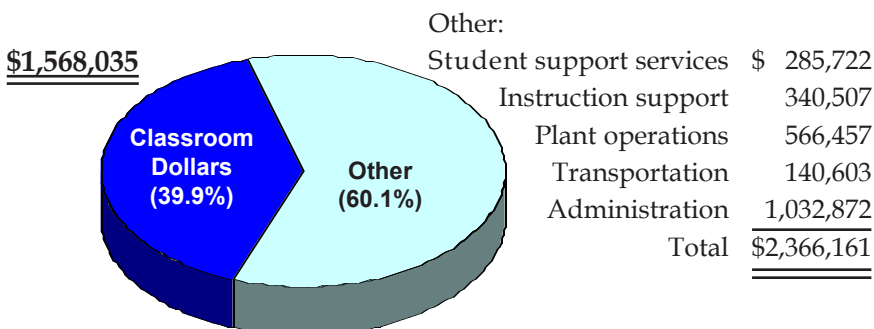
Performance Pay (\$53,722):

The District plans to incorporate its performance pay monies into its existing Career Ladder plan. Eligible employees could earn up to \$2,000, paid out in two installments, if they meet all of the performance goals. However, only those who remain employed by the District in the 2003 school year are eligible for the second installment. Only 24 other districts have a similar requirement. The District's plan includes a number of performance measures, such as student achievement, parental satisfaction, teacher evaluations, and student attendance, as well as specific school goals.

Menu Options (\$53,722):

A committee of district administrators, school principals, teachers, and support staff determined how the District would spend its menu monies. The bulk of the menu monies, 75 percent, will be used to compensate employees for taking on additional duties. The remaining monies will be used for teacher development, AIMS intervention, and dropout prevention.

Dollars in the Classroom (Fiscal Year 2001)



See also Auditor General Report, *Arizona Public School Districts' Dollars Spent in the Classroom*.