

Concho Elementary School District

Grades served: PreK-8
 Number of schools: 1
 Students attending: 173
 Number of certified teachers: 14

Proposition 301 Dollars

Base pay:	\$ 12,942
Performance pay:	25,884
Menu options:	<u>25,884</u>
Total Proposition 301 dollars:	<u>\$ 64,710</u>
Total budgeted expenditures for fiscal year 2002:	\$2,621,373

Comparative Information

	District	State
Student/teacher ratio:	12.3	18
Average teacher salary:	\$36,420	\$37,176
Beginning teacher salary:	\$24,050	\$26,516
Percentage of dollars spent in the classroom:	55.2%	57.7%

Base Pay (\$12,942):

The District chose to divide the base pay monies, estimated at \$700 per employee, equally among its classroom teachers. These monies are distributed during the normal payroll cycle.

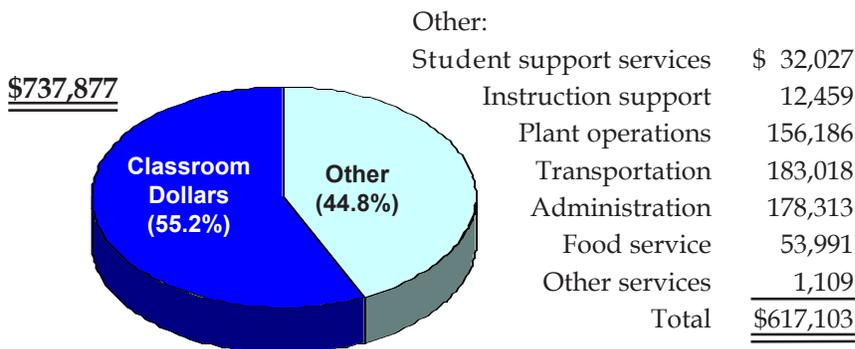
Performance Pay (\$25,884):

The District's classroom teachers can earn up to \$1,200 each in performance pay monies, if goals are met. A committee made up entirely of teachers decided to base 100 percent of performance pay on student achievement as measured by standardized test scores. Only three other districts used committees made up exclusively of teachers to develop their performance pay plans.

Menu Options (\$25,884):

A committee comprising district administrators determined that the majority of menu option monies would be spent for classroom teacher base pay and insurance benefits. The remaining menu monies are allocated to teacher development and will be used to pay for additional teacher training.

Dollars in the Classroom (Fiscal Year 2001)



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