

# Coolidge Unified School District

Grades served: PreK-12  
 Number of schools: 7  
 Students attending: 2,651  
 Number of certified teachers: 159

## Proposition 301 Dollars

Base pay:	\$173,962
Performance pay:	347,923
Menu options:	<u>347,923</u>
Total Proposition 301 dollars:	<u><u>\$869,808</u></u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	16.7	18
Average teacher salary:	\$29,401	\$37,176
Beginning teacher salary:	\$26,000	\$26,516
Percentage of dollars spent in the classroom:	53.3%	57.7%

### Base Pay (\$173,962):

The District equally divided its total base pay monies among its classroom teachers, counselors, and librarians. Monies are distributed during the normal payroll cycle.

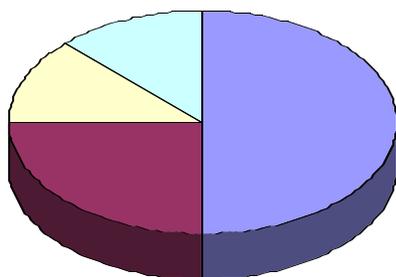
### Menu Options (\$347,923):

A committee of board members and district administrators decided to allocate 70 percent of the District's menu monies toward compensation increases for classroom teachers, counselors, and librarians. These monies are paying for base pay increases and employee-related expenses. Smaller portions of menu monies are being used for AIMS intervention efforts, dropout prevention programs, and after-school or recreational programming.

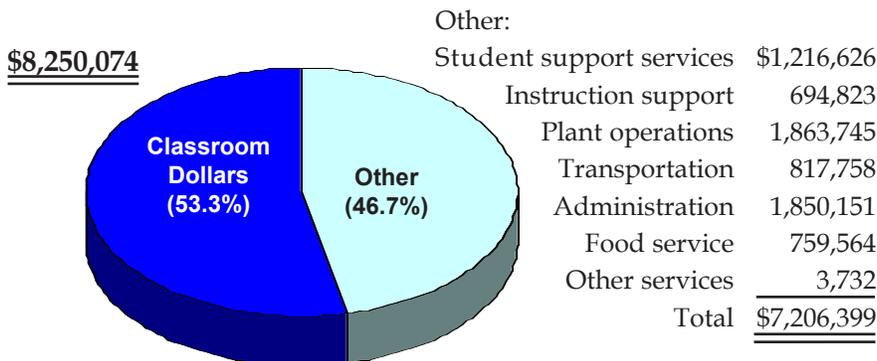
### Performance Pay (\$347,923):

Classroom teachers, counselors, and librarians could earn up to \$1,900 each in performance pay, if goals are met. As shown in the figure, 50 percent of the plan is linked to student achievement in reading and math as measured by standardized tests. Eligible employees can also earn performance pay by achieving satisfactory ratings on parent surveys. The plan also allows individual schools to focus performance pay on specific areas in need of improvement.

What Is the Plan Based On?



### Dollars in the Classroom (Fiscal Year 2001)



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