

Fredonia-Moccasin Unified School District

Grades served: PreK-12
 Number of schools: 3
 Students attending: 392
 Number of certified teachers: 26

Proposition 301 Dollars

Base pay:	\$ 35,815
Performance pay:	71,629
Menu options:	<u>71,629</u>
Total Proposition 301 dollars:	<u>\$ 179,073</u>
Total budgeted expenditures for fiscal year 2002:	\$4,884,391

Comparative Information

	District	State
Student/teacher ratio:	15.1	18
Average teacher salary:	\$31,033	\$37,176
Beginning teacher salary:	\$21,474	\$26,516
Percentage of dollars spent in the classroom:	60.2%	57.7%

Base Pay (\$35,815):

The District plans to pay classroom teachers, a counselor, and a part-time librarian base pay increases of approximately \$1,000 each. This amount is being paid out during the District's normal payroll cycle.

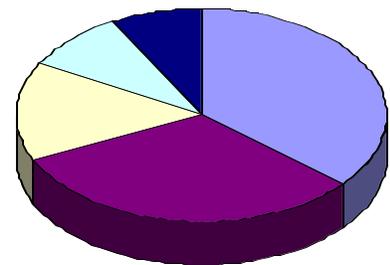
Menu Options (\$71,629):

A committee of board members, district administrators, teachers, parents, and school principals allocated 50 percent of the District's menu monies toward providing benefit plan increases for all eligible employees. The remaining 50 percent can be used at each school's discretion.

Performance Pay (\$71,629):

The District's classroom teachers, counselor, and librarian can each receive up to \$1,843, which will be paid out as performance goals are met. As shown in the figure, the District is providing performance monies based largely on student achievement as measured by improved standardized test scores, reduced dropout rates, and student attendance improvements.

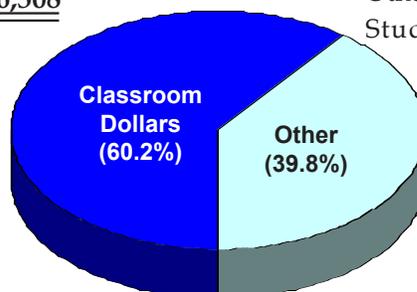
What Is the Plan Based On?



- Student achievement (36%)
- Additional teacher responsibility (32%)
- Dropout/completion rate (15%)
- Student/teacher attendance (9%)
- Parental satisfaction (8%)

Dollars in the Classroom (Fiscal Year 2001)

\$1,436,508



Other:	
Student support services	\$ 76,024
Instruction support	51,380
Plant operations	294,354
Transportation	63,931
Administration	299,366
Food service	<u>138,366</u>
Total	<u>\$923,421</u>

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