

**OFFICE OF THE  
AUDITOR GENERAL**



**Debra K. Davenport  
Auditor General**

**Division of School Audits**

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**Arizona Public School  
Districts' Planned Uses of  
Proposition 301 Monies**

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**Report to the Arizona Legislature  
March 2002**

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STATE OF ARIZONA  
OFFICE OF THE  
AUDITOR GENERAL

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DEPUTY AUDITOR GENERAL

March 1, 2002

Members of the Arizona Legislature

The Honorable Jane Dee Hull, Governor

I am pleased to present our report, Arizona Public School Districts' Planned Uses of Proposition 301 Monies. I am also including a copy of the Report Highlights to provide a quick summary for your convenience. This report is in response to the Auditor General's recently expanded duties related to Proposition 301, as set forth in A.R.S. §41-1279.03, for auditing school districts.

In November 2000, voters passed Proposition 301, which increased the statewide sales tax from 5 percent to 5.6 percent for 20 years to provide additional resources for education programs. This sales tax increase is expected to provide almost \$444 million in fiscal year 2002. After the distributions to other programs, school districts will receive about 55 percent of these revenues. As described in this report, districts are planning to use 97 percent of these monies to fund teacher compensation. The remaining monies will pay for purchased services and supplies for the specified options.

The report also describes how the districts are planning to use their monies with regard to the three purposes outlined in statute: base pay increases, performance pay, and maintenance and operations. The majority of districts are distributing the base pay increases in equal dollar amounts to eligible employees. While 25 districts have existing plans, most are developing new plans for distributing the performance-based pay. Finally, although the maintenance and operations (menu) allocation can be directed to six program options, 165 districts put some portion of this money into additional teacher compensation.

In addition to providing the statewide analysis, the report also summarizes the specific plans prepared by each school district. The individual district pages also include other comparative data for informational purposes.

My staff and I will be pleased to discuss or clarify items in the report.

This report will be released to the public on March 4, 2002.

Sincerely,

Debra K. Davenport  
Auditor General

Enclosure

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## SUMMARY

The Office of the Auditor General has conducted an analysis of Arizona school districts' planned uses of Proposition 301 monies. This analysis was conducted pursuant to A.R.S. §41-1279.03, which requires the Auditor General to monitor the percentage of each dollar spent in the classroom and conduct a performance audit of each school district once every 5 years. This is one of two reports that establishes baseline information for future monitoring of dollars spent in the classroom and school district performance audits. The other report analyzes the percentage of each dollar spent in the classroom for the 2000-2001 school year.

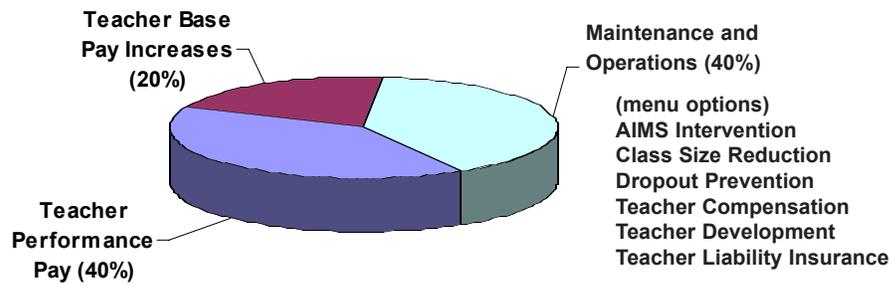
In November 2000, voters passed Proposition 301, which increased the statewide sales tax by six-tenths of 1 percent for 20 years to provide additional resources for education programs. After allocations for ten programs such as school facilities revenue bonds, and university technology and research initiatives, the remainder goes to the Classroom Site Fund for distribution to school districts, charter schools, and state schools for deaf, blind, and committed youth. For fiscal year 2002, this amount is estimated at \$261 million, or about 59 percent of the sales tax monies. This report summarizes school districts' planned uses of their portion of the monies.

As shown in Figure 1 (see page ii), Proposition 301 requires monies in the Classroom Site Fund to be dedicated in specific proportions for three main purposes: teacher base pay increases, teacher performance pay, and certain maintenance and operations programs.

In July 2001, districts began finalizing budgets for Proposition 301 expenditures. The education sales tax collections began in June 2001; however, districts did not receive their first distributions until September 2001.

While Proposition 301 monies are only about 5 percent of districts' fiscal year 2002 operating budgets, the new sales tax rep-

**Figure 1**  
**Classroom Site Fund**  
**Allowable Spending Categories**



Source: Auditor General staff analysis of A.R.S. §15-977.

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resents Arizona's most recent statewide commitment to improving the quality of education.

To analyze districts' planned uses of Proposition 301 monies, auditors obtained the fiscal year 2002 budgets filed with the Arizona Department of Education and asked each district to complete a questionnaire (see Appendix A, pages a-i through a-v).

### **Statewide Perspective** **(See pages 7 through 15)**

Districts plan to spend about 97 percent of their portion of Proposition 301 monies on teacher compensation increases, including salary and related benefit expenses. This percentage includes expenditures from the base pay, performance pay, and maintenance and operation allocations. Altogether, approximately 48,000 employees will be receiving compensation

increases, with 94 percent of those being classroom teachers. Some districts also included other employees such as counselors, librarians, teachers' aides, nurses, and speech pathologists/therapists.

Proposition 301 monies are distributed on a per-pupil basis. Therefore, the projected district allocations ranged from \$850 for Blue Elementary District to \$22.4 million for Mesa Unified School District.

Districts reported some common approaches in how they plan to distribute the monies under the three main uses allowed by statute.

**Base Pay**—Most school districts are distributing the base pay increases in equal dollar amounts to all eligible employees. Eligible employees are defined differently by districts. About half include counselors and librarians, while a small number of districts include teachers' aides and support staff. The reported increases ranged from approximately \$170 to \$1,680 per eligible employee. Sixteen of 211 districts imposed additional duties for the additional compensation.

**Performance Pay**—Most districts developed new plans for distributing performance pay, with just 25 responding that they were using programs already in place. The majority (175) of responding districts report establishing student achievement as the primary component of these plans. However, districts generally include other measures as well. Other frequently used measures include parent satisfaction/involvement, teacher development, and teacher evaluations. Performance-based compensation increases ranged from \$50 to \$3,500 per eligible employee.

**Menu Options**—Of the 211 responding districts, 165 put a portion of the maintenance and operation (or menu options) money directly into teacher compensation, with additional teacher pay also resulting from money spent on class size reduction, AIMS intervention, teacher development, or dropout prevention programs. Of these districts, 66 used all of their menu money for teacher compensation increases. Consequently, teacher compensation, including the related benefits, captured 92 percent of the menu allocation. The largest

districts in the State plan to put the highest percentage of the discretionary menu monies into teacher compensation. Small districts are devoting slightly less of their monies to teacher compensation increases and more monies to program options, such as class size reduction.

### **District Analysis (Starting on 17)**

This section of the report contains a page for each school district, detailing its planned uses of Proposition 301 monies. Districts that transport their students to other districts for instruction do not receive Proposition 301 monies, and therefore are not included. Each district page also includes key data for comparative purposes. Examples include the district's student/teacher ratio, average teacher salary, and percentage of dollars spent in the classroom.

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# INTRODUCTION AND BACKGROUND

The Office of the Auditor General has conducted an analysis of Arizona school districts' planned uses of Proposition 301 monies. This analysis was conducted pursuant to A.R.S §41-1279.03, which requires the Auditor General to monitor the percentage of each dollar spent in the classroom and conduct a performance audit of each school district once every 5 years. This is one of two reports that establishes baseline information for future monitoring of dollars spent in the classroom and school district performance audits. The other report analyzes the percentage of dollars spent in the classroom for the 2000-2001 school year.

In 2000, voters approved Proposition 301. This proposition raised the state sales tax by six-tenths of 1 percent for 20 years to fund educational programs. The education sales tax is expected to produce almost \$444 million in fiscal year 2002.

## **Programs Receiving Proposition 301 Monies**

Statutes define and prioritize nine education programs that receive Proposition 301 distributions before schools. As shown in Table 1 (see page 2), the Students FIRST Debt Service Fund receives the first allocation, the amount necessary to pay annual debt service payments for outstanding state school facilities revenue bonds. The other prioritized distributions go to universities, community colleges, the Arizona Department of Education, and the State General Fund.

After all of these distributions, any remaining Proposition 301 sales tax collections go to the Classroom Site Fund for allocation to public school districts, charter schools, and state schools for deaf, blind, and committed youth. For fiscal year 2002, this remaining amount will be about \$261 million, or about 59 percent, of the sales tax monies. Districts, based on their share of attending student counts, will receive approximately \$247 mil-

**Table 1**

**Proposition 301 Monies  
Estimated Distribution in Statutory Priority Order  
Fiscal Year 2002**

<b>\$443,598,500</b>	<b>Total Revenue Estimated As of January 2002</b>
70,000,000	to <b>Students FIRST Debt Service Fund</b> --the amount necessary to pay annual debt service payments for outstanding state school facilities revenue bonds. The revenue bonds cannot exceed \$800 million.
44,831,820	to <b>Universities--Technology and Research Initiative Fund</b> for investment in technology and research-based initiatives. (12% of amount remaining after <b>Students FIRST</b> deduction.)
11,207,955	to <b>Community College District</b> --for districts' Workforce Development Accounts that invest in workforce development programs. (3% of amount remaining after <b>Students FIRST</b> deduction.)
370,000	to <b>Tribal Assistance</b> --to community colleges owned, operated or chartered by qualifying Indian tribes for investment in workforce development and job training.
	to Arizona Department of Education for five programs:
15,305,900	(1) <b>Additional School Days</b> --to fund additional school days and the associated teacher salaries.
7,800,000	(2) <b>School Safety</b> programs.
200,000	(3) <b>Character Education</b> matching grant program.
5,849,000	(4) <b>School Accountability</b> --for developing performance measures and statewide database on student attendance and academic performance.
1,500,000	(5) <b>Failing Schools Tutoring Fund</b>
<u>25,000,000</u>	to <b>Income tax credit for sales tax paid</b> --reimburses the State General Fund for the increased income tax credits to low-income households resulting from the sales tax increase.
<u><b>\$261,533,825</b></u>	<b>Estimated dollars remaining for the Classroom Site Fund</b>

Source: Auditor General staff analysis of Laws 2000, Chapter 1, 5th Special Session and the Joint Legislative Budget Committee's January 2002 Revenue Estimate.

lion of this amount, with charter and state schools receiving the rest.

Some districts do not receive Proposition 301 monies. There are 11 school districts, known as “transporting districts,” which transport their students to other districts. Transporting districts do not receive Proposition 301 monies. Similarly, two other special purpose districts that do not have attending students also do not receive Proposition 301 monies.

### **Distributions To School Districts**

Statutes require the Joint Legislative Budget Committee (JLBC) staff to determine a “per-pupil” amount for distributing Proposition 301 monies to school districts, using the estimated weighted attending student count for the current year and estimated available resources in the Classroom Site Fund for the next budget year.

In June 2001, the JLBC staff estimated the Classroom Site Fund revenues for fiscal year 2002 to be \$281 million. The estimate included sales tax revenue of \$279 million and \$2 million in projected excess earnings on the Permanent State Schools Fund and state lands. Based on the revenue projections and estimated student counts, JLBC set the per-pupil rate of \$272.42 for fiscal year 2002.

Using this per-pupil rate, the Arizona Department of Education estimated allocations to districts and the other schools based on their individual student counts. Actual district payments are based on prior-year student counts, while charter school payments are based on current counts that are updated three times each year. The Arizona Schools for the Deaf and Blind will receive payments based on the current number of instruction days, and the Arizona Department of Juvenile Correction’s payments will be based on prior-year student counts.

Because the monies are allocated on a per-pupil basis, school districts’ projected allocations ranged from \$850 for Blue Elementary District to \$22.4 million for the Mesa Unified School District. The average allocation is \$1.2 million per dis-

trict. As shown in Table 2, almost half of Proposition 301 revenues in the Classroom Site Fund are going to the State's 13 largest districts.

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**Table 2**

**Projected Classroom Site Fund Allocations  
Fiscal Year 2002**

<b>Projected Allocation</b>	<b>Number of Districts</b>	<b>Attending Student Count</b>	<b>Percentage of Dollars</b>
More than \$10 million	4	231,926	24.0%
Between \$5 and \$10 million	9	235,822	24.4
Between \$1 and \$5 million	38	317,731	32.9
Between \$250,000 and \$1 million	72	151,058	15.6
Between \$50,000 and \$250,000	55	25,597	2.7
Less than \$50,000	<u>42</u>	<u>3,491</u>	<u>0.4</u>
Total	<u>220</u>	<u>965,625</u>	<u>100.0%</u>

Source: Auditor General staff analysis of Arizona Department of Education Proposition 301 allocations.

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As of December 2001, actual sales tax revenues deposited into the Classroom Site Fund, and therefore, distributions to districts, have been almost 20 percent lower than originally estimated.

### **Statutes Govern Districts' Use of Proposition 301 Monies**

Proposition 301 requires districts to use at least 60 percent of Classroom Site Fund monies for teacher compensation. Districts are required to direct 20 percent toward increasing teachers' base pay and another 40 percent toward pay for performance. Further, districts are required to use these monies to supplement, not replace, existing funding for teacher compensation.

The remaining 40 percent of Classroom Site Fund monies can be used for six specified programs: AIMS intervention, class size reduction, dropout prevention, teacher compensation, teacher development, or teacher liability insurance.

While the largest proportion of these monies is to be used for teacher compensation, statutes do not define “teacher.” The Attorney General provided the following definition for the purposes of Proposition 301 expenditures:<sup>1</sup>

“The teacher compensation increases through the CSF are not limited to traditional classroom teachers. Certificated teachers, certified teachers, and others employed to provide instruction to students on matters related to the school’s educational mission are eligible for the increases in compensation.”

Based on this opinion, districts may use Proposition 301 monies to provide or increase compensation for employees other than classroom teachers.

### **Scope and Methodology**

During November and December 2001, 211 school districts completed an Auditor General questionnaire reporting their planned uses of Proposition 301 monies (see Appendix A, pages a-i through a-v). In addition, 193 of the 220 districts receiving these monies provided copies of their Proposition 301 spending plans, and 199 districts provided salary schedules. The Arizona Department of Education provided the Classroom Site Fund budgets that 211 districts had electronically filed as of December 31, 2001. Auditors have reviewed this data for reasonableness, but have not audited the budgets or the questionnaire responses against original records held by the districts.

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<sup>1</sup> Attorney General Opinion I01-014.

## **Acknowledgements**

The Auditor General and staff would like to thank the Superintendent of Public Instruction, the staff of the Arizona Department of Education, and the staff of the Arizona public school districts for their cooperation and assistance.

Only 60 percent of Proposition 301 monies are required to go toward increasing teacher salaries; however, Arizona school districts plan to use almost all of these monies for this purpose. Specifically, for fiscal year 2002, school districts have allocated 97 percent of their share of Proposition 301 monies to teacher compensation increases. Teachers, counselors, librarians, and other district personnel who provide instruction could receive base salary increases ranging from approximately \$170 per year to \$1,680 per year. These personnel are also eligible for performance pay based on their performance in several different areas, such as student achievement and teacher development. Finally, while the law allows districts to choose among six different options for spending 40 percent of their Proposition 301 monies, more than 75 percent of districts are choosing to put at least part of these monies toward further teacher compensation increases.

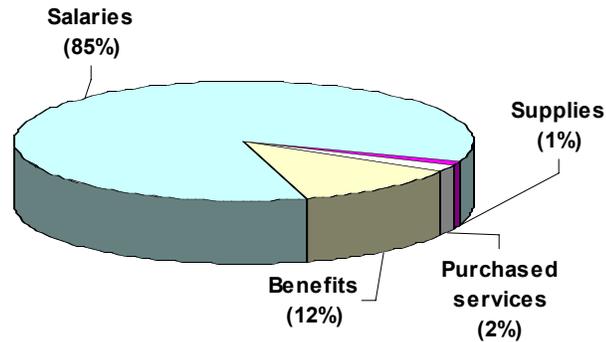
### **Ninety-Seven Percent of Proposition 301 Monies Going to Salaries**

Overall, school districts' Proposition 301 monies are being spent largely on teacher compensation and the related benefits. As shown in Figure 2 (see page 8), districts are planning to spend approximately 97 percent of their Proposition 301 monies on salaries and benefits, with the remaining 3 percent going toward purchased services and supplies. The portion identified as salaries also includes pay for teachers hired to reduce classroom size, as well as for dropout prevention and AIMS intervention programs.

A number of districts appeared to be conservative when filing their Classroom Site Fund budgets. About half of the 220 districts budgeted to spend less than the full amount of their estimated Proposition 301 funding. These budgets averaged about 10 percent below the estimated funding. With actual

Figure 2

**Districts' Budgeted Expenditures  
for Proposition 301 Monies  
Fiscal Year 2002**



Source: Auditor General staff analysis of Classroom Site Fund budgets filed with the Arizona Department of Education as of December 2001.

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sales tax revenues as of December 2001 at 80 percent of the per-pupil rate, the caution appears to have been prudent.

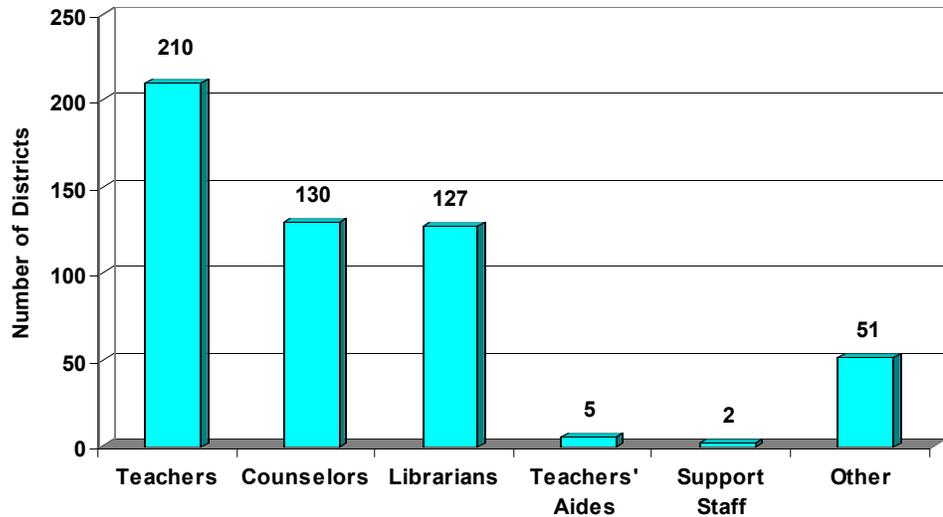
### **Increasing Teachers' Base Pay**

Proposition 301 requires that 20 percent, or about \$49 million, in Classroom Site Fund monies be used to increase teachers' base salaries and employment-related expenses. For the most part, school districts plan to distribute base salary increases equally among eligible staff. Further, the districts report allocating base salary increases ranging from about \$170 to \$1,680 for eligible district staff.

- **Who will receive increases**—District responses to the Auditor General questionnaire indicate that districts decided that eligible employees include classroom teachers, counselors, librarians, teachers' aides, support staff, and others, primarily speech therapists/pathologists and nurses (see Figure 3, page 9.)

Figure 3

Employee Classifications Eligible for Base Pay Increases  
by Number of Districts  
Fiscal Year 2002



Source: Auditor General staff analysis of 210 districts' responses to questionnaire.

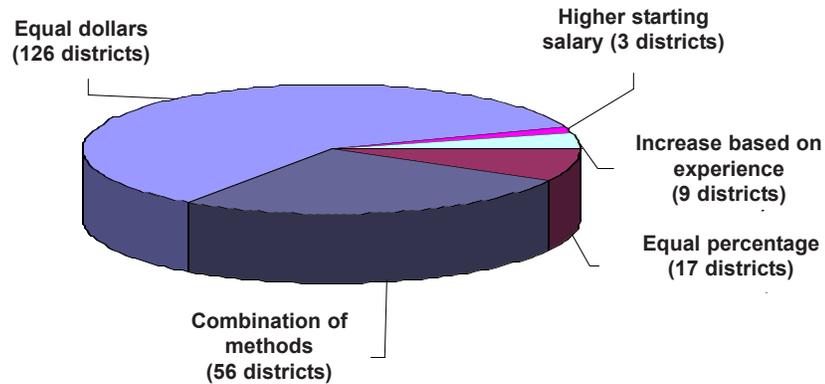
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Although employees in several classifications have been determined eligible to receive increases, teachers comprise 95 percent of all employees receiving base pay increases.

- **How increases were distributed**— More than half of the districts responding to the Auditor General questionnaire indicated they are distributing the base pay increases in equal dollar amounts to all the employees they determine are eligible. Distribution methods are summarized in Figure 4 (see page 10).

Sixteen districts are requiring the eligible employees to perform additional duties to receive base pay increases. These extra duties typically included working additional days or obtaining additional training.

**Figure 4**  
**Distribution Methods for**  
**Districts' Base Pay Allocation**  
**Fiscal Year 2002**



Source: Auditor General staff analysis of 211 districts' responses to questionnaire.

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- **Size of pay increases** – For the 203 districts that provided specific data, the base pay increases ranged from \$168 to \$1,680 per eligible employee. In five school districts, at least part of the base pay increase will not be distributed until the beginning of the next school year.

### **Providing Performance Pay**

Proposition 301 required 40 percent, or almost \$99 million, of the Classroom Site Fund monies to be spent for performance-based pay plans. As a result of this requirement, most school districts have developed new performance-pay plans that use student achievement as the primary measure of teacher performance. As with base salary increases, seven employee classifications were considered eligible to receive performance pay. In some districts, these payments could amount to over \$3,000 per eligible employee if all of the performance measures established by the district are met.

- **Defining performance**—The law did not define the term “performance” or contain any additional guidance concerning the performance measures on which these pay increases are to be based. Considering other performance-pay programs legislated in the past, the Attorney General opined that the law allows (but does not require) school districts to base the Classroom Site Fund performance pay on factors such as school or district performance as well as individual teacher performance.
- **Developing new performance-based pay plans**—Twenty-five districts indicated that their Proposition 301 performance pay plans were based on pre-existing plans, such as Career Ladder or Performance Incentive Programs. However, the majority of responding districts developed new performance-based pay plans. These plans were usually developed using committees composed of board members, district administrators, teachers, school principals, and parents.

Responding districts indicated that most have established student achievement as the primary component of their Performance Pay plans. However, districts generally consider other measures as well. Table 3 (see page 12) shows the measures most frequently used by districts.

- **Who will receive performance pay**—As with base pay, districts identified classroom teachers, counselors, librarians, teachers’ aides, support staff, and others, primarily speech therapists/pathologists and nurses, as the employee classification eligible for performance pay increases.

In 57 districts, only classroom teachers were determined to be eligible. Overall, teachers comprise 94 percent of all employees determined to be eligible for performance pay.

- **Size of pay increases**—The available performance pay increases that districts reported ranged from a low of \$50 for employees who meet only one or a few of their district’s performance factors to over \$3,000 for employees meeting all performance factors. In 25 districts, eligible employees are required to remain employed with the district in school year 2002-03 to receive the performance pay for 2001-02.

**Table 3**

**Performance Measures Included in  
Districts' Performance Pay Plans  
Fiscal Year 2002**

<b>Performance Measure</b>	<b>Number of Districts</b>
Student achievement	175
Parent satisfaction/involvement	83
Teacher development	79
Teacher evaluation/performance	69
School improvement factors	58
Student/teacher attendance	56
Additional teacher responsibility	49
Other measures	29
District improvement factors	20
Dropout/completion rates	19

Source: Auditor General staff analysis of 211 district responses to questionnaire.

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**Uses of the Menu Options  
Allocation**

Proposition 301 allows school districts to choose among six different options for allocating the final 40 percent, or approximately \$99 million, of Classroom Site Fund monies. For this allocation, districts can choose from the menu of specified options:

- AIMS intervention programs
- Class size reduction
- Dropout prevention programs
- Teacher compensation increases
- Teacher development
- Teacher liability insurance premiums

The law further directs districts to include, whenever possible within these authorized uses, the spending priorities identified by school principals.

- Uses of menu monies** – Teacher compensation increases ranked as the most popular use, with more than three-fourths of the districts putting some of their menu money to that purpose. Of these, 66 districts put all of their menu money into teacher compensation increases. Most districts decided that eligible employees included classroom teachers, counselors, and librarians. Some districts also included teachers’ aides, support staff, and other employees, such as speech therapists/pathologists and nurses.

Just over half, or 109 of the 211 responding districts, provide compensation from the menu money as base pay increases. Other districts are tying the compensation increases to performance-based measures or additional duties.

No district currently plans to use the menu money for teacher liability insurance. Instead, as shown in Table 4,

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**Table 4**  
**Districts’ Planned Use of Menu Monies by Option**  
**Fiscal Year 2002**

Option	Number Allotting Some		Number Allotting 100%	
	Part	Percentage	100%	Percentage
AIMS intervention programs	52	25%	1	.4%
Class size reduction	54	26	12	6.0
Dropout prevention programs	30	14	0	0
Teacher compensation increases	165	78	66	31.0
Teacher development	82	39	8	4.0

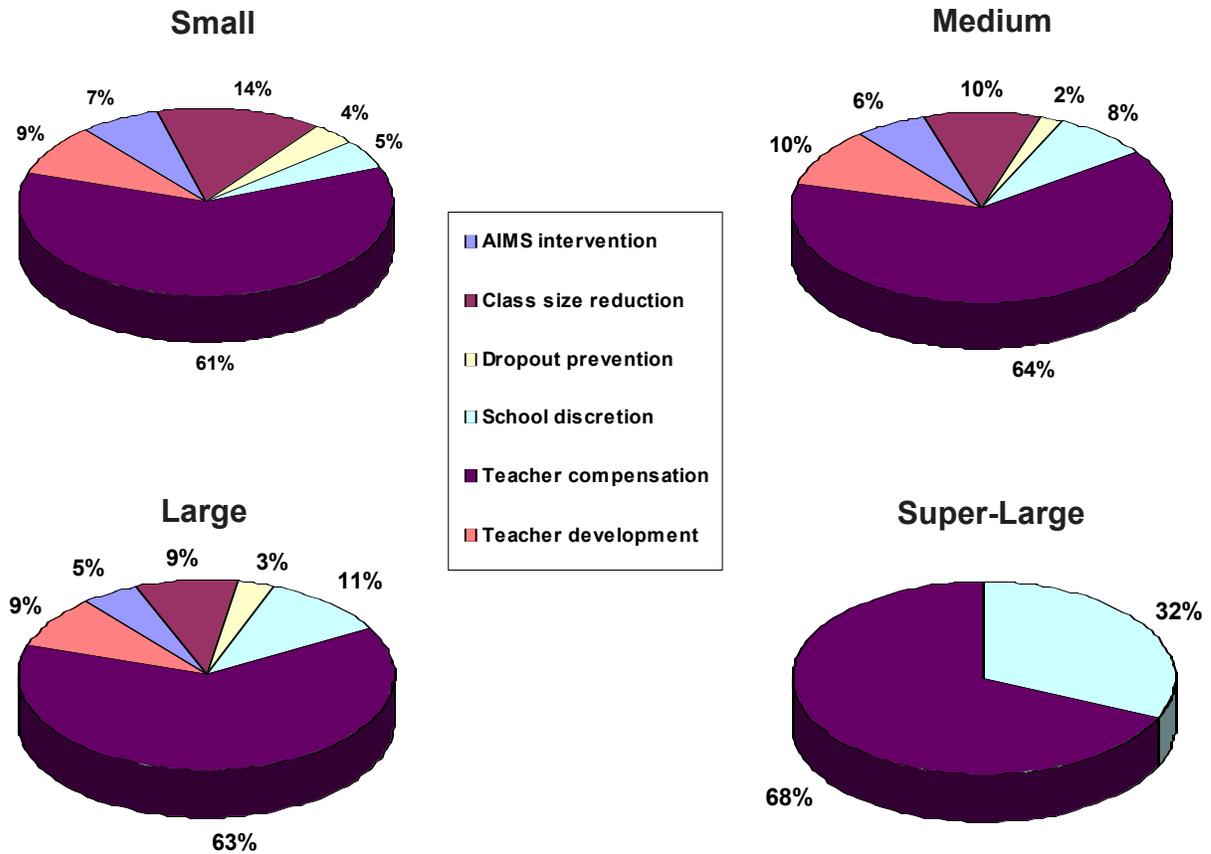
Source: Auditor General staff analysis of 211 district responses to questionnaire.

districts are allocating the money among the other five options.

- **School-level control**—In total, 46 districts indicated school-level control of some part of the menu money allocation. Five districts indicated that all menu money expenditures were being determined at the school level. Another ten districts indicated that at least half of the menu money allocation was being authorized at the school level.
  
- **Uses vary by district size**—Based on their survey responses, *small* districts plan to spend slightly less of their menu monies on teacher compensation and more on class size reduction and teacher development than the bigger districts. *Medium*-sized districts plan to spend more of their menu money directly on teacher compensation, with teacher development and class size reduction also being the next largest categories. Similarly, *large* districts plan to put 63 percent of their menu monies into teacher compensation. However, they have allocated another 11 percent to be spent at school discretion on the six allowable program options. The two largest districts in the State, categorized in Figure 5 (see page 15) as *super-large*, plan to spend more of their monies on teacher compensation than the other districts. However, these two districts have also allocated significantly more monies to be spent at school discretion than the other districts.

Figure 5

Districts' Planned Use of Menu Monies  
by District Size  
Fiscal Year 2002



District Size	Number of Students
Small	Fewer than 600
Medium	601 to 5,000
Large	5,001 to 40,000
Super-Large	More than 40,000

Source: Auditor General staff analysis of Classroom Site Fund budgets filed with the Arizona Department of Education as of December 2001.

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## CHAPTER 2

## DISTRICT ANALYSIS

This section of the report provides alphabetically organized one-page information sheets on individual school districts. Each page contains a summary of the district's report on how it plans to use its Proposition 301 monies. It also contains descriptive and comparative information; however, if data is not available for a district, NA is used to indicate this fact.

The data provided on the summary pages is unaudited and comes from the following sources:

<b>Data</b>	<b>Source</b>
Average teacher salary for the District and the State	Arizona Department of Education (ADE), average annual salaries associated with full-time equivalent certified teachers for fiscal year 2001.
Beginning teacher salary for the District and the average for the State	Auditor General staff analysis of 199 school district salary schedules for fiscal year 2002. The calculated state average lacks the full impact of Proposition 301 because some district salary schedules do not include Proposition 301 monies.
Dollars in the classroom	Auditor General staff calculated classroom dollar percentages based on an analysis of district-provided summary accounting data and Annual Financial Reports filed for fiscal year 2001 with ADE. Detail for non-classroom dollars is not available for districts that did not provide accounting data.
Grades served	ADE, fiscal year 2002 data.
Number of certified teachers	ADE, full-time equivalent (FTE) certified teachers for fiscal year 2001. Certified FTE numbers are rounded to the nearest whole number.
Number of schools	ADE, fiscal year 2002 data.
Proposition 301 dollars	Auditor General staff analysis of ADE's estimated total allocation per school district as of November 2001.
Students attending	Auditor General staff analysis of ADE's average daily membership (ADM) counts for fiscal year 2001.

continued on next page

<b>Data</b>	<b>Source</b>
Student/teacher ratio	Auditor General staff analysis of ADE’s ADM and certified teacher counts for fiscal year 2001.
Total budgeted expenditures for fiscal year 2002	The District’s fiscal year 2002 expenditure budgets filed with ADE as of December 2001. Budgets include proposed capital project spending such as amounts for new school construction.
Detailed information about:  Base Pay Performance Pay Menu Options	<p>Auditor General staff analysis of 211 responses to the questionnaire sent to the 220 districts receiving Proposition 301 monies. District spending plans for three districts not responding to the survey were also analyzed. Where survey responses were unclear or incomplete, Auditor General staff used data from the district’s fiscal year 2002 expenditure budget filed with ADE as of December 2001.</p> <p>The following districts did not provide survey responses or spending plans:</p> <ul style="list-style-type: none"> <li>■ Bonita Elementary School District</li> <li>■ Chloride Elementary School District</li> <li>■ Douglas Unified School District</li> <li>■ Maine Consolidated Elementary School District</li> <li>■ Tuba City Unified School District</li> <li>■ Vernon Elementary School District</li> </ul>

# Agua Fria Union High School District

Grades served: 9-12  
 Number of schools: 2  
 Students attending: 2,420  
 Number of certified teachers: 116

## Proposition 301 Dollars

Base pay:	\$ 167,152
Performance pay:	334,303
Menu options:	334,303
Total Proposition 301 dollars:	<u>\$ 835,758</u>
Total budgeted expenditures for fiscal year 2002:	\$20,421,236

## Comparative Information

	District	State
Student/teacher ratio:	20.9	18
Average teacher salary:	\$34,046	\$37,176
Beginning teacher salary:	\$27,899	\$26,516
Percentage of dollars spent in the classroom:	55.7%	57.7%

### Base Pay (\$167,152):

Classroom teachers, counselors, and librarians will each receive an equal percentage base pay increase, expected to average \$1,121. The increase is being paid out during the normal payroll cycle.

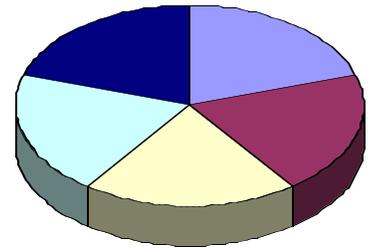
### Menu Options (\$334,303):

The District plans to equally distribute two-thirds of menu monies among classroom teachers, counselors, and librarians as a base pay increase. The remaining monies are divided between AIMS intervention and dropout prevention. The District's plans for these monies include aligning curriculum, developing common assessment tools, and establishing a twilight school program for students having difficulty in classes.

### Performance Pay (\$334,303):

A committee of board members, district administrators, school principals, and teachers determined that performance pay monies would be integrated into the District's existing teacher evaluation system. Classroom teachers, counselors, and librarians are eligible to receive up to \$2,452, which will be distributed at the end of the 2002 school year. As shown in the figure, the performance pay plan incorporates a variety of measures, including additional responsibilities, such as tutoring students.

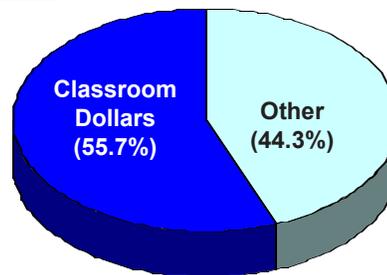
#### What Is the Plan Based On?



- Student achievement (20%)
- Parental involvement (20%)
- Teacher evaluation (20%)
- Teacher development (20%)
- Additional responsibilities (20%)

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

\$7,763,897



Other:

Student support services	\$ 890,990
Instruction support	274,932
Plant operations	1,930,024
Transportation	583,402
Administration	1,516,521
Food service	521,946
Other services	414,644
<b>Total</b>	<u>\$6,132,459</u>

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

# Aguila Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 158  
 Number of certified teachers: 9

## Proposition 301 Dollars

Base pay:	\$ 11,869
Performance pay:	23,738
Menu options:	<u>23,738</u>
Total Proposition 301 dollars:	<u>\$ 59,345</u>
Total budgeted expenditures for fiscal year 2002:	\$1,819,853

## Comparative Information

	District	State
Student/teacher ratio:	17.5	18
Average teacher salary:	\$26,611	\$37,176
Beginning teacher salary:	\$24,687	\$26,516
Percentage of dollars spent in the classroom:	59.9%	57.7%

### Base Pay (\$11,869):

Base pay increases are divided equally among classroom teachers. The increases, which are estimated to be \$1,000 per teacher, are being paid on a monthly basis.

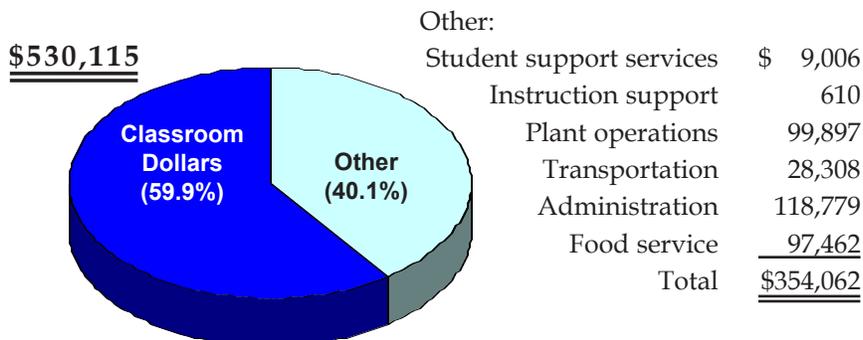
### Menu Options (\$23,738):

All menu monies are being used for teacher development activities, including conferences, workshops, and program trainings. A committee of board members and district administrators determined that classroom teachers and teachers' aides are eligible to participate in the activities.

### Performance Pay (\$23,738):

The performance pay plan is based entirely on student achievement on standardized tests. The District will measure success by comparing student examination scores from the 2001 school year against the previous year's scores to determine whether students have demonstrated one-year's academic progress. Performance pay, estimated to total \$2,000 per teacher, is being paid on a monthly basis.

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



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

# Ajo Unified School District

Grades served: PreK-12  
 Number of schools: 1  
 Students attending: 504  
 Number of certified teachers: 32

## Proposition 301 Dollars

Base pay:	\$ 40,883
Performance pay:	81,766
Menu options:	<u>81,766</u>
Total Proposition 301 dollars:	<u><u>\$ 204,415</u></u>
Total budgeted expenditures for fiscal year 2002:	\$5,621,425

## Comparative Information

	District	State
Student/teacher ratio:	15.8	18
Average teacher salary:	\$36,338	\$37,176
Beginning teacher salary:	\$27,250	\$26,516
Percentage of dollars spent in the classroom:	60.2%	57.7%

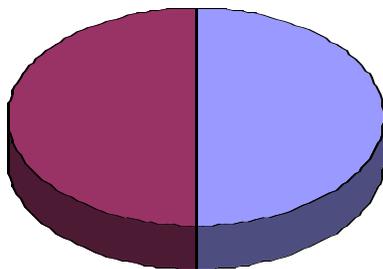
### Base Pay (\$40,883):

The District has budgeted a base pay increase of \$1,158 per classroom teacher, counselor, and librarian. The monies are being paid out during the normal payroll cycle.

### Menu Options (\$81,766):

A committee of district administrators, board members, teachers, and school principals decided to use menu monies to pay for AIMS intervention and dropout prevention efforts such as tutoring, and student clubs and activities.

### Which Options Did the District Choose ?

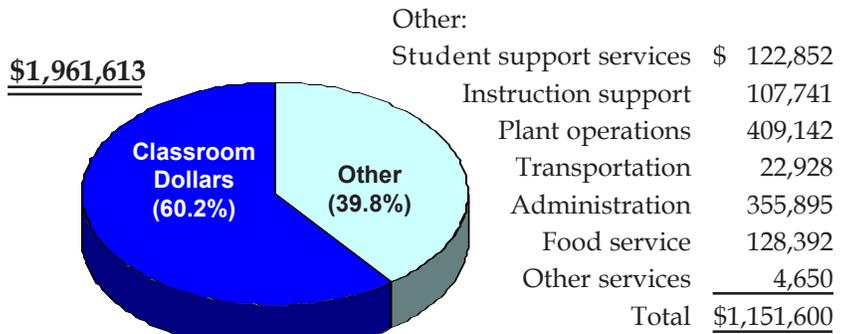


■ AIMS intervention (50%)  
 ■ Dropout prevention (50%)

### Performance Pay (\$81,766):

The performance pay plan allocates 80 percent of available monies to student achievement goals. The District will measure student academic progress on a standardized reading examination administered throughout the 2002 school year. Teachers will be rewarded for the amount of academic progress that students achieve, on average, during the year. The plan divides remaining monies between parental satisfaction and student attendance goals. For example, the District hopes to increase participation in October and March parent/teacher conferences by 10 percent. Monies will be paid out as goals are met.

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



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

# Alhambra Elementary School District

Grades served: PreK-8  
 Number of schools: 16  
 Students attending: 13,103  
 Number of certified teachers: 683

## Proposition 301 Dollars

Base pay:	\$ 827,241
Performance pay:	1,654,482
Menu options:	<u>1,654,482</u>
Total Proposition 301 dollars:	<u>\$ 4,136,205</u>
Total budgeted expenditures for fiscal year 2002:	\$107,190,020

## Comparative Information

	District	State
Student/teacher ratio:	19.2	18
Average teacher salary:	\$39,686	\$37,176
Beginning teacher salary:	\$32,171	\$26,516
Percentage of dollars spent in the classroom:	60.8%	57.7%

### Base Pay (\$827,241):

The District is dividing base pay monies equally among its 702 classroom teachers, 9 counselors, and 12 librarians. The increase, which is budgeted at approximately \$1,144 per employee, is paid during the normal payroll cycle.

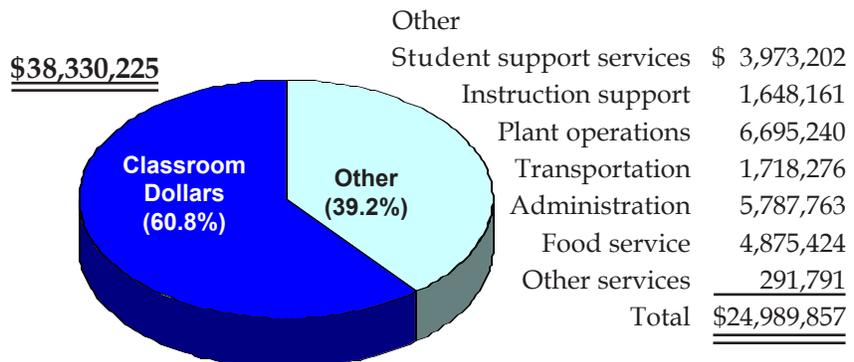
### Menu Options (\$1,654,482):

A committee of district administrators, school principals, and teachers developed the menu options spending plan, which includes hiring teachers and teachers' aides to reduce class sizes, teacher development, and AIMS intervention. Planned AIMS intervention activities include extending the school day, providing Saturday and summer school programs, and tutoring.

### Performance Pay (\$1,654,482):

The District's plan allocates 50 percent of performance pay monies to student achievement goals as measured by standardized test scores in reading, math, and language arts. If students achieve adequate progress in each of the three subject areas, all monies tied to the student achievement will be paid out. If adequate progress is made in one or two subject areas, monies will be prorated accordingly. Another 40 percent of the money will be used to pay teachers for participating in activities that promote student achievement, school safety, parental involvement, student activities, or staff development. The remaining monies are set aside for teacher development goals, which require teachers to complete 15 hours of professional development during the 2002 school year. Classroom teachers, counselors, and librarians are eligible to participate in the plan, and each can earn an estimated \$2,000 if all goals are met. Monies will be paid at the beginning of the 2003 school year; however, employees are not required to contract to work for the District during the 2003 school year to receive monies earned.

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



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

# Alpine Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 40  
 Number of certified teachers: 4

## Proposition 301 Dollars

Base pay:	\$ 3,385
Performance pay:	6,770
Menu options:	6,770
Total Proposition 301 dollars:	<u>\$ 16,925</u>
Total budgeted expenditures for fiscal year 2002:	\$723,910

## Comparative Information

	District	State
Student/teacher ratio:	10	18
Average teacher salary:	\$33,941	\$37,176
Beginning teacher salary:	\$24,000	\$26,516
Percentage of dollars spent in the classroom:	55.3%	57.7%

### Base Pay (\$3,385):

The District has decided that base pay increases will be equally divided among its teachers. The increases, which are estimated to be \$1,073 each, are being paid during the normal payroll cycle.

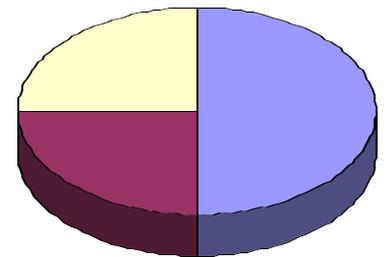
### Menu Options (\$6,770):

A committee of district administrators, teachers, and school principals decided that all menu monies would be used to increase base pay for classroom teachers.

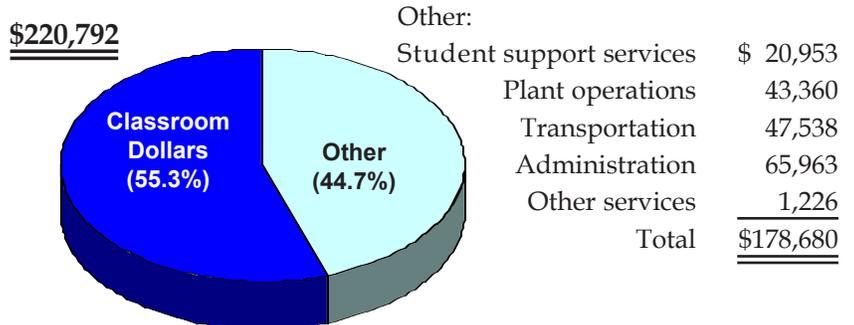
### Performance Pay (\$6,770):

The District has established four performance goals involving student achievement as measured by standardized tests; parental involvement in parent/teacher conferences; and teacher performance. The teacher performance goals call for teachers to set an individual performance plan specific to their position and responsibilities; and to demonstrate competency with computer technologies. Performance pay, estimated at \$2,145 per teacher, can be earned if three of the goals are met. Monies will be paid out at the end of the 2002 school year.

#### 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*.

# Altar Valley Elementary School District

Grades served: PreK-8  
 Number of schools: 3  
 Students attending: 795  
 Number of certified teachers: 47

## Proposition 301 Dollars

Base pay:	\$ 50,374
Performance pay:	100,749
Menu options:	<u>100,749</u>
Total Proposition 301 dollars:	<u>\$ 251,872</u>
Total budgeted expenditures for fiscal year 2002:	\$7,661,065

## Comparative Information

	District	State
Student/teacher ratio:	16.9	18
Average teacher salary:	\$31,024	\$37,176
Beginning teacher salary:	\$23,175	\$26,516
Percentage of dollars spent in the classroom:	52%	57.7%

### Base Pay (\$50,374):

The District plans to equally distribute base pay monies among its 48 classroom teachers, 2 counselors, and 1 librarian. The increases, estimated to be \$893 each, will be paid as the monies become available.

### Menu Options (\$100,749):

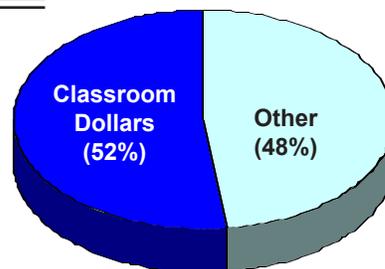
A committee of board members, administrators, teachers, and school principals determined that all menu monies would be used for compensation. Monies will either be paid directly to classroom teachers, counselors, and the librarian, or will be used for health insurance increases.

### Performance Pay (\$100,749):

Classroom teachers, counselors, and the librarian are eligible to participate in the District's performance pay plan, which calls for teams to develop school improvement goals relating to student achievement. Goals, for example, can relate to such things as analyzing curriculum strengths and weaknesses to improve test scores, and working with students to develop individual goals. The plan also sets aside 18 percent of the performance pay monies to reward teachers if students demonstrate academic progress on standardized tests. The full amount of these monies can be earned if 90 percent of students demonstrate academic progress. The District has budgeted approximately \$1,875 per eligible employee for performance pay, and monies will be paid as they become available.

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

\$2,481,013



Other:	
Student support services	\$ 253,216
Instruction support	65,794
Plant operations	495,512
Transportation	547,156
Administration	597,085
Food service	332,849
Other services	<u>2,700</u>
Total	<u>\$2,294,312</u>

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

# Amphitheater Unified School District

Grades served: PreK-12  
 Number of schools: 22  
 Students attending: 15,960  
 Number of certified teachers: 889

## Proposition 301 Dollars

Base pay:	\$ 1,036,917
Performance pay:	2,073,835
Menu options:	<u>2,073,835</u>
Total Proposition 301 dollars:	<u><u>\$ 5,184,587</u></u>

Total budgeted expenditures for fiscal year 2002: \$146,861,782

## Comparative Information

	District	State
Student/teacher ratio:	18	18
Average teacher salary:	\$33,039	\$37,176
Beginning teacher salary:	\$26,500	\$26,516
Percentage of dollars spent in the classroom:	57.6%	57.7%

### Base Pay (\$1,036,917):

The District has allocated base pay increases to a variety of employees, including 928 classroom teachers, 19 counselors, 10 librarians, and 18 others. The other employees receiving base pay increases include psychologists, physiotherapists, physical therapists, occupational therapists, and speech therapists. These same types of employees are also eligible for performance pay and compensation from menu monies. Base pay increases vary, but are expected to range between \$742 and \$1,401. Monies are being paid out during the normal payroll cycle.

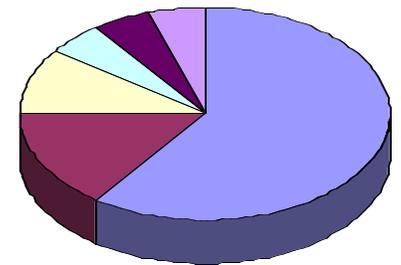
### Menu Options (\$2,073,835):

A committee of board members and district administrators allocated 34 percent of menu monies to increase eligible employee base pay. Another 40 percent of the money will be used to reduce class sizes. Remaining monies will pay for AIMS intervention, dropout prevention, and teacher development activities.

### Performance Pay (\$2,073,835):

The District's performance pay plan is primarily focused on student achievement, as measured by standardized test scores at the elementary-school level, and performance on the State's AIMS test, or other approved measure, at the high-school level. Other performance plan components are identified in the figure. The District has budgeted performance pay of approximately \$2,071 per eligible employee; however, to receive any monies earned, employees must return to work for the District during the 2003 school year.

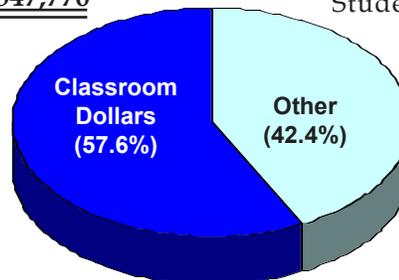
What Is the Plan Based On?



- Student achievement (60%)
- Teacher development (15%)
- School improvement (10%)
- Parental satisfaction (5%)
- Additional teacher responsibility (5%)
- Student attendance (5%)

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

\$45,547,770



Other:	
Student support services	\$ 3,902,717
Instruction support	3,088,082
Plant operations	10,829,791
Transportation	3,577,907
Administration	8,939,003
Food service	2,842,872
Other services	<u>223,837</u>
Total	<u><u>\$33,404,209</u></u>

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

# Antelope Union High School District

Grades served: 9-12  
 Number of schools: 1  
 Students attending: 347  
 Number of certified teachers: 22

## Proposition 301 Dollars

Base pay:	\$ 29,198
Performance pay:	58,397
Menu options:	<u>58,397</u>
Total Proposition 301 dollars:	<u>\$ 145,992</u>
Total budgeted expenditures for fiscal year 2002:	\$6,540,915

## Comparative Information

	District	State
Student/teacher ratio:	15.8	18
Average teacher salary:	\$33,365	\$37,176
Beginning teacher salary:	\$27,500	\$26,516
Percentage of dollars spent in the classroom:	51%	57.7%

### Base Pay (\$29,198):

The District's 23 teachers and 1 counselor are eligible for base pay increases. The District indicates that it has increased starting pay, and has given current employees raises of varying amounts. The increases are expected to average about \$1,215 and are being paid out during the normal payroll cycle.

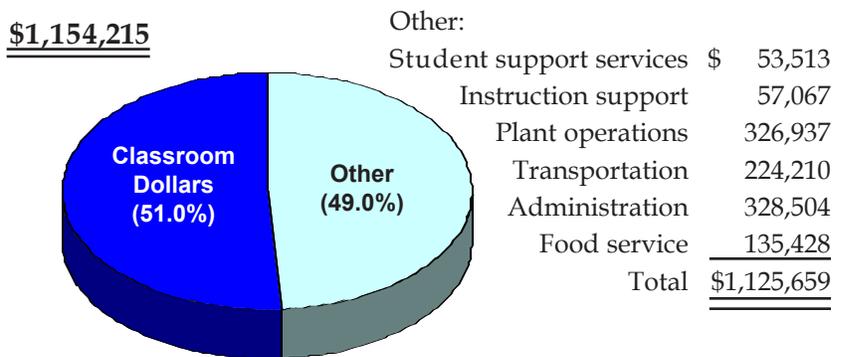
### Menu Options (\$58,397):

A committee of district administrators, board members, teachers, parents, and school principals developed the menu options spending plan, which rewards teachers for obtaining advanced degrees, endorsements, and training directly related to the subject areas they teach. The plan also allows teachers to receive tuition assistance of up to \$100 per hour for classes that meet district requirements. In addition, the plan provides for teachers in areas declared "critical," such as mathematics, to receive signing bonuses.

### Performance Pay (\$58,397):

The District's performance pay plan is based on student achievement. Under the plan, each classroom teacher and counselor is eligible to receive \$15 for each student who graduates, and for each student who scores in the 50th percentile or above on standardized tests. An additional \$15 bonus is given for each student who scores in the 75th percentile or above. An estimated \$2,040 per employee could be earned, depending on student achievement. Monies will be distributed with the 2002 school year's final paycheck or as goals are met.

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



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

# Apache Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 21  
 Number of certified teachers: 1

## Proposition 301 Dollars

Base pay:	\$ 1,757
Performance pay:	3,515
Menu options:	3,515
Total Proposition 301 dollars:	<u>\$ 8,787</u>
Total budgeted expenditures for fiscal year 2002:	\$214,898

## Comparative Information

	District	State
Student/teacher ratio:	20.7	18
Average teacher salary:	\$41,746	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	64.9%	57.7%

### Base Pay (\$1,757):

The District's one classroom teacher is receiving an estimated \$1,260 base pay increase, which is being paid out during the normal payroll cycle.

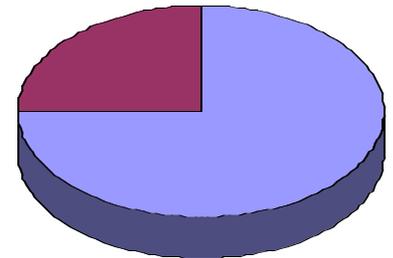
### Menu Options (\$3,515):

Board members determined that all menu monies will be used for teacher compensation and benefits.

### Performance Pay (\$3,515):

The teacher is eligible for an estimated \$2,520 in performance pay, of which 75 percent is dependent upon continued good teacher evaluation reports. The remaining 25 percent of the performance pay is tied to student achievement on standardized tests. Performance pay is being included in the teacher's regular paycheck.

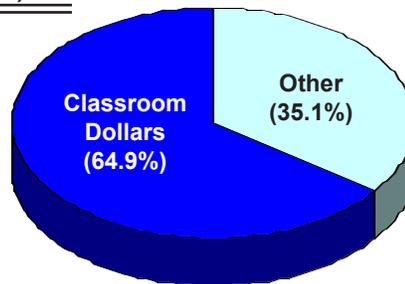
#### What Is the Plan Based On?



■ Teacher evaluation (75%)  
 ■ Student achievement (25%)

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

\$103,124



Other:

Student support services	\$ 5,267
Instruction support	255
Plant operations	13,740
Transportation	18,753
Administration	11,048
Other services	<u>5,850</u>
<b>Total</b>	<u>\$54,913</u>

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

# Apache Junction Unified School District

Grades served: PreK-12  
 Number of schools: 8  
 Students attending: 5,334  
 Number of certified teachers: 283

## Proposition 301 Dollars

Base pay:	\$ 355,522
Performance pay:	711,045
Menu options:	<u>711,045</u>
Total Proposition 301 dollars:	<u>\$ 1,777,612</u>
Total budgeted expenditures for fiscal year 2002:	\$46,577,494

## Comparative Information

	District	State
Student/teacher ratio:	18.8	18
Average teacher salary:	\$31,858	\$37,176
Beginning teacher salary:	\$28,381	\$26,516
Percentage of dollars spent in the classroom:	53.8%	57.7%

### Base Pay (\$355,522):

The District has budgeted approximately \$973 to increase base pay for each of its 291 teachers and 6 librarians. Monies are being paid out during the normal payroll cycle.

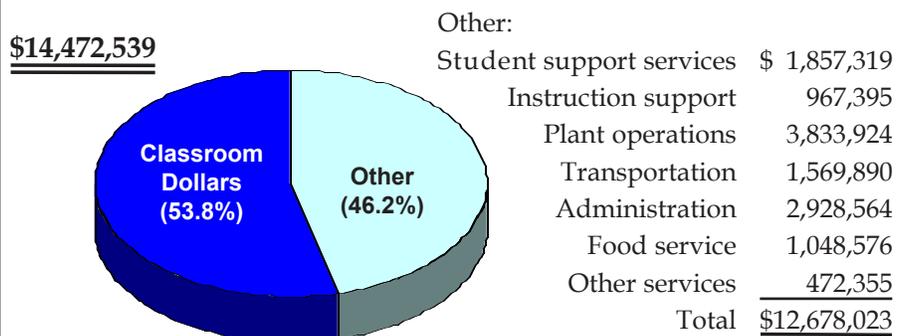
### Menu Options (\$711,045):

A district committee comprising administrators, teachers, and school principals established the menu monies spending plan. The plan earmarks 72 percent of menu monies to increase classroom teacher and librarian base pay, and to pay for two additional days of work. Additionally, 22 percent of the monies are being used to hire teachers to reduce class size. Remaining monies will pay for teacher-development activities.

### Performance Pay (\$711,045):

The District's performance pay plan outlines five student-achievement goals that measure student progress using a variety of instruments, including the State's AIMS test. The plan also lists two quality-service goals relating to parental and student satisfaction, and seven site goals relating to such things as student attendance, dropout rates, and communication with parents. Each school must select at least one student-achievement and one quality-service goal. Schools may also select one site goal. Teachers and counselors may earn up to \$1,000 each if all goals are achieved. The District plans to pay out monies in May 2002.

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



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

# Arlington Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 186  
 Number of certified teachers: 11

## Proposition 301 Dollars

Base pay:	\$ 13,871
Performance pay:	27,742
Menu options:	<u>27,742</u>
Total Proposition 301 dollars:	<u><u>\$69,355</u></u>
Total budgeted expenditures for fiscal year 2002:	\$2,110,300

## Comparative Information

	District	State
Student/teacher ratio:	16.9	18
Average teacher salary:	\$33,405	\$37,176
Beginning teacher salary:	\$28,550	\$26,516
Percentage of dollars spent in the classroom:	52.4%	57.7%

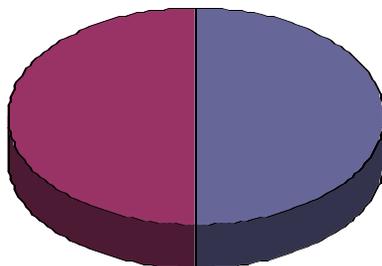
### Base Pay (\$13,871):

Base pay is being divided equally among 11 classroom teachers, with increases estimated to be approximately \$1,000 each. The base pay monies are being paid during the normal payroll cycle.

### Menu Options (\$27,742):

A committee of teachers and school principals determined that half of the menu monies would be used to pay for teacher development activities, and the other half would be used to operate a summer AIMS intervention program.

### Which Options Did the District Choose ?



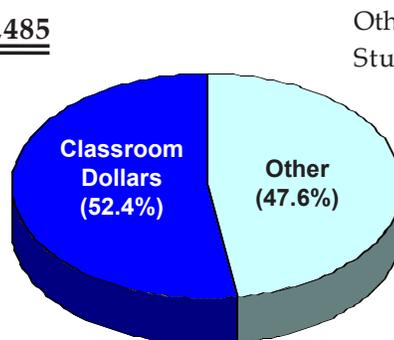
- AIMS intervention (50%)
- Teacher development (50%)

### Performance Pay (\$27,742):

The District's performance pay plan establishes goals in a series of three steps. Teachers who accomplish all three steps can expect to receive a minimum of \$1,700 in performance pay. The first step includes a student achievement goal measured by pre- and post-tests, as well as goals for maintaining class discipline and an atmosphere for learning. Step 2 includes self-evaluation and teacher development goals, and also requires teachers to have students work in the computer lab. Step 3 includes goals for increased communication with parents, teacher development, and student achievement.

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

\$649,485



Other:	
Student support services	\$ 11,958
Instruction support	2,284
Plant operations	220,223
Transportation	46,669
Administration	221,795
Food service	<u>87,085</u>
Total	<u><u>\$590,014</u></u>

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

# Ash Creek Elementary School District

Grades served: PreK- 8  
 Number of schools: 1  
 Students attending: 50  
 Number of certified teachers: 5

## Proposition 301 Dollars

Base pay:	\$ 3,816
Performance pay:	7,632
Menu options:	<u>7,632</u>
Total Proposition 301 dollars:	<u>\$ 19,080</u>
Total budgeted expenditures for fiscal year 2002:	\$856,873

## Comparative Information

	District	State
Student/teacher ratio:	10.0	18
Average teacher salary:	\$30,220	\$37,176
Beginning teacher salary:	\$25,056	\$26,516
Percentage of dollars spent in the classroom:	45.5%	57.7%

### Base Pay (\$3,816):

The District has chosen to divide base pay monies equally among its five classroom teachers. The increases are estimated at \$714 each, and are being paid during the normal payroll cycle.

### Menu Options (\$7,632):

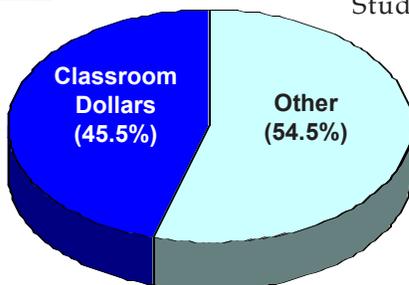
A committee of district administrators, teachers, and school principals determined that menu monies would be used to establish an AIMS intervention program. Classroom teachers will be paid to tutor students for 4 hours per week in reading and math.

### Performance Pay (\$7,632):

Classroom teachers will be eligible to collect an estimated \$1,428 each in performance pay if student scores on standardized tests improve. Monies will be paid as they become available.

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

\$236,713



Other:

Student support services	\$ 8,872
Instruction support	3,816
Plant operations	47,442
Transportation	52,321
Administration	138,095
Food service	<u>31,726</u>
Total	<u>\$282,272</u>

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

# Ash Fork Joint Unified School District

Grades served: PreK-12  
 Number of schools: 3  
 Students attending: 231  
 Number of certified teachers: 15

## Proposition 301 Dollars

Base pay:	\$18,048
Performance pay:	36,095
Menu options:	<u>36,095</u>
Total Proposition 301 dollars:	<u><u>\$90,238</u></u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	15.4	18
Average teacher salary:	\$30,538	\$37,176
Beginning teacher salary:	\$27,000	\$26,516
Percentage of dollars spent in the classroom:	53.1%	57.7%

### Base Pay (\$18,048):

Classroom teachers, counselors, and librarians are eligible to receive equal base pay increases, which are expected to be approximately \$825 each. The District has also increased starting pay. Monies are being paid during the normal payroll cycle.

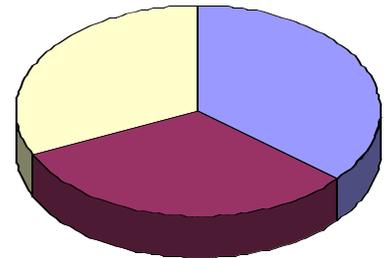
### Performance Pay (\$36,095):

Classroom teachers, counselors, and librarians are eligible to participate in the performance pay plan, and can earn an estimated \$1,650 each if student scores on standardized tests improve. Monies will be paid after test scores are verified.

### Menu Options (\$36,095):

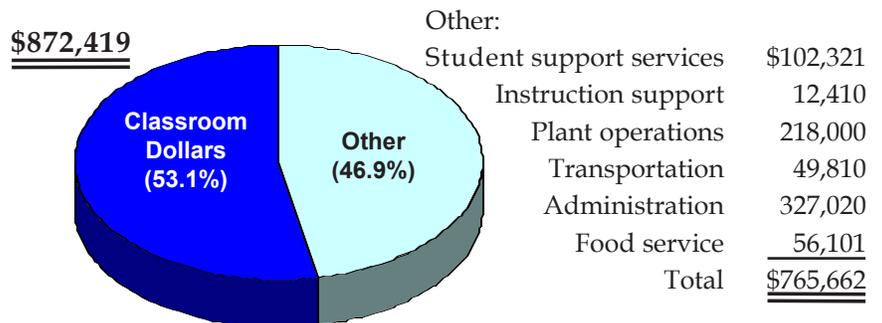
A committee of board members, district administrators, and teachers determined how menu monies would be spent. The spending plan sets aside 36 percent of the monies to increase base pay and benefits, and to pay employees for additional work such as coaching and sponsoring extracurricular activities. In addition, 32 percent of the monies will be used for teacher development activities. Schools will have discretion to determine how the remaining 32 percent of the monies are spent.

**Which Options Did the District Choose?**



- Compensation increases (36%)
- Teacher development (32%)
- School discretion (32%)

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



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

# Avondale Elementary School District

Grades served: PreK- 8  
 Number of schools: 6  
 Students attending: 3,163  
 Number of certified teachers: 152

## Proposition 301 Dollars

Base pay:	\$ 199,721
Performance pay:	399,441
Menu options:	399,441
<b>Total Proposition 301 dollars:</b>	<b>\$ 998,603</b>
Total budgeted expenditures for fiscal year 2002:	\$40,134,751

## Comparative Information

	District	State
Student/teacher ratio:	20.8	18
Average teacher salary:	\$35,681	\$37,176
Beginning teacher salary:	\$27,776	\$26,516
Percentage of dollars spent in the classroom:	60.1%	57.7%

### Base Pay (\$199,721):

Base pay monies are divided equally among the District's 182 classroom teachers, 1 counselor, and 3 librarians. Increases are estimated to be approximately \$950 per employee, and are being paid during the normal payroll cycle.

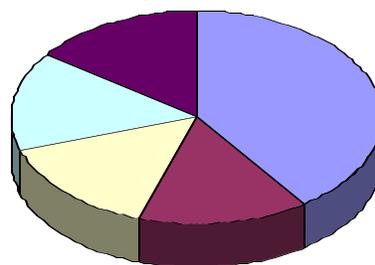
### Menu Options (\$399,441):

The District's spending plan was developed by a committee of board members, support staff, district administrators, teachers, school principals, and parents. Using menu monies, two additional teachers will be hired to reduce class sizes. In addition, monies will be used to pay teachers to tutor students after school. Other planned uses include a Saturday school program, and teacher workshops and training. The remaining 39 percent has been allocated to schools to spend according to approved site plans.

### Performance Pay (\$399,441):

Classroom teachers, counselors, and librarians are eligible to participate in the District's performance pay plan, and can earn an estimated \$1,950 each if goals are met. The plan, which is focused on student achievement, also includes a number of other components, as shown in the figure. Specific goals include such things as improved student scores on standardized tests; increased parental involvement through surveys, workshops, and volunteer activities; and improved student attendance.

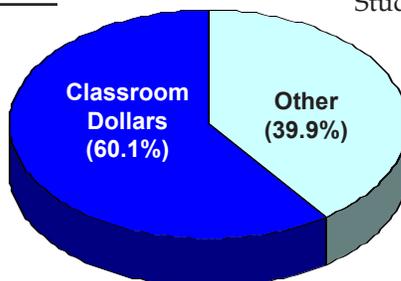
#### What Is the Plan Based On?



- Student achievement (40%)
- Parental satisfaction (15%)
- Teacher evaluations (15%)
- School improvement (15%)
- Student / teacher attendance (15%)

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

\$8,835,572



Other:

Student support services	\$ 623,074
Instruction support	752,993
Plant operations	1,573,502
Transportation	453,613
Administration	1,445,866
Food service	1,024,756
Other services	3,423
<b>Total</b>	<b>\$5,877,227</b>

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

# Bagdad Unified School District

Grades served: PreK-12  
 Number of schools: 2  
 Students attending: 347  
 Number of certified teachers: 24

## Proposition 301 Dollars

Base pay:	\$ 29,298
Performance pay:	58,596
Menu options:	58,596
Total Proposition 301 dollars:	<u>\$ 146,490</u>
Total budgeted expenditures for fiscal year 2002:	\$4,154,117

## Comparative Information

	<b>District</b>	<b>State</b>
Student/teacher ratio:	14.5	18
Average teacher salary:	\$34,241	\$37,176
Beginning teacher salary:	\$28,000	\$26,516
Percentage of dollars spent in the classroom:	57.5%	57.7%

### Base Pay (\$29,298):

Base pay monies are being divided equally among the District's 22 classroom teachers. The increase per employee is estimated to be \$800, and will be paid out at the end of each semester.

### Menu Options (\$58,596):

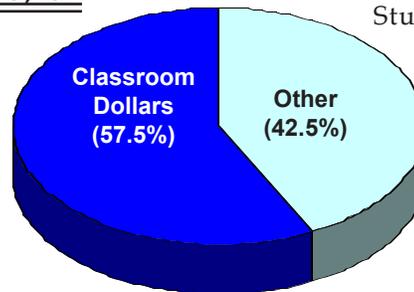
A committee of district administrators, teachers, and principals determined how menu monies would be allocated. Monies allocated to the high school are primarily being spent for teacher development activities and to compensate teachers for contributing to a database. Monies allocated to the elementary school are being used for teacher development, and to compensate teachers for participating in before- and after-school tutoring programs. The elementary school also plans to hire teachers' aides to reduce class sizes.

### Performance Pay (\$58,596):

The District has budgeted performance pay of approximately \$2,650 per classroom teacher, to be paid if goals are met. Both the elementary and high schools have set goals tied to teacher development, additional teacher responsibilities, and overall school improvement. The elementary school has also set some additional goals, which include increasing student scores on standardized tests; improving communication with parents; and limiting teacher absences to five per year.

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

\$1,235,732



Other:

Student support services	\$ 67,448
Instruction support	26,451
Plant operations	451,180
Transportation	41,005
Administration	336,170
Other services	7,364
<b>Total</b>	<u>\$929,618</u>

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

# Balsz Elementary School District

Grades served: PreK-8  
 Number of schools: 4  
 Students attending: 3,046  
 Number of certified teachers: 178

## Proposition 301 Dollars

Base pay:	\$ 192,335
Performance pay:	384,670
Menu options:	<u>384,670</u>
Total Proposition 301 dollars:	<u>\$ 961,675</u>
Total budgeted expenditures for fiscal year 2002:	\$25,216,870

## Comparative Information

	District	State
Student/teacher ratio:	17.1	18
Average teacher salary:	\$34,468	\$37,176
Beginning teacher salary:	\$29,150	\$26,516
Percentage of dollars spent in the classroom:	55.7%	57.7%

### Base Pay (\$192,335)

Base pay monies are being divided equally among employees who are paid on the teacher salary schedule, including classroom teachers, counselors, librarians, and speech therapists. Monies are paid out during the normal payroll cycle, and increases are budgeted to be approximately \$980 each.

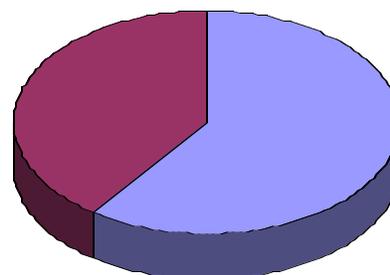
### Menu Options (\$384,670):

A committee of district administrators, teachers, and union officers developed the menu monies spending plan. Under the plan, 75 percent of the monies will be used to increase base pay for eligible employees. The remaining monies will pay for AIMS intervention activities, and will be used to hire an additional third-grade teacher to reduce class sizes.

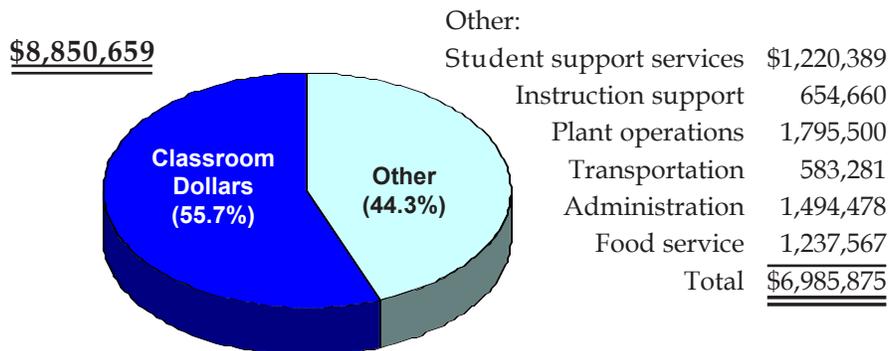
### Performance Pay (\$384,670):

The District has allocated 60 percent of performance pay monies to student achievement goals, which call for improved student performance in reading, mathematics, and language arts. The remaining 40 percent will be used to reward teachers for participating in and implementing the Six Traits of Writing program. Eligible employees could earn as much as \$1,600 each if goals are accomplished. Monies will be paid as goals are met, with the District expecting to pay out monies in October 2002.

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*.

# Beaver Creek Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 262  
 Number of certified teachers: 14

## Proposition 301 Dollars

Base pay:	\$	19,265
Performance pay:		38,530
Menu options:		<u>38,530</u>
Total Proposition 301 dollars:	\$	<u><u>96,325</u></u>
Total budgeted expenditures for fiscal year 2002:	\$	2,337,345

## Comparative Information

	District	State
Student/teacher ratio:	18.7	18
Average teacher salary:	\$31,071	\$37,176
Beginning teacher salary:	\$22,300	\$26,516
Percentage of dollars spent in the classroom:	59.4%	57.7%

### Base Pay (\$19,265):

Base pay was divided equally among 18 teachers. The increases are estimated to be approximately \$800 and are being paid during the normal payroll cycle.

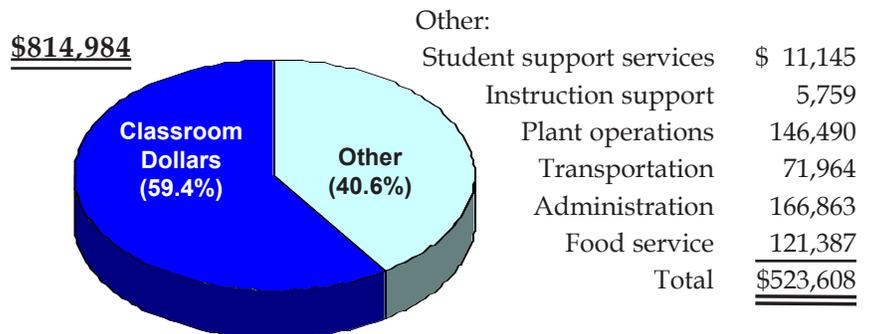
### Menu Options (\$38,530):

A committee of board members, teachers, and school principals determined that menu monies would be used to compensate classroom teachers for obtaining additional training through workshops and college- and graduate-level courses. Teachers may also receive compensation for teaching training courses for peers.

### Performance Pay (\$38,530):

The District has budgeted performance pay increases of approximately \$1,600 per classroom teacher. To receive these monies, teachers can select up to four goals, each worth \$400 if accomplished. Goals include such things as increasing parental involvement through parent/student joint projects, Family Math Nights, and meetings; tutoring students outside of class time; integrating state standards into lesson plans; and supervising or sponsoring clubs or activities.

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



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

# Benson Unified School District

Grades served: PreK-12  
 Number of schools: 3  
 Students attending: 1,064  
 Number of certified teachers: 62

## Proposition 301 Dollars

Base pay:	\$ 76,627
Performance pay:	153,253
Menu options:	<u>153,253</u>
Total Proposition 301 dollars:	<u><u>\$ 383,133</u></u>
Total budgeted expenditures for fiscal year 2002:	\$15,196,640

## Comparative Information

	District	State
Student/teacher ratio:	17.2	18
Average teacher salary:	\$34,767	\$37,176
Beginning teacher salary:	\$25,400	\$26,516
Percentage of dollars spent in the classroom:	49.5%	57.7%

### Base Pay (\$76,627):

Base pay monies were divided equally among 67 classroom teachers, 2 counselors, and 1 librarian. Increases are estimated to be \$988, and are being paid out during the normal payroll cycle.

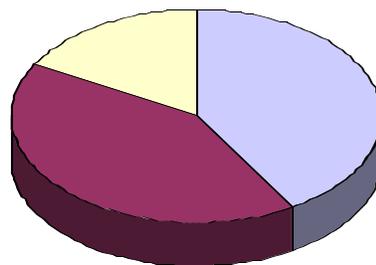
### Menu Options (\$153,253):

A committee of board members, district administrators, teachers, parents, and school principals determined that classroom teachers, counselors, and librarians will receive base pay increases from menu monies. The remaining monies, 17 percent, will be used to compensate employees for tutoring students.

### Performance Pay (\$153,253):

The District has budgeted performance pay of approximately \$1,838 per classroom teacher, counselor, and librarian. The performance pay plan is based on the District's existing Performance Incentive Program, and includes goals in three areas, as shown in the figure. Specific goals vary by school, but involve such things as improving students' standardized test scores; surveying parents; and tutoring students.

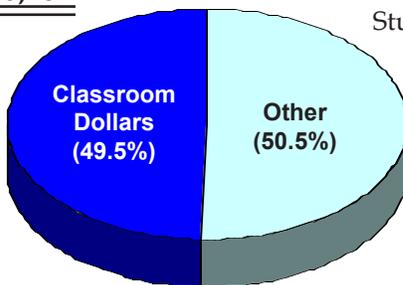
What Is the Plan Based On?



■ Student achievement (41.5%)  
 ■ Parental satisfaction (41.5%)  
 ■ Additional teacher responsibility (17%)

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

\$3,670,732



Other:

Student support services	\$ 537,373
Instruction support	445,008
Plant operations	1,275,063
Transportation	381,531
Administration	747,100
Food service	<u>260,420</u>
Total	<u><u>\$3,646,495</u></u>

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

# Bicentennial Union High School District

Grades served: 9-12  
 Number of schools: 1  
 Students attending: 144  
 Number of certified teachers: 9

## Proposition 301 Dollars

Base pay:	\$ 12,945
Performance pay:	25,890
Menu options:	<u>25,890</u>
Total Proposition 301 dollars:	<u>\$ 64,725</u>
Total budgeted expenditures for fiscal year 2002:	\$2,549,523

## Comparative Information

	District	State
Student/teacher ratio:	16	18
Average teacher salary:	\$40,588	\$37,176
Beginning teacher salary:	\$26,000	\$26,516
Percentage of dollars spent in the classroom:	41.6%	57.7%

### Base Pay (\$12,945):

Classroom teachers are receiving equal base pay increases, estimated to be \$864, paid during the normal payroll cycle.

### Menu Options (\$25,890):

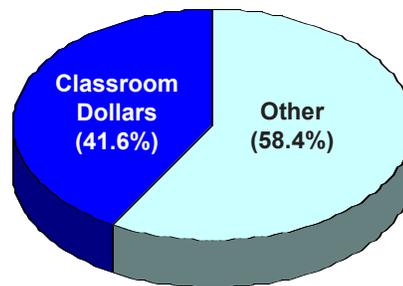
A committee of board members, district administrators, and teachers determined that all menu monies would be used to increase compensation for classroom teachers.

### Performance Pay (\$25,890):

Classroom teachers can earn an estimated \$1,727 in performance pay incentives by successfully designing, planning, and implementing instruction; creating and maintaining a learning environment; and exhibiting professional behavior and knowledge. Monies are being paid out at the end of the second and fourth quarters of the 2002 school year.

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

\$670,025



Other:

Student support services	\$ 986
Instruction support	72,617
Plant operations	268,608
Transportation	162,643
Administration	239,649
Food service	92,569
Other services	<u>1,880</u>
Total	<u>\$ 838,952</u>

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

# Bisbee Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 995  
 Number of certified teachers: 55

## Proposition 301 Dollars

Base pay:	\$ 68,810
Performance pay:	137,621
Menu options:	<u>137,621</u>
Total Proposition 301 dollars:	<u><u>\$ 344,052</u></u>
Total budgeted expenditures for fiscal year 2002:	\$9,380,126

## Comparative Information

	District	State
Student/teacher ratio:	18.1	18
Average teacher salary:	\$29,794	\$37,176
Beginning teacher salary:	\$24,620	\$26,516
Percentage of dollars spent in the classroom:	52.7%	57.7%

### Base Pay (\$68,810):

Classroom teachers, counselors, and librarians are eligible to receive base pay increases, estimated to be \$1,166 each, distributed in December 2001, and March, June, and August 2002. These same types of employees are also eligible to receive performance pay and compensation from menu monies.

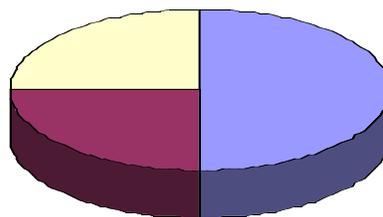
### Menu Options (\$137,621):

A committee of district administrators, teachers, and school principals determined that all menu monies will be used to increase compensation for classroom teachers, counselors, and librarians. To receive the monies, employees must attend additional training classes focused on student achievement.

### Performance Pay (\$137,621):

The District budgeted performance pay incentives of approximately \$2,332 per eligible employee. To receive these monies, eligible employees must accomplish goals in three areas, as shown in the figure. Specific goals include such things as improving reading, mathematics, and language arts scores on standardized tests; implementing strategies to improve students' reading and writing skills; and documenting at least 75 contacts with parents.

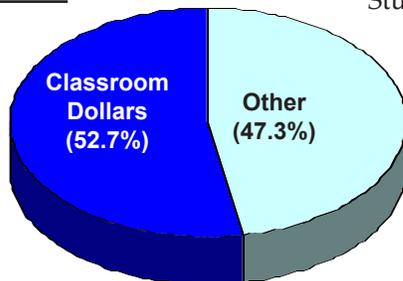
What Is the Plan Based On?



- School improvement (50%)
- Student achievement (25%)
- Teacher / parent communication (25%)

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

\$2,919,083



Other:	
Student support services	\$ 293,733
Instruction support	183,046
Plant operations	784,763
Transportation	267,424
Administration	692,048
Food service	<u>384,235</u>
Total	<u><u>\$2,605,249</u></u>

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

**District Planned Uses of Proposition 301 Monies**

# Blue Elementary School District

Grades served:	PreK-8
Number of schools:	1
Students attending:	2
Number of certified teachers:	1

## Proposition 301 Dollars

Base pay:	\$170
Performance pay:	340
Menu options:	<u>340</u>
Total Proposition 301 dollars:	<u><u>\$850</u></u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	<b>District</b>	<b>State</b>
Student/teacher ratio:	2.0	18
Average teacher salary:	\$32,000	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	88.7%	57.7%

### Base Pay (\$170):

The District has allocated approximately \$170 to increase the base pay of its only teacher. Monies are being distributed during the normal payroll cycle.

### Performance Pay (\$340):

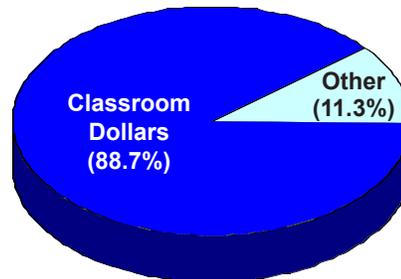
The District's teacher may also earn up to \$340 in performance pay monies if the students score at the 50th-percentile or better on standardized tests or show at least one year's academic progress.

### Menu Options (\$340):

Board members and district administrators decided to use 100 percent of menu monies to increase the teacher's compensation. To be eligible for the pay raise, the teacher must receive a performance evaluation that meets the District's criteria.

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

\$50,405



Other:	
Plant operations	\$6,165
Administration	<u>239</u>
Total	<u><u>\$6,404</u></u>

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

# Blue Ridge Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 2,339  
 Number of certified teachers: 141

## Proposition 301 Dollars

Base pay:	\$158,972
Performance pay:	317,943
Menu options:	<u>317,943</u>
Total Proposition 301 dollars:	<u>\$794,858</u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	16.6	18
Average teacher salary:	\$33,606	\$37,176
Beginning teacher salary:	\$25,452	\$26,516
Percentage of dollars spent in the classroom:	60.7%	57.7%

### Base Pay (\$158,972):

The District's 135 classroom teachers, 4 counselors, and 1 librarian are eligible for base pay increases of an estimated \$1,000 each. Monies are being distributed during the normal payroll cycle. The District also expects to use base pay monies to increase starting salaries.

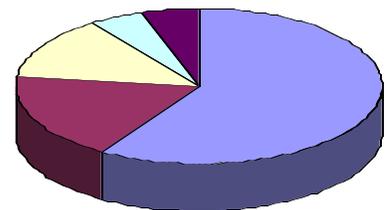
### Performance Pay (\$317,943):

Classroom teachers, counselors, and librarians are eligible for performance pay. Approximately 50 percent of the performance pay will be based on teachers meeting various goals in areas such as curriculum and classroom development, with an additional 25 percent based on parental satisfaction as indicated on parent surveys. The remainder of the monies will be distributed based upon student improvement on standardized tests and increased student attendance. The District estimates that performance pay will range from \$1,640 to \$3,140 per eligible employee. Monies will be distributed at the end of the 2002 school year.

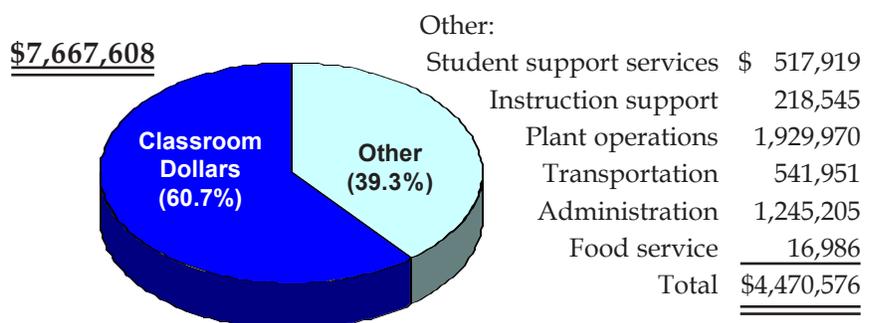
### Menu Options (\$317,943):

A committee of district administrators, school principals, and teachers determined that the District would spend its menu monies as shown in the figure. Compensation increases going to classroom teachers, counselors, and librarians are for base pay increases and increased health insurance costs. In addition, teachers earning 12 hours of graduate credit may receive a \$1,100 salary adjustment. The District also indicates that it anticipates hiring an additional 5th-grade teacher, creating a new K-6 counselor position, and implementing an AIMS summer remediation program.

Which Options Did the District Choose?



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



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

# Bouse Elementary School District

Grades served:	PreK-8
Number of schools:	1
Students attending:	24
Number of certified teachers:	5

## Proposition 301 Dollars

Base pay:	\$ 1,845
Performance pay:	3,691
Menu options:	<u>3,691</u>
Total Proposition 301 dollars:	<u><u>\$ 9,227</u></u>
Total budgeted expenditures for fiscal year 2002:	\$2,118,747

## Comparative Information

	District	State
Student/teacher ratio:	4.8	18
Average teacher salary:	\$29,320	\$37,176
Beginning teacher salary:	\$24,300	\$26,516
Percentage of dollars spent in the classroom:	59.8%	57.7%

### Base Pay (\$1,845):

The District budgeted base pay increases of \$413 for each of its classroom teachers. Monies will be paid in installments in December 2001 and at the end of the 2002 school year. To obtain the base pay increases, classroom teachers will be required to work additional days. Only seven other districts indicated a similar requirement.

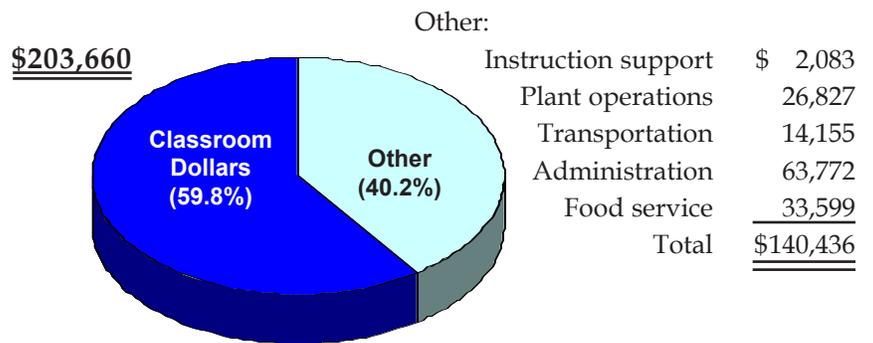
### Performance Pay (\$3,691):

The District's performance plan is based upon classroom teachers' ethics and extracurricular work performed. Classroom teachers may earn an estimated \$692 to \$1,000, each which will be distributed in installments in December 2001 and at the end of the 2002 school year.

### Menu Options (\$3,691):

A committee composed of board members, district administrators, and teachers determined that 100 percent of the menu monies would go toward increasing compensation for the District's classroom teachers.

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



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

# Bowie Unified School District

Grades served: PreK-12  
 Number of schools: 2  
 Students attending: 88  
 Number of certified teachers: 9

## Proposition 301 Dollars

Base pay:	\$ 7,331
Performance pay:	14,663
Menu options:	14,663
Total Proposition 301 dollars:	<u>\$ 36,657</u>
Total budgeted expenditures for fiscal year 2002:	\$1,843,927

## Comparative Information

	District	State
Student/teacher ratio:	9.8	18
Average teacher salary:	\$29,962	\$37,176
Beginning teacher salary:	\$24,500	\$26,516
Percentage of dollars spent in the classroom:	52.8%	57.7%

### Base Pay (\$7,331):

The District is dividing its base pay monies equally among its 12 classroom teachers and 1 counselor. Employees are scheduled to receive an estimated \$533 each at the end of the 2002 school year.

### Menu Options (\$14,663):

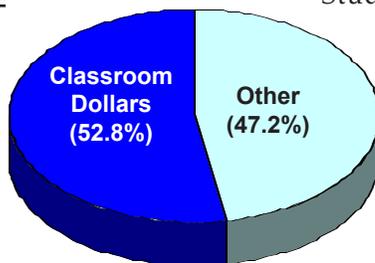
A committee of board members, district administrators, school principals, and teachers determined that all menu monies will be used to pay for teacher development activities. Classroom teachers, counselors, and teachers' aides may earn \$152 for each half-day of training they attend, up to a total of seven half-days attended.

### Performance Pay (\$14,663):

The District's 12 classroom teachers and 1 counselor may earn up to \$1,066 each for performance pay, which is entirely based upon students' performance on standardized tests. These monies will be distributed with the 2003 school year's first paycheck. Eligible employees are not required to be district employees for the 2003 school year to obtain the performance monies earned during the 2002 school year.

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

\$583,905



Other:	
Student support services	\$ 14,728
Instruction support	79,666
Plant operations	152,210
Transportation	73,617
Administration	161,601
Food service	25,055
Other services	<u>14,953</u>
Total	<u>\$521,830</u>

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

# Buckeye Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 1,270  
 Number of certified teachers: 74

## Proposition 301 Dollars

Base pay:	\$	80,200
Performance pay:		160,399
Menu options:		160,399
Total Proposition 301 dollars:	\$	<u>400,998</u>
Total budgeted expenditures for fiscal year 2002:		\$20,928,728

## Comparative Information

	District	State
Student/teacher ratio:	17.2	18
Average teacher salary:	\$33,364	\$37,176
Beginning teacher salary:	\$28,000	\$26,516
Percentage of dollars spent in the classroom:	53.9%	57.7%

### Base Pay (\$80,200):

The District has decided to divide base pay monies equally among its 70 classroom teachers and 3 counselors. Eligible employees are each receiving an estimated \$875 increase in base pay distributed during the normal payroll cycle.

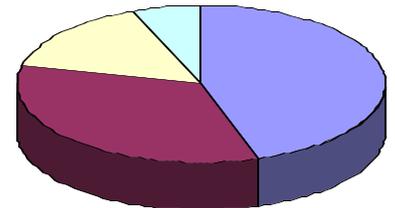
### Menu Options (\$160,399):

A committee composed of district administrators and school principals determined that approximately 71 percent of menu monies should be spent to hire 3 classroom teachers to reduce class sizes. The remaining monies will be used to increase base and performance compensation for classroom teachers and counselors.

### Performance Pay (\$160,399):

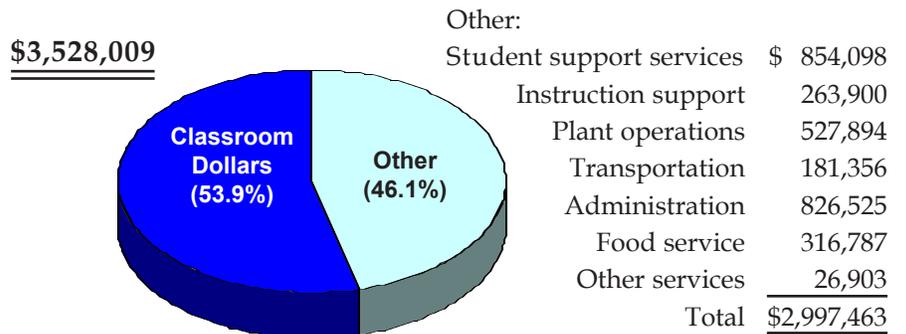
The District budgeted performance pay of approximately \$2,179 per classroom teacher and counselor eligible to participate in the teacher-developed performance pay plan. The monies will be paid out if goals in four areas are met. Teacher development includes obtaining an advanced degree or participation in 40 hours of professional development activities, while the student achievement portion is based upon increased standardized test scores. For the other factors, eligible employees must participate in a curriculum development committee and be absent less than 1 day per semester.

### What Is the Plan Based On?



- Teacher development (45%)
- Student achievement (34%)
- School development (15%)
- Teacher attendance (6%)

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



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

# Buckeye Union High School District

Grades served: 9-12  
 Number of schools: 2  
 Students attending: 1,119  
 Number of certified teachers: 56

## Proposition 301 Dollars

Base pay:	\$ 77,339
Performance pay:	154,677
Menu options:	<u>154,677</u>
Total Proposition 301 dollars:	<u>\$ 386,693</u>
Total budgeted expenditures for fiscal year 2002:	\$23,747,282

## Comparative Information

	District	State
Student/teacher ratio:	20	18
Average teacher salary:	\$31,738	\$37,176
Beginning teacher salary:	\$24,500	\$26,516
Percentage of dollars spent in the classroom:	48.3%	57.7%

### Base Pay (\$77,339):

The District is dividing its base pay monies equally among 67 classroom teachers, 3 counselors, and 1 librarian. Each eligible employee will receive an estimated \$900, to be distributed as soon as the monies are received.

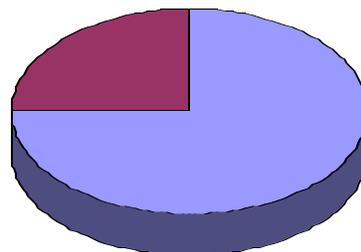
### Menu Options (\$154,677):

A committee of district administrators, teachers, school principals, and parents created the plan for distributing menu monies. The District anticipates using 75 percent of the menu monies for signing bonuses, while the remaining 25 percent will go toward providing 8 hours of staff training.

### Performance Pay (\$154,677):

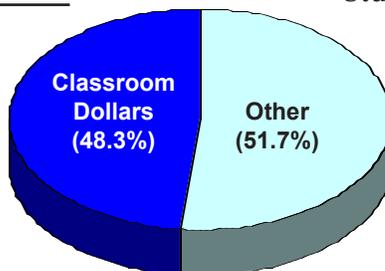
Classroom teachers, librarians, and counselors are eligible for an estimated \$1,800 each in performance pay, to be distributed in May 2002. The majority of the performance pay will be paid if goals relating to student improvement on standardized tests are achieved. The rest of the monies will be awarded based on teacher development, such as attending in-service training and implementing new skills in lesson plans for reading, writing, and language acquisition.

#### What Is the Plan Based On?



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

\$3,002,157



Other:	
Student support services	\$ 501,846
Instruction support	192,954
Plant operations	885,146
Transportation	266,115
Administration	965,282
Food service	269,297
Other services	<u>51,338</u>
Total	<u>\$3,131,978</u>

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

# Bullhead City Elementary School District

Grades served: PreK-8  
 Number of schools: 7  
 Students attending: 3,633  
 Number of certified teachers: 204

## Proposition 301 Dollars

Base pay:	\$ 229,293
Performance pay:	458,586
Menu options:	<u>458,586</u>
Total Proposition 301 dollars:	<u><u>\$ 1,146,465</u></u>
Total budgeted expenditures for fiscal year 2002:	\$27,701,532

## Comparative Information

	District	State
Student/teacher ratio:	17.8	18
Average teacher salary:	\$30,132	\$37,176
Beginning teacher salary:	\$25,800	\$26,516
Percentage of dollars spent in the classroom:	64.1%	57.7%

### Base Pay (\$229,293):

The District decided to divide base pay monies equally among 240 teachers, 5 counselors, and 5 librarians. Eligible employees will receive an estimated \$830 each that will be paid as a stipend once the monies are received.

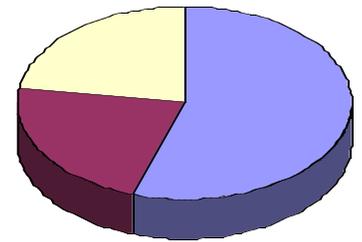
### Menu Options (\$458,586):

A committee of district administrators, teachers, and school principals determined that half the menu monies would be used to hire 5 additional teachers to help reduce class sizes. The other half of the monies would be used to increase the base pay of classroom teachers, counselors, and librarians.

### Performance Pay (\$458,586):

Classroom teachers, counselors, and librarians are eligible for performance pay up to an estimated \$1,660 each, based upon the factors shown in the figure. For the student achievement portion, teachers at each school are required to set measurable goals for their students for all academic areas. Teachers will also be compensated based on their education, in-service credits, and leadership activities. These monies will be distributed with the 2002 school year's final paycheck.

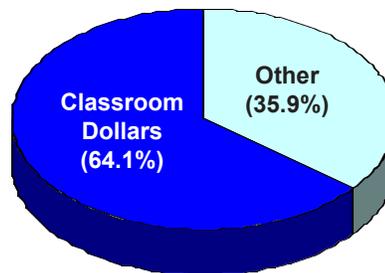
#### What Is the Plan Based On?



- Student achievement (55%)
- Teacher development (22.5%)
- Additional responsibility (22.5%)

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

\$9,589,865



Other:

Student support services	\$ 599,190
Instruction support	670,174
Plant operations	1,257,401
Transportation	566,628
Administration	1,382,305
Food service	831,130
Other services	<u>62,043</u>
<b>Total</b>	<u><u>\$5,368,871</u></u>

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

# Camp Verde Unified School District

Grades served: PreK-12  
 Number of schools: 3  
 Students attending: 1,429  
 Number of certified teachers: 82

## Proposition 301 Dollars

Base pay:	\$ 102,494
Performance pay:	204,989
Menu options:	204,989
Total Proposition 301 dollars:	<u>\$ 512,472</u>
Total budgeted expenditures for fiscal year 2002:	\$12,685,411

## Comparative Information

	District	State
Student/teacher ratio:	17.4	18
Average teacher salary:	\$31,891	\$37,176
Beginning teacher salary:	\$26,000	\$26,516
Percentage of dollars spent in the classroom:	55.2%	57.7%

### Base Pay (\$102,494):

The District has decided to divide base pay monies equally between 76 classroom teachers and 4 counselors. Eligible employees will each receive an estimated \$1,000, paid during the normal payroll cycle.

### Menu Options (\$204,989):

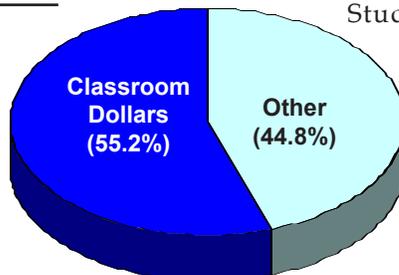
A committee of board members, district administrators, and teachers determined how menu monies would be allocated. The bulk of the monies, 94 percent, will be used to increase salaries and benefits for classroom teachers and counselors. The remainder of the money will be used to reduce class sizes by adding an additional class at the high school and middle school, and to establish a remedial summer school dropout prevention program.

### Performance Pay (\$204,989):

Classroom teachers and counselors are eligible to receive performance monies up to \$2,000 each, distributed with the 2002 school year's final paycheck. Approximately 41 percent of the monies will be distributed based upon student achievement on standardized tests, while another 41 percent will be based upon additional duties such as peer coaching, parent night activities, and tutoring. To receive performance pay monies, eligible employees must remain District employees for the 2003 school year. The District is 1 of only 25 districts with a similar requirement. The District plans on carrying forward to the 2003 school year the remaining 18 percent of the performance monies.

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

\$4,168,762



Other:

Student support services	\$ 768,164
Instruction support	297,765
Plant operations	998,191
Transportation	305,267
Administration	833,721
Food service	<u>324,078</u>
<b>Total</b>	<u><b>\$3,527,186</b></u>

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

# Canon Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 202  
 Number of certified teachers: NA

## Proposition 301 Dollars

Base pay:	\$ 15,055
Performance pay:	30,111
Menu options:	<u>30,111</u>
Total Proposition 301 dollars:	<u><u>\$ 75,277</u></u>
Total budgeted expenditures for fiscal year 2002:	\$3,200,432

## Comparative Information

	District	State
Student/teacher ratio:	NA	18
Average teacher salary:	\$30,424	\$37,176
Beginning teacher salary:	\$24,430	\$26,516
Percentage of dollars spent in the classroom:	47.9%	57.7%

### Base Pay (\$15,055):

The District has decided to divide its base pay monies equally among its 12 classroom teachers. Each teacher will receive an estimated \$1,073, paid during the normal payroll cycle.

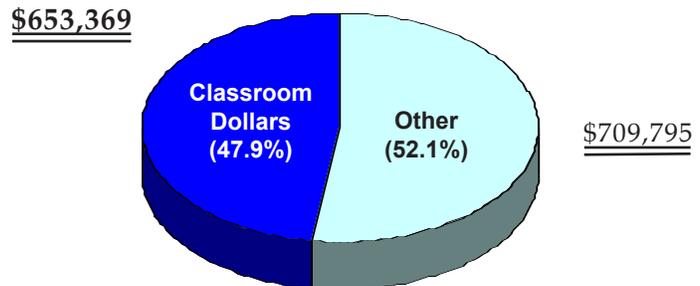
### Performance Pay (\$30,111):

The District has determined that classroom teachers can earn performance pay up to an estimated \$2,147. The monies will be distributed with the 2002 school year's final paycheck if goals relating to the State's AIMS test are accomplished.

### Menu Options (\$30,111):

A committee of district administrators, teachers, and school principals determined that 100 percent of the menu monies be used to hire additional classroom teachers to reduce kindergarten and physical education class sizes.

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



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

# Cartwright Elementary School District

Grades served: PreK-8  
 Number of schools: 22  
 Students attending: 17,637  
 Number of certified teachers: 898

## Proposition 301 Dollars

Base pay:	\$ 1,114,086
Performance pay:	2,228,173
Menu options:	2,228,173
Total Proposition 301 dollars:	<u>\$ 5,570,432</u>
Total budgeted expenditures for fiscal year 2002:	\$146,551,285

## Comparative Information

	District	State
Student/teacher ratio:	19.6	18
Average teacher salary:	\$38,655	\$37,176
Beginning teacher salary:	\$30,250	\$26,516
Percentage of dollars spent in the classroom:	66.4%	57.7%

### Base Pay (\$1,114,086):

The District has chosen to give base pay increases to a variety of employees, including its 842 classroom teachers, 8 counselors, 4 librarians, and 10 others. The 10 other employees receiving base pay increases include speech pathologists and teachers for the vision- and hearing-impaired. These same types of employees are also eligible for performance pay and compensation from menu monies. Base pay increases are estimated to be \$1,150 per eligible employee and are being distributed during the regular payroll cycle.

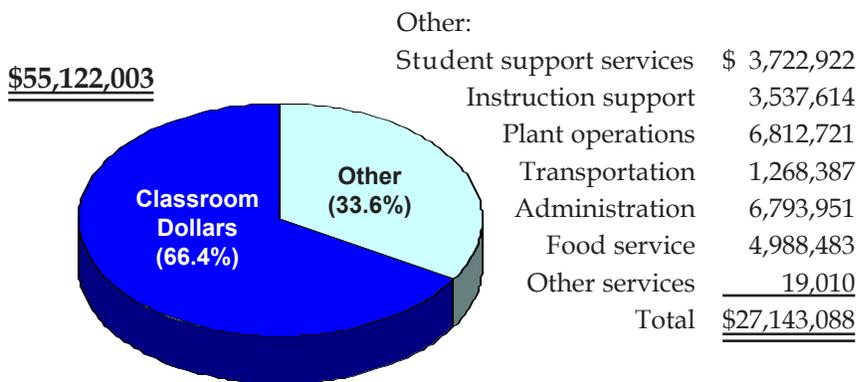
### Menu Options (\$2,228,173):

A committee of board members, district administrators, teachers, and school principals determined how the District would spend its menu monies. Equitable compensation increases and partial step increases for continuing eligible employees will account for 75 percent of the monies spent. The remaining 25 percent is designated for AIMS intervention or staff development.

### Performance Pay (\$2,228,173):

Eligible employees can earn up to an estimated \$2,300 each, which will be distributed in two installments during December and May. Roughly 75 percent of the monies will be paid if student achievement on standardized tests increases. The remaining monies are tied to teacher development goals, which provide for eligible employees to earn up to \$600 each for obtaining additional certifications and endorsements.

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



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

# Casa Grande Elementary School District

Grades served: PreK-8  
 Number of schools: 10  
 Students attending: 5,052  
 Number of certified teachers: 288

## Proposition 301 Dollars

Base pay:	\$ 318,374
Performance pay:	636,748
Menu options:	<u>636,748</u>
Total Proposition 301 dollars:	<u>\$ 1,591,870</u>
Total budgeted expenditures for fiscal year 2002:	\$39,708,669

## Comparative Information

	District	State
Student/teacher ratio:	17.5	18
Average teacher salary:	\$34,675	\$37,176
Beginning teacher salary:	\$30,575	\$26,516
Percentage of dollars spent in the classroom:	57.5%	57.7%

### Base Pay (\$318,374):

The District has decided to divide its base pay increases equally among 279 classroom teachers, 3 counselors, and 9 librarians. These employees are also eligible to receive performance pay monies and compensation from menu monies. Eligible employees are receiving approximately \$860 each in base pay increases during the normal payroll cycle.

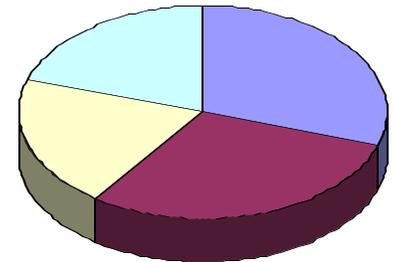
### Performance Pay (\$636,748):

Eligible employees may receive up to an estimated \$1,720 each in performance pay if they receive evaluations indicating their performance is adequate.

### Menu Options (\$636,748):

A committee of district administrators and teachers determined that menu monies would be allocated as shown in the figure. Eligible employees must perform additional work, such as after-school activities, to be eligible for compensation increases. Monies will also be used to hire additional staff, to implement new programs, and for staff training.

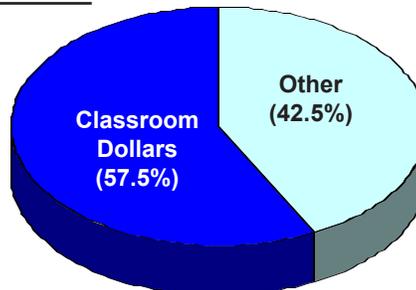
Which Options Did the District Choose?



- AIMS intervention (30%)
- Class size reduction (30%)
- Compensation increases (20%)
- Teacher development (20%)

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

\$15,031,834



Other:	
Student support services	\$ 1,465,174
Instruction support	832,865
Plant operations	2,978,289
Transportation	1,171,143
Administration	2,674,108
Food service	1,364,698
Other services	<u>401,666</u>
Total	<u>\$10,887,943</u>

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

# Casa Grande Union High School District

Grades served: 9-12  
 Number of schools: 1  
 Students attending: 2,445  
 Number of certified teachers: 130

## Proposition 301 Dollars

Base pay:	\$ 188,012
Performance pay:	376,023
Menu options:	<u>376,023</u>
Total Proposition 301 dollars:	<u>\$ 940,058</u>
Total budgeted expenditures for fiscal year 2002:	\$21,338,934

## Comparative Information

	District	State
Student/teacher ratio:	18.8	18
Average teacher salary:	\$35,215	\$37,176
Beginning teacher salary:	\$28,039	\$26,516
Percentage of dollars spent in the classroom:	54.4%	57.7%

### Base Pay (\$188,012):

The District budgeted base pay increases of approximately \$923 for each of its 140 classroom teachers, 5 counselors, and 2 librarians. These same types of employees are also eligible to receive performance pay and compensation from the menu monies. Base pay increases are paid out during the regular payroll cycle.

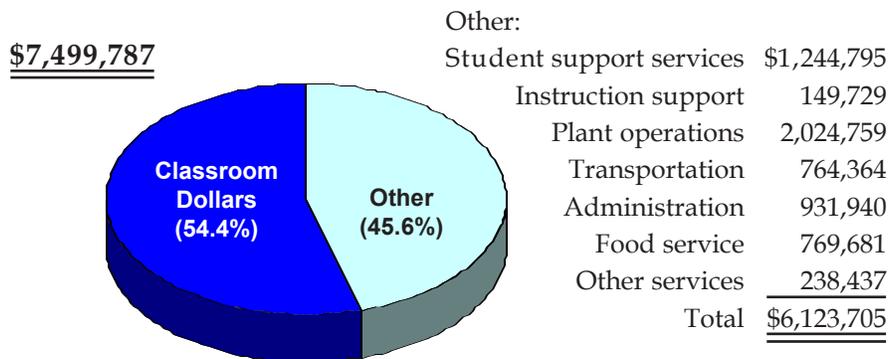
### Menu Options (\$376,023):

A broad-based committee consisting of board members, support staff, district administrators, teachers, school principals, and others determined that 100 percent of menu monies will be used to increase the base salaries of classroom teachers, counselors, and librarians.

### Performance Pay (\$376,023):

The District budgeted performance pay incentives of approximately \$2,066 per eligible employee to be distributed with the 2002 school year's final paycheck. Ninety percent of the performance incentives are based on the employee's evaluation in areas such as classroom management, instructional planning, and instructional skills. The remaining 10 percent of incentives are based on the school's dropout and completion rates.

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



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

# Catalina Foothills Unified School District

Grades served: PreK-12  
 Number of schools: 8  
 Students attending: 4,831  
 Number of certified teachers: 287

## Proposition 301 Dollars

Base pay:	\$ 315,207
Performance pay:	630,413
Menu options:	<u>630,413</u>
Total Proposition 301 dollars:	<u><u>\$ 1,576,033</u></u>
Total budgeted expenditures for fiscal year 2002:	\$46,002,554

## Comparative Information

	District	State
Student/teacher ratio:	16.8	18
Average teacher salary:	\$31,485	\$37,176
Beginning teacher salary:	\$25,663	\$26,516
Percentage of dollars spent in the classroom:	58.7%	57.7%

### Base Pay (\$315,207):

The District divided base pay monies equally among 308 classroom teachers, 13 counselors, 7 librarians, and 5 others, including speech and language specialists and an English Language Learner teacher. Similar types of employees are also eligible to receive performance pay monies and compensation from menu monies. Base pay is expected to increase by approximately \$928 and monies are paid out during the normal payroll cycle.

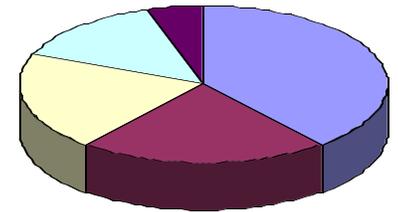
### Performance Pay (\$630,413):

Eligible employees may each earn an estimated \$1,848 in performance pay monies that will be distributed with the last paycheck of the 2002 school year if goals are met. Performance pay incentives are based entirely on students meeting or exceeding performance goals on standardized tests.

### Menu Options (\$630,413):

A committee of board members, district administrators, teachers, and school principals determined that menu monies would be distributed as shown in the figure. Compensation monies will be used for base pay comparability adjustments, employee benefits, and performance-based and extra-duty stipends. The District indicates it also anticipates hiring an additional teacher, instructional aides, and an additional alternative education teacher at each middle school.

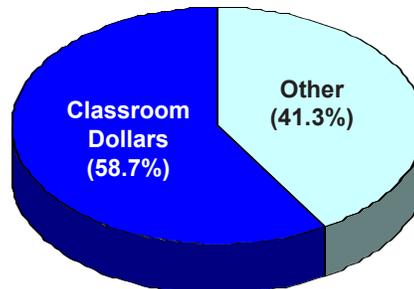
Which Options Did the District Choose?



- Compensation increases (39%)
- Teacher development (22%)
- General contingencies (20%)
- Class size reduction (14%)
- Dropout prevention (5%)

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

\$14,582,080



Other:	
Student support services	\$ 1,205,801
Instruction support	1,035,151
Plant operations	3,283,590
Transportation	802,333
Administration	2,857,592
Food service	934,059
Other services	66,501
<b>Total</b>	<u><u>\$10,185,027</u></u>

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

# Cave Creek Unified School District

Grades served: PreK-12  
 Number of schools: 6  
 Students attending: 4,243  
 Number of certified teachers: 239

## Proposition 301 Dollars

Base pay:	\$ 274,460
Performance pay:	548,921
Menu options:	<u>548,921</u>
Total Proposition 301 dollars:	<u><u>\$ 1,372,302</u></u>
Total budgeted expenditures for fiscal year 2002:	\$52,327,969

## Comparative Information

	District	State
Student/teacher ratio:	17.8	18
Average teacher salary:	\$31,782	\$37,176
Beginning teacher salary:	\$28,857	\$26,516
Percentage of dollars spent in the classroom:	54.8%	57.7%

### Base Pay (\$274,460):

The District has allocated base pay increases to a variety of employees, including its classroom teachers, counselors, librarians, and others. The other employees receiving base pay increases include speech pathologists, technology instruction specialists, and a staff development coordinator. These same types of employees are also eligible for performance pay and compensation from menu monies. The District is dividing the base pay equally among eligible employees, for an estimated total of approximately \$930 per employee. These monies are paid during the District's regular payroll cycle.

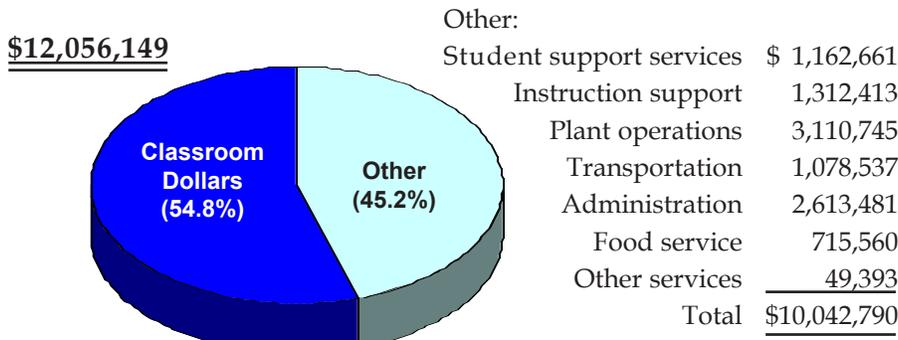
### Menu Options (\$548,921):

School principals, with the assistance of district administrators and parents, determined that 85 percent of menu monies would be used to increase eligible employee compensation. The remaining monies are being spent at the discretion of individual schools.

### Performance Pay (\$548,921):

The District has determined that performance pay increases will range from an estimated \$700 to \$1,000 per eligible employee. To obtain the performance monies, eligible employees must attend training in the use of quality tools and demonstrate that they have used the tools to plan and monitor student achievement during the year. The monies will be distributed when the principal determines performance standards have been met.

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



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

# Cedar Unified School District

Grades served: PreK-12  
 Number of schools: 1  
 Students attending: 480  
 Number of certified teachers: 38

## Proposition 301 Dollars

Base pay:	\$	33,549
Performance pay:		67,097
Menu options:		<u>67,097</u>
Total Proposition 301 dollars:	\$	<u><u>167,743</u></u>
Total budgeted expenditures for fiscal year 2002:		\$11,794,603

## Comparative Information

	District	State
Student/teacher ratio:	12.6	18
Average teacher salary:	\$32,152	\$37,176
Beginning teacher salary:	\$26,500	\$26,516
Percentage of dollars spent in the classroom:	45.4%	57.7%

### Base Pay (\$33,549):

The District has allocated base pay increases to a variety of employees, including its 38 classroom teachers, a counselor, a librarian, and a nurse. These same types of employees are also eligible for performance pay and compensation from menu monies. Base pay increases are estimated to be \$750 per eligible employee. Monies are paid out in two installments.

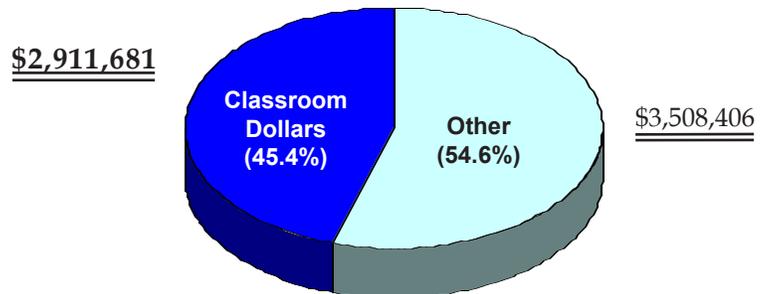
### Menu Options (\$67,097):

District teachers determined that 100 percent of menu monies would be used for performance-based compensation increases for eligible employees.

### Performance Pay (\$67,097):

A committee of teachers developed the performance plan, which includes incentives relating to student achievement on reading tests, teacher development, and student and teacher attendance. For example, employees may be reimbursed for tuition and books for one graduate-level class per year, and can receive an additional \$100 for completing the course with an "A" or "B" grade. Employees may also be rewarded for obtaining additional certifications and endorsements, for improving student attendance, and for having a perfect attendance record themselves. Performance pay will be distributed in two installments.

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



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

# Chandler Unified School District

Grades served: PreK-12  
 Number of schools: 24  
 Students attending: 20,756  
 Number of certified teachers: 1,108

## Proposition 301 Dollars

Base pay:	\$ 1,343,250
Performance pay:	2,686,499
Menu options:	2,686,499
Total Proposition 301 dollars:	<u>\$ 6,716,248</u>
Total budgeted expenditures for fiscal year 2002:	\$168,179,330

## Comparative Information

	District	State
Student/teacher ratio:	18.7	18
Average teacher salary:	\$36,631	\$37,176
Beginning teacher salary:	\$30,619	\$26,516
Percentage of dollars spent in the classroom:	60.7%	57.7%

### Base Pay (\$1,343,250):

The District plans to distribute base pay monies to 1,237 classroom teachers, 36 counselors, and 21 librarians in equal percentage amounts, ranging from an estimated \$670 to \$1,308 each. The monies are distributed during the normal payroll cycle.

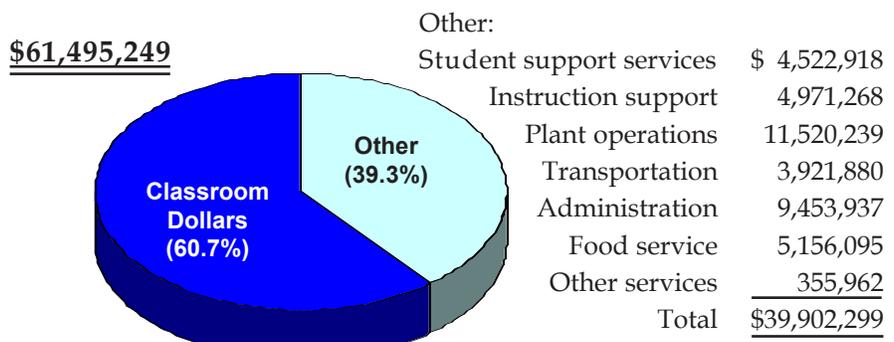
### Menu Options (\$2,686,499):

A broad-based committee of board members, support staff, district administrators, teachers, parents, and school principals determined how menu monies would be allocated. Under the plan, 26 percent of menu monies will pay for 3 days of staff development activities. Remaining monies are allocated to schools to spend at their discretion for such things as compensation increases, class size reduction, AIMS intervention and dropout prevention programs, or teacher development.

### Performance Pay (\$2,686,499):

Classroom teachers, counselors, and librarians may earn up to an estimated \$1,510 each in performance pay. Incentives will be paid to employees who implement action plans to improve student achievement, and if students attain school achievement goals on standardized tests. Performance monies will also be used to pay for 2 days of staff development activities. Monies will be distributed with the 2003 school year's first paycheck; however, employees are not required to continue working for the District during the 2003 school year to receive 2002 performance pay.

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



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

# Chinle Unified School District

Grades served: PreK-12  
 Number of schools: 8  
 Students attending: 4,157  
 Number of certified teachers: 276

## Proposition 301 Dollars

Base pay:	\$ 269,540
Performance pay:	539,080
Menu options:	<u>539,080</u>
Total Proposition 301 dollars:	<u><u>\$ 1,347,700</u></u>
Total budgeted expenditures for fiscal year 2002:	\$81,250,561

## Comparative Information

	District	State
Student/teacher ratio:	15.1	18
Average teacher salary:	\$33,800	\$37,176
Beginning teacher salary:	\$28,077	\$26,516
Percentage of dollars spent in the classroom:	47.7%	57.7%

The District's Proposition 301 questionnaire was not returned to the Office of the Auditor General in time to be included in this report. Information about base pay, performance pay, and menu options was obtained from the District's Proposition 301 spending plan.

### Performance Pay (\$539,080):

The District's plan includes student achievement, professional development, student attendance, and parental involvement components. Under the plan, each school selects a tool, such as standardized tests or other instruments, to measure academic progress, and sets achievement goals. Schools are also encouraged to establish student attendance and parental participation goals.

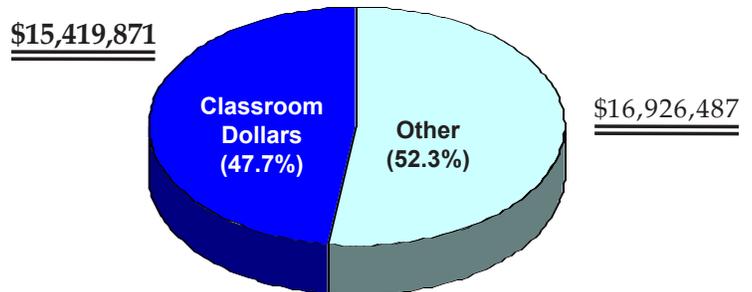
### Base Pay (\$269,540):

The District has chosen to allocate base pay monies to increase the district salary schedule.

### Menu Options (\$539,080):

Teachers and principals, in collaboration with administrators and the Governing Board, determined how the District allocated the menu monies. The District plans to use the menu monies for site-based classroom enhancement based on goals such as increased parental participation, professional growth, student attendance increase, or other goals as determined.

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



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

# Chino Valley Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 2,416  
 Number of certified teachers: 132

## Proposition 301 Dollars

Base pay:	\$156,918
Performance pay:	313,836
Menu options:	<u>313,836</u>
Total Proposition 301 dollars:	<u>\$784,590</u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	18.3	18
Average teacher salary:	\$29,544	\$37,176
Beginning teacher salary:	\$24,500	\$26,516
Percentage of dollars spent in the classroom:	60.5%	57.7%

### Base Pay (\$156,918):

The District has decided that base pay monies will be paid to 130 classroom teachers, 3 counselors, 1 librarian, and 3 speech therapists. These same types of employees are also eligible for performance pay and compensation from menu monies.

Eligible employees are expected to receive an estimated base pay increase of \$1,146 each. In addition to giving eligible employees an equal percentage increase in salary, the plan also includes increasing starting salaries. The monies are distributed during the normal payroll cycle.

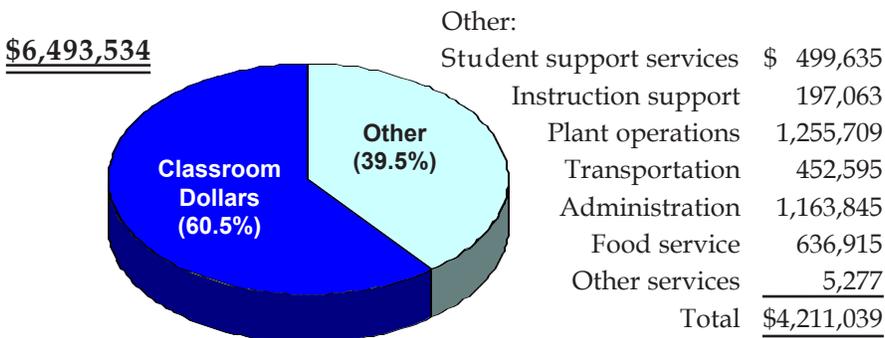
### Menu Options (\$313,836):

A committee of district administrators, teachers, and school principals determined that 70 percent of the menu money would be used to increase eligible employee compensation. The remaining 30 percent is allocated to schools to spend at their discretion for such things as class size reduction, AIMS intervention, teacher development, and dropout prevention programs.

### Performance Pay (\$313,836):

Eligible employees may each receive an estimated \$2,291 in performance pay monies to be distributed as goals are met. The performance pay plan includes a variety of different factors, including student achievement on standardized tests, parental satisfaction, teacher development, additional teacher responsibility, school improvement factors, student attendance improvement, and graduation rate improvement. The specific performance goals in these categories vary by school and employee.

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



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

# Clarkdale-Jerome Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 348  
 Number of certified teachers: 21

## Proposition 301 Dollars

Base pay:	\$ 30,860
Performance pay:	61,721
Menu options:	<u>61,721</u>
Total Proposition 301 dollars:	<u><u>\$ 154,302</u></u>
Total budgeted expenditures for fiscal year 2002:	\$2,317,330

## Comparative Information

	District	State
Student/teacher ratio:	16.6	18
Average teacher salary:	\$32,467	\$37,176
Beginning teacher salary:	\$23,141	\$26,516
Percentage of dollars spent in the classroom:	56.7%	57.7%

### Base Pay (\$30,860):

Classroom teacher and counselor base pay was increased by approximately \$936 each. Monies are paid during the normal payroll cycle.

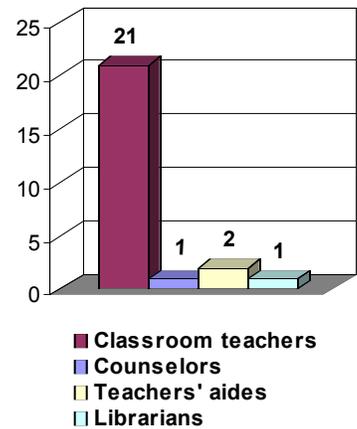
### Menu Options (\$61,721):

The District plans to use 70 percent of its menu options monies to further increase classroom teacher and counselor compensation. The remaining 30 percent will be used to hire AIMS intervention aides to tutor 5th-, 7th-, and 8th-grade students.

### Performance Pay (\$61,721):

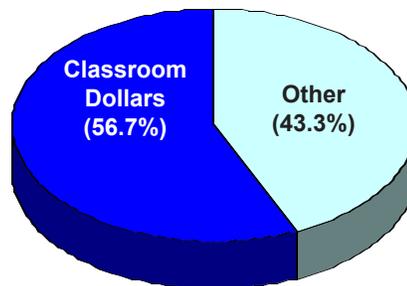
The District's performance pay plan, developed by district administrators and teachers, equally divides available performance pay between student achievement and parental satisfaction measures. Student achievement monies will be paid out if test scores indicate that at least 60 percent of students achieved one-year's academic progress. Monies allocated to parental satisfaction measures are contingent upon at least 70 percent of parent surveys giving the District satisfactory ratings on student academic progress, campus safety, and school-home communication. Estimated pay increases range between \$560 and \$1,120 per employee.

#### Who's Receiving Pay Increases?



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

\$1,119,693



Other:

Student support services	\$ 139,595
Instruction support	135,898
Plant operations	183,151
Transportation	85,785
Administration	159,728
Food service	114,635
Other services	<u>1,900</u>
<b>Total</b>	<b><u><u>\$ 820,692</u></u></b>

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

# Clifton Unified School District

Grades served: PreK-12  
 Number of schools: 2  
 Students attending: 216  
 Number of certified teachers: 15

## Proposition 301 Dollars

Base pay:	\$ 17,082
Performance pay:	34,165
Menu options:	<u>34,165</u>
Total Proposition 301 dollars:	<u><u>\$ 85,412</u></u>
Total budgeted expenditures for fiscal year 2002:	\$2,297,480

## Comparative Information

	District	State
Student/teacher ratio:	14.4	18
Average teacher salary:	\$30,060	\$37,176
Beginning teacher salary:	\$26,500	\$26,516
Percentage of dollars spent in the classroom:	54.1%	57.7%

### Base Pay (\$17,082):

The District has determined that classroom teachers, counselors, and resource teachers can expect a base pay increase of an estimated \$810 each, distributed during the normal pay-roll cycle. Similar types of employees are also eligible to receive performance pay and compensation from menu monies.

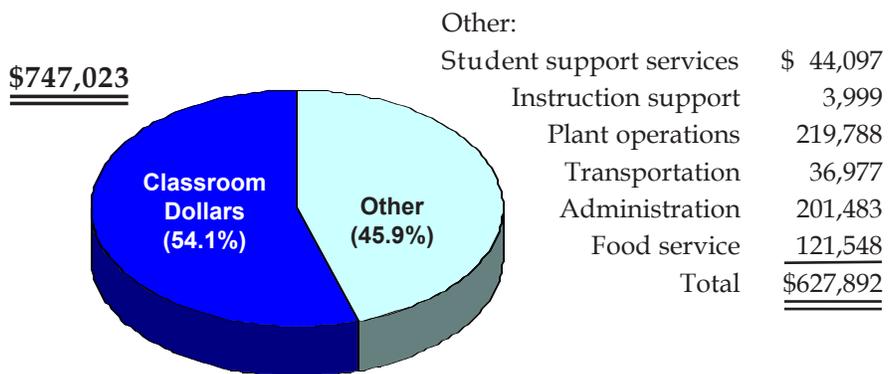
### Menu Options (\$34,165):

A committee of board members, district administrators, teachers, and school principals determined that 100 percent of the menu monies would be used to increase eligible employees' salaries and benefits. To be eligible for the pay increase, employees are required to work additional days or obtain additional training.

### Performance Pay (\$34,165):

Eligible employees may each earn up to \$1,620 in performance pay incentives. Employees will be rewarded if students demonstrate one-year's academic progress on standardized tests, and if at least 50 percent of parents, teachers, and students surveyed rate schools as satisfactory. Performance pay will be distributed with the 2002 school year's final paycheck.

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



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

# Cochise Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 41  
 Number of certified teachers: 8

## Proposition 301 Dollars

Base pay:	\$ 3,162
Performance pay:	6,324
Menu options:	<u>6,324</u>
Total Proposition 301 dollars:	<u>\$ 15,810</u>
Total budgeted expenditures for fiscal year 2002:	\$1,409,336

## Comparative Information

	District	State
Student/teacher ratio:	5.2	18
Average teacher salary:	\$45,664	\$37,176
Beginning teacher salary:	\$29,668	\$26,516
Percentage of dollars spent in the classroom:	60.2%	57.7%

### Base Pay (\$3,162):

The District budgeted equal percentage base pay increases averaging \$436 for each of its eight classroom teachers. The pay raises will be paid out as a stipend in May 2002 if district goals are met. Only 15 other districts indicated that additional work was required to obtain the base pay increases.

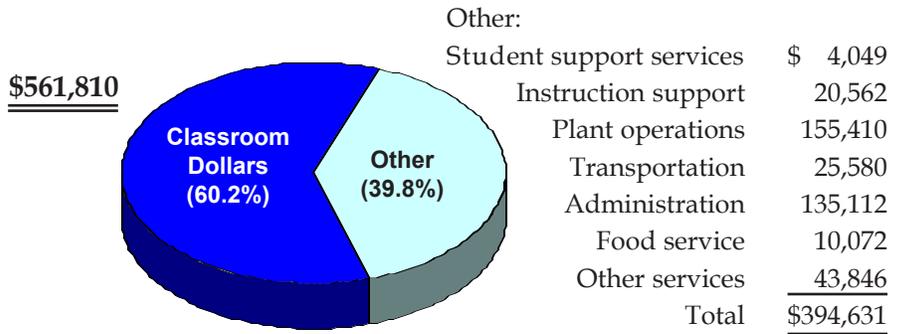
### Menu Options (\$6,324):

A committee of board members, support staff, district administrators, teachers, and school principals determined that the menu monies would be used to provide each teacher with 30 hours of training during the school year.

### Performance Pay (\$6,324):

A committee of support staff, district administrators, and teachers determined that classroom teachers would earn performance pay monies if students demonstrated one-year's growth on standardized tests. The District budgeted approximately \$872 per classroom teacher and will distribute the monies with their last paycheck of the 2002 school year. Teachers are required to be under contract for the 2003 school year to be eligible to receive the performance pay monies. Only 25 other districts have a similar requirement.

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



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

# 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

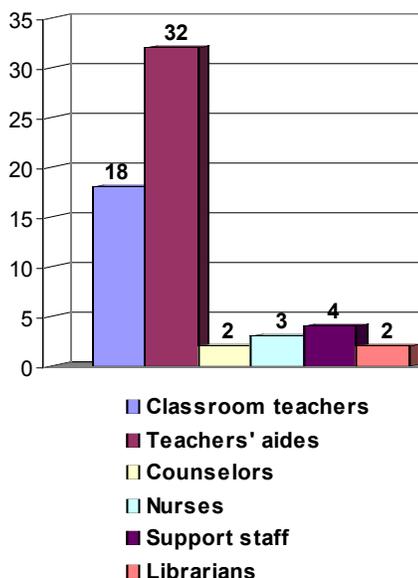
## Comparative Information

	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?



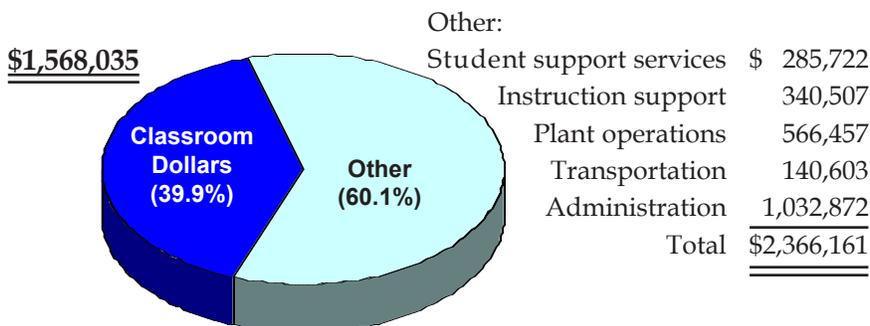
### Performance Pay (\$53,722):

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*.

# Colorado River Union High School District

Grades served: 9-12  
 Number of schools: 3  
 Students attending: 1,981  
 Number of certified teachers: 84

## Proposition 301 Dollars

Base pay:	\$	136,859
Performance pay:		273,719
Menu options:		<u>273,719</u>
Total Proposition 301 dollars:	\$	<u><u>684,297</u></u>
Total budgeted expenditures for fiscal year 2002:	\$	18,261,429

## Comparative Information

	District	State
Student/teacher ratio:	23.6	18
Average teacher salary:	\$28,770	\$37,176
Beginning teacher salary:	\$27,435	\$26,516
Percentage of dollars spent in the classroom:	52.1%	57.7%

### Base Pay (\$136,859):

The District is dividing its base pay monies equally among its classroom teachers, counselors, and librarians. These employees will receive increases, estimated at \$1,411 each, in the form of semi-annual stipends.

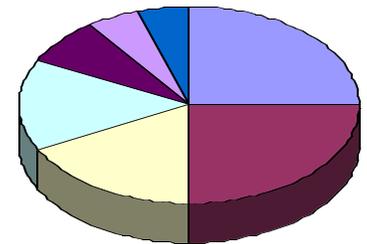
### Menu Options (\$273,719):

A committee comprising district administrators and teachers determined the planned uses of the menu monies. The committee allocated 45 percent of the menu monies toward hiring three new teachers in an effort to reduce class size. Another 38 percent will be used to provide additional compensation increases for classroom teachers, counselors, and librarians. The remaining menu monies will be used for AIMS intervention, teacher development, and dropout prevention.

### Performance Pay (\$273,719):

Eligible employees can earn up to \$2,821 each in performance pay. These monies will be distributed in semi-annual installments, as goals are met. As seen in the chart, 25 percent of the plan is based on student achievement, as measured by improved standardized test scores. Another 25 percent of the plan is devoted to school improvement factors, using criteria such as aligning lesson plans with state standards, and sponsoring a class or club or serving on a committee or as a volunteer assistant coach.

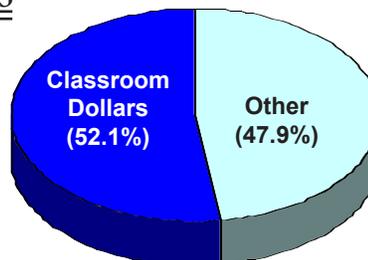
What Is the Plan Based On?



- Student achievement (25%)
- School improvement (25%)
- Teacher evaluation/performance (17%)
- Teacher development (15%)
- District improvement (7.5%)
- Parental satisfaction/involvement (5%)
- Additional teacher responsibility (5%)

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

\$4,584,475



Other:

Student support services	\$	555,043
Instruction support		97,290
Plant operations		1,394,549
Transportation		415,873
Administration		1,201,733
Food service		478,043
Other services		<u>64,364</u>
Total		<u><u>\$4,206,895</u></u>

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

# 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.

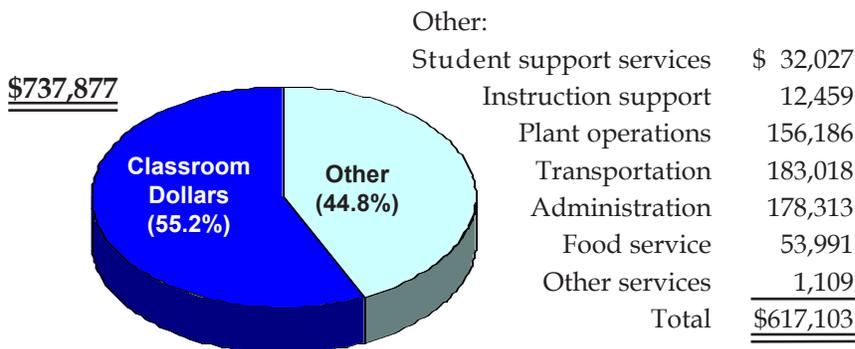
### Performance Pay (\$25,884):

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*.

# Continental Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 250  
 Number of certified teachers: 20

## Proposition 301 Dollars

Base pay:	\$ 18,454
Performance pay:	36,908
Menu options:	<u>36,908</u>
Total Proposition 301 dollars:	<u><u>\$ 92,270</u></u>
Total budgeted expenditures for fiscal year 2002:	\$3,581,400

## Comparative Information

	District	State
Student/teacher ratio:	12.5	18
Average teacher salary:	\$32,656	\$37,176
Beginning teacher salary:	\$23,289	\$26,516
Percentage of dollars spent in the classroom:	57%	57.7%

### Base Pay (\$18,454):

The District chose to divide its base pay monies, estimated at \$600 per employee, equally among its 20 classroom teachers. The increases are distributed in the classroom teachers' regular paychecks.

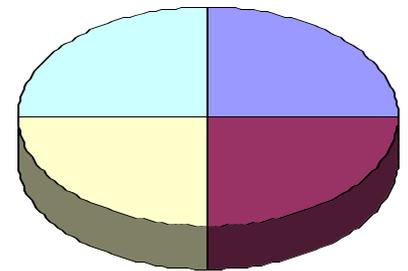
### Menu Options (\$36,908):

A committee comprising board members, district administrators, teachers, and school principals determined that 50 percent of the menu monies will be spent on compensation increases, which consist of pay for attending night time school activities, such as ball games and dances. The other 50 percent is allocated to teacher development and requires teachers to attend workshops or trainings and report on what they learned and how it will improve their teaching skills. If requirements are met, menu monies will be paid out at the end of the 2002 school year.

### Performance Pay (\$36,908):

Eligible classroom teachers can earn up to \$1,648 each in performance pay. The District's performance pay plan is divided into four equal sections, with goals focusing on teacher development, parental satisfaction and involvement, school improvement factors, and student and teacher attendance. To meet its goals, the District plans to survey parents, help students prepare for standardized tests, and improve its student attendance rate.

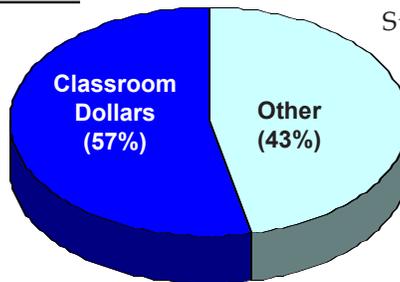
### What Is the Plan Based On?



- Teacher development (25%)
- Parental satisfaction (25%)
- School improvement (25%)
- Student attendance (25%)

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

\$962,104



Other:

Student support services	\$ 64,879
Instruction support	20,283
Plant operations	195,984
Transportation	133,507
Administration	207,673
Food service	<u>84,435</u>
Total	<u><u>\$706,761</u></u>

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

# 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.

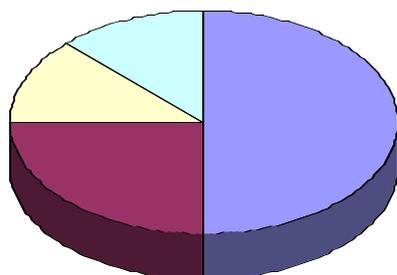
### Menu Options (\$347,923):

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.

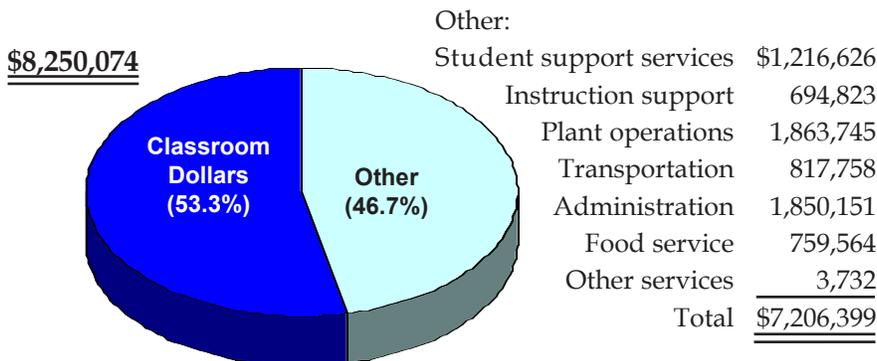
### Performance Pay (\$347,923):

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*.

# Cottonwood-Oak Creek Elementary School District

Grades served: PreK-8  
 Number of schools: 4  
 Students attending: 2,259  
 Number of certified teachers: 129

## Proposition 301 Dollars

Base pay:	\$	148,447
Performance pay:		296,894
Menu options:		296,894
<b>Total Proposition 301 dollars:</b>	<b>\$</b>	<b>742,235</b>
Total budgeted expenditures for fiscal year 2002:		\$15,373,380

## Comparative Information

	District	State
Student/teacher ratio:	17.5	18
Average teacher salary:	\$30,978	\$37,176
Beginning teacher salary:	\$27,000	\$26,516
Percentage of dollars spent in the classroom:	53.8%	57.7%

### Base Pay (\$148,447):

The District decided to divide its base pay money equally among its classroom teachers and librarian. As a result, these employees will receive an estimated \$567 each throughout the school year in their regular pay-checks.

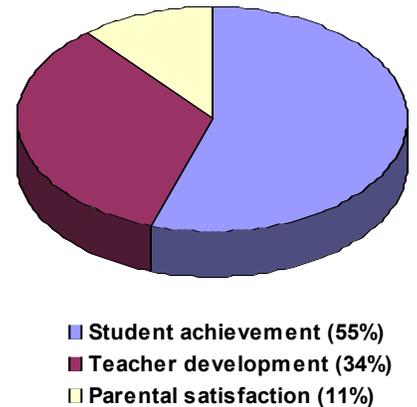
### Menu Options (\$296,894):

A committee of board members, support staff, district administrators, teachers, parents, and school principals decided to spend 100 percent of menu monies on increasing the compensation of the District's classroom teachers and librarian.

### Performance Pay (\$296,894):

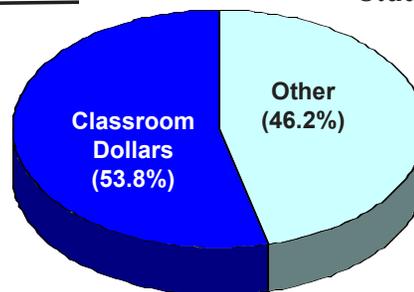
The District's classroom teachers and librarian can earn up to \$1,133 each of performance pay, if goals are met. Fifty-five percent of the performance pay plan relates to student achievement, as measured by standardized test scores. Another 34 percent of the performance pay focuses on teacher development and requires teachers to attend two additional days of training. Teachers must receive satisfactory ratings on a parent survey to earn the remaining 11 percent of performance pay.

**What Is the Plan Based On?**



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

\$6,024,062



Other:

Student support services	\$ 628,276
Instruction support	195,672
Plant operations	1,406,747
Transportation	434,585
Administration	1,302,704
Food service	835,578
Other services	81,245
<b>Total</b>	<b><u>\$4,884,807</u></b>

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

# Crane Elementary School District

Grades served: PreK-8  
 Number of schools: 8  
 Students attending: 4,916  
 Number of certified teachers: 280

Proposition 301 Dollars	
Base pay:	\$ 310,292
Performance pay:	620,585
Menu options:	<u>620,585</u>
Total Proposition 301 dollars:	<u>\$ 1,551,462</u>
Total budgeted expenditures for fiscal year 2002:	\$36,015,470

## Comparative Information

	District	State
Student/teacher ratio:	17.6	18
Average teacher salary:	\$31,174	\$37,176
Beginning teacher salary:	\$26,639	\$26,516
Percentage of dollars spent in the classroom:	56.8%	57.7%

### Base Pay (\$310,292):

Classroom teachers, counselors, and librarians are receiving equal base pay increases, estimated at \$1,009 each. These increases are incorporated into their regular paychecks.

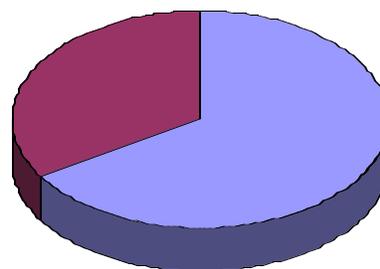
### Performance Pay (\$620,585):

Eligible employees each can earn up to \$2,000 of performance pay, if goals are met. One hundred percent of the performance monies are dedicated to student achievement. To earn performance pay, teachers must identify five students who are under-performing in reading, writing, language, or math and propose plans for each student's improvement. Standardized tests scores will also be used to measure student achievement.

### Menu Options (\$620,585):

A committee comprising board members, district administrators, teachers, and school principals allocated 66 percent of menu monies to AIMS intervention. These monies are being used to provide special classes and provide instructional aides to help prepare students for the test. The remaining 34 percent of menu monies were used to hire additional teachers to help reduce class size.

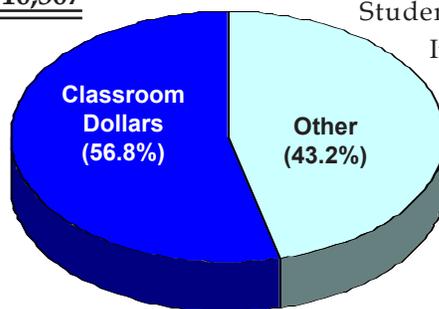
Which Options Did the District Choose?



■ AIMS intervention (66%)  
 ■ Class size reduction (34%)

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

\$13,710,367



Other:	
Student support services	\$ 1,330,446
Instruction support	787,213
Plant operations	2,362,753
Transportation	892,977
Administration	3,203,600
Food service	1,647,786
Other services	<u>162,265</u>
<b>Total</b>	<u><b>\$10,387,040</b></u>

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

# Creighton Elementary School District

Grades served: PreK-8  
 Number of schools: 9  
 Students attending: 7,926  
 Number of certified teachers: 431

## Proposition 301 Dollars

Base pay:	\$ 500,738
Performance pay:	1,001,476
Menu options:	<u>1,001,476</u>
Total Proposition 301 dollars:	<u><u>\$ 2,503,690</u></u>
Total budgeted expenditures for fiscal year 2002:	\$62,845,764

## Comparative Information

	District	State
Student/teacher ratio:	18.4	18
Average teacher salary:	\$33,577	\$37,176
Beginning teacher salary:	\$29,500	\$26,516
Percentage of dollars spent in the classroom:	56.8%	57.7%

### Base Pay (\$500,738):

The District's 520 classroom teachers, 9 librarians, 9 speech therapists, and 9 nurses will each receive base pay increases estimated to range between \$496 and \$2,312. The increases are distributed during the District's normal payroll cycle.

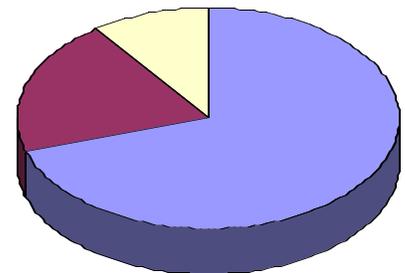
### Menu Options (\$1,001,476):

A committee made up of district administrators, teachers, support staff, and school principals decided to direct the majority of the District's menu monies to base pay increases and employee-related expenses. The remaining amount is allocated to teacher development, allowing each school to select its own teacher development program.

### Performance Pay (\$1,001,476):

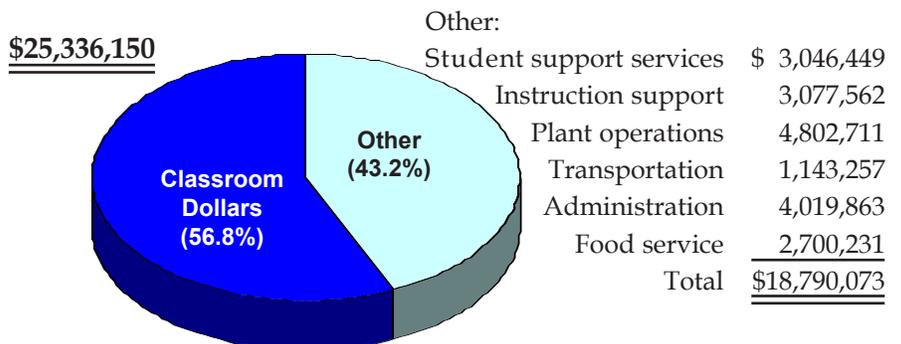
Classroom teachers, librarians, speech therapists, and nurses are eligible to receive performance pay monies, estimated at \$1,625 each, if goals are met. As shown in the figure, 70 percent of the District's performance pay monies is based on student achievement, as measured by standardized test scores. Performance pay monies will be distributed in two installments: 40 percent in December 2001, and 60 percent in June 2002.

What Is the Plan Based On?



■ Student achievement (70%)  
 ■ Parental involvement (20%)  
 ■ Attendance (10%)

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



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

# Crown King Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 6  
 Number of certified teachers: 1

## Proposition 301 Dollars

Base pay:	\$ 482
Performance pay:	964
Menu options:	964
Total Proposition 301 dollars:	<u>\$ 2,410</u>
Total budgeted expenditures for fiscal year 2002:	\$141,992

## Comparative Information

	District	State
Student/teacher ratio:	5.7	18
Average teacher salary:	\$30,000	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	63.9%	57.7%

### Base Pay (\$482):

The District's one classroom teacher will receive a base pay increase of approximately \$436. This increase will be paid at the end of the 2002 school year.

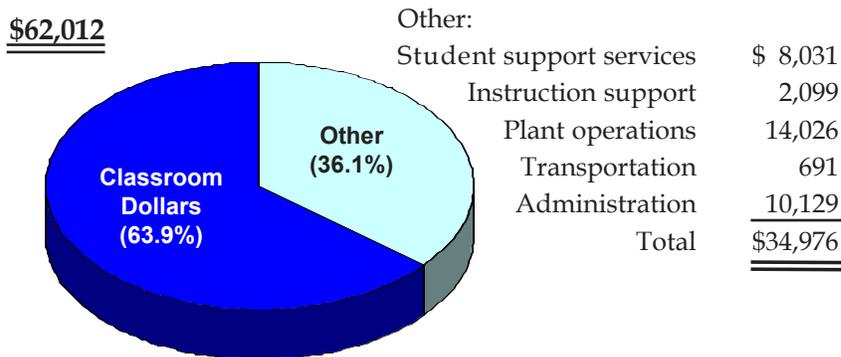
### Performance Pay (\$964):

The District's one classroom teacher can earn up to \$873 in performance pay. To earn these monies, the teacher must receive satisfactory performance evaluations.

### Menu Options (\$964):

A committee comprising board members and support staff decided to use 100 percent of the menu monies to help pay health insurance costs for the District's teacher's aides.

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



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

# Deer Valley Unified School District

Grades served: PreK-12  
 Number of schools: 30  
 Students attending: 26,209  
 Number of certified teachers: 1,376

## Proposition 301 Dollars

Base pay:	\$ 1,698,037
Performance pay:	3,396,074
Menu options:	<u>3,396,074</u>
Total Proposition 301 dollars:	<u>\$ 8,490,185</u>
Total budgeted expenditures for fiscal year 2002:	\$220,131,196

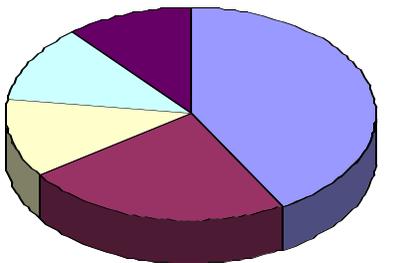
## Comparative Information

	District	State
Student/teacher ratio:	19	18
Average teacher salary:	\$35,197	\$37,176
Beginning teacher salary:	\$30,026	\$26,516
Percentage of dollars spent in the classroom:	60.1%	57.7%

### Menu Options (\$3,396,074):

A committee of board members, district administrators, teachers, and parents determined how the District's menu monies would be spent. As shown in the figure below, the committee allocated 41.8 percent of menu monies to further teacher compensation.

Which Options Did the District Choose?



- Compensation increases (41.8%)
- Dropout prevention (23.6%)
- Class size reduction (11.8%)
- AIMS intervention (11.8%)
- Teacher development (11%)

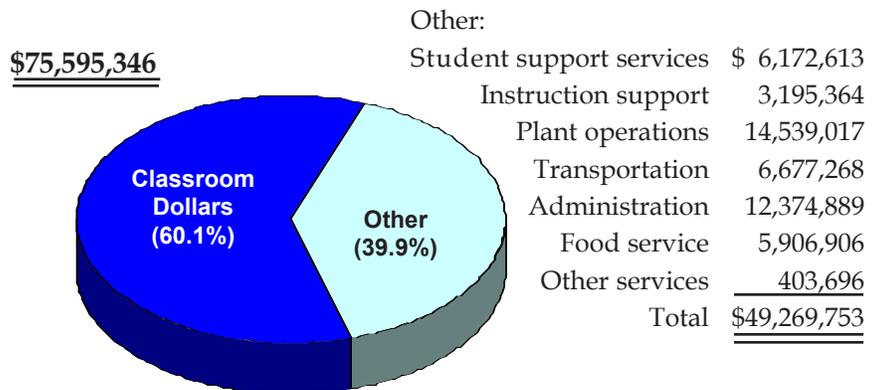
### Base Pay (\$1,698,037):

The District's classroom teachers, counselors, and librarians will each receive an equal base pay increase, estimated to be \$1,087, during the normal payroll cycle.

### Performance Pay (\$3,396,074):

Eligible employees can receive as much as \$2,173 each in performance pay, if goals are met. The plan's performance goals are based entirely on school improvement factors.

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



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

# Double Adobe Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 57  
 Number of certified teachers: 4

## Proposition 301 Dollars

Base pay:	\$ 4,377
Performance pay:	8,754
Menu options:	8,754
Total Proposition 301 dollars:	<u>\$ 21,885</u>
Total budgeted expenditures for fiscal year 2002:	\$733,431

## Comparative Information

	District	State
Student/teacher ratio:	14.4	18
Average teacher salary:	\$34,085	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	66%	57.7%

### Menu Options (\$8,754):

A committee comprising district administrators and teachers allocated 50 percent of the District's menu monies to further compensation increases and employee-related expenses. The remaining 50 percent is allocated to AIMS intervention efforts, including hiring tutors and holding a summer reading camp to help students prepare for the test.

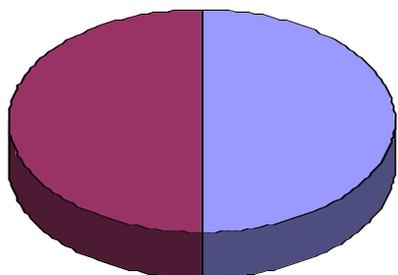
### Base Pay (\$4,377):

The District's four classroom teachers will receive equal base pay increases, estimated at \$930 each. Monies are being paid out in ten installments beginning in January 2002.

### Performance Pay (\$8,754):

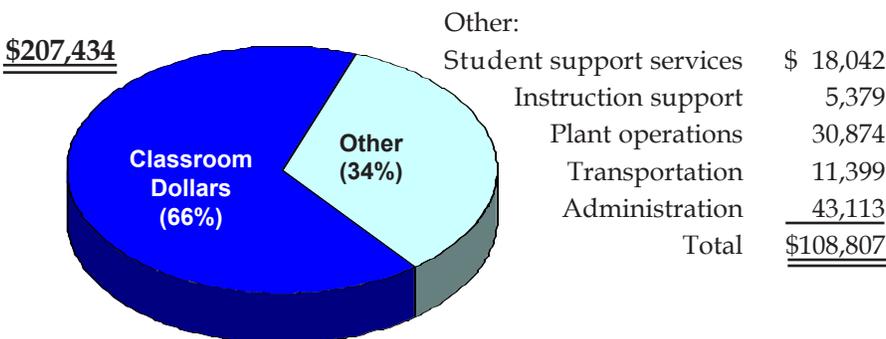
Classroom teachers could each receive an estimated \$2,058 in performance pay increases, if goals are met. The District's plan includes goals and measures aimed at student achievement and parental satisfaction and involvement. Teacher performance will be measured by students' standardized test scores and the results of student and parent satisfaction surveys.

### Which Options Did the District Choose?



■ Compensation increases (50%)  
 ■ AIMS intervention (50%)

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



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

# Duncan Unified School District

Grades served:	PreK-12
Number of schools:	3
Students attending:	578
Number of certified teachers:	38

## Proposition 301 Dollars

Base pay:	\$ 46,767
Performance pay:	93,535
Menu options:	93,535
Total Proposition 301 dollars:	<u>\$ 233,837</u>
Total budgeted expenditures for fiscal year 2002:	\$5,226,927

## Comparative Information

	District	State
Student/teacher ratio:	15.2	18
Average teacher salary:	\$28,445	\$37,176
Beginning teacher salary:	\$26,500	\$26,516
Percentage of dollars spent in the classroom:	57.5%	57.7%

### Base Pay (\$46,767):

The District is equally dividing base pay monies among its 41 teachers and 1 counselor. The District has budgeted base pay increases of approximately \$896 per eligible employee. Monies are being paid out during the normal payroll cycle.

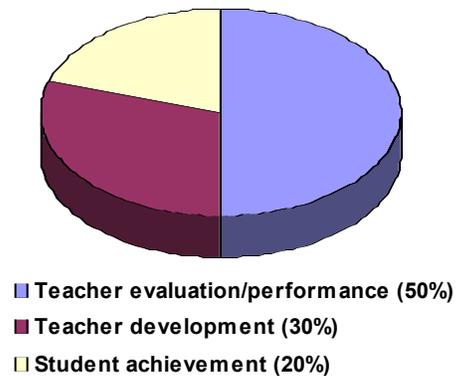
### Menu Options (\$93,535):

A committee comprising board members, district administrators, teachers, and school principals allocated 63 percent of the District's menu monies to additional compensation increases. The remaining 37 percent is dedicated to class size reduction efforts.

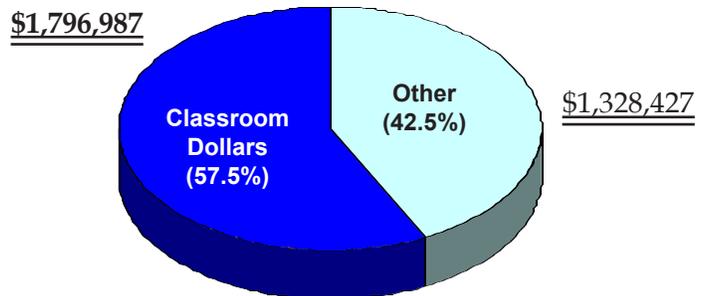
### Performance Pay (\$93,535):

The District's classroom teachers and counselor are eligible for performance pay increases, estimated at \$1,791 each, if goals are met. As seen in the figure, the majority of performance monies are based on teacher evaluations. Performance pay will also be determined by students' achievement in targeted areas and employees' attendance at in-service trainings.

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*.

# Dysart Unified School District

Grades served: PreK-12  
 Number of schools: 7  
 Students attending: 5,213  
 Number of certified teachers: 253

## Proposition 301 Dollars

Base pay:	\$ 335,171
Performance pay:	670,341
Menu options:	<u>670,341</u>
Total Proposition 301 dollars:	<u><u>\$ 1,675,853</u></u>
Total budgeted expenditures for fiscal year 2002:	\$85,354,839

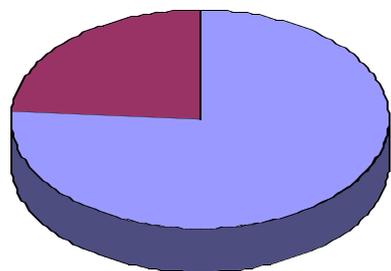
## Comparative Information

	District	State
Student/teacher ratio:	20.6	18
Average teacher salary:	\$32,100	\$37,176
Beginning teacher salary:	\$29,277	\$26,516
Percentage of dollars spent in the classroom:	50.8%	57.7%

### Menu Options (\$670,341):

A committee of board members, district administrators, teachers, and school principals determined how the District would allocate its menu monies. As shown in the figure below, 76 percent of menu monies will be used for further compensation increases. To receive these increases, eligible employees must attend two additional days of in-service trainings. The remaining 24 percent will be going toward classroom size reduction and will be used to hire two additional math teachers and two additional English teachers.

#### Which Options Did the District Choose?



- Compensation increases (76%)
- Class size reduction (24%)

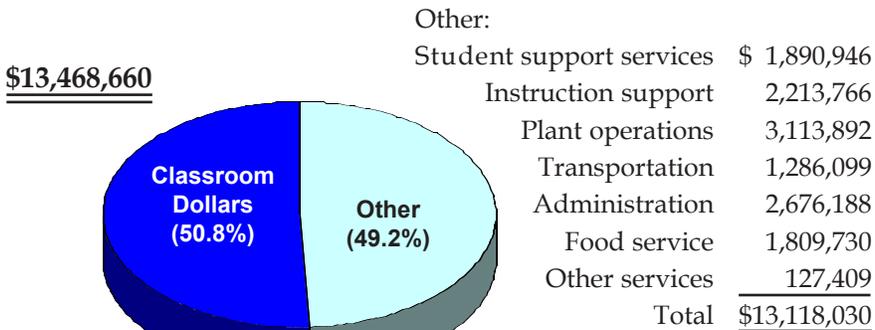
### Base Pay (\$335,171):

The District plans to equally divide base pay monies among its 360 teachers, 6 counselors, and 1 librarian. These increases, estimated at \$800 each, are paid out during the normal payroll cycle.

### Performance Pay (\$670,341):

Classroom teachers, counselors, and librarians each could earn up to \$1,600 in performance pay if goals are met. The District's plan contains goals focusing on student achievement, teacher development, additional teacher responsibilities, and teacher attendance. Performance measures include student standardized test scores and the number of leave days taken by teachers.

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



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

# East Valley Institute of Technology

Grades served: 9-12  
 Number of schools: 8  
 Students attending: 2,032  
 Number of certified teachers: 56

## Proposition 301 Dollars

Base pay:	\$106,694
Performance pay:	213,387
Menu options:	<u>213,387</u>
Total Proposition 301 dollars:	<u><u>\$533,468</u></u>
 Total budgeted expenditures for fiscal year 2002:	 NA

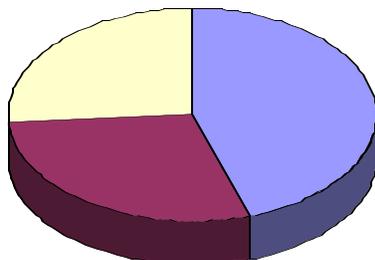
## Comparative Information

	District	State
Student/teacher ratio:	36.3	18
Average teacher salary:	\$35,980	\$37,176
Beginning teacher salary:	\$30,000	\$26,516
Percentage of dollars spent in the classroom:	44.9%	57.7%

### Menu Options (\$213,387):

A committee composed of district administrators determined how menu monies will be spent. As shown in the figure, 45 percent is allocated to class size reduction. This includes hiring additional teachers' aides for classes that have full enrollment. Instructional staff can also receive up to \$1,000 each if they have one absence or less during the school year. Finally, full-time staff will receive \$1 for each student, up to 1,000 students, who graduates and is placed in a job.

Which Options Did the District Choose?



- Class size reduction (45%)
- Compensation (29%)
- Dropout prevention programs (26%)

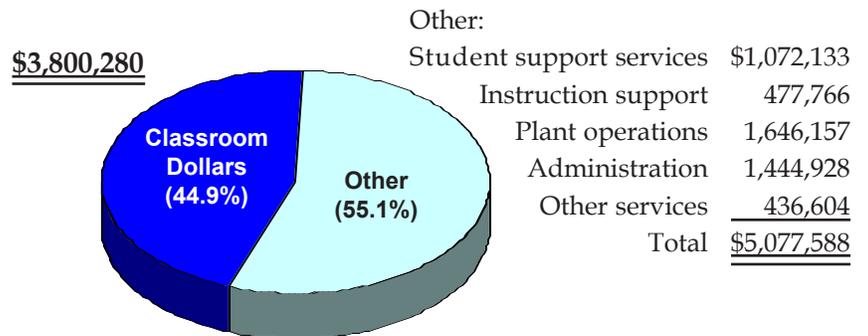
### Base Pay (\$106,694):

The District is equally dividing its base pay monies among 56 classroom teachers and 4 counselors. These increases, estimated to be \$1,684 each, will be paid as a stipend at the end of each semester.

### Performance Pay (\$213,387):

Classroom teachers and counselors are eligible to receive performance pay increases estimated at \$3,368 each, if goals are met. The plan's goals are divided equally among student achievement, teacher evaluation and performance, and school improvement factors that focus primarily on student enrollment, retention, and job placement.

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



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

# Elfrida Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 187  
 Number of certified teachers: 11

## Proposition 301 Dollars

Base pay:	\$ 14,051
Performance pay:	28,102
Menu options:	<u>28,102</u>
Total Proposition 301 dollars:	<u>\$ 70,255</u>
Total budgeted expenditures for fiscal year 2002:	\$2,188,801

## Comparative Information

	District	State
Student/teacher ratio:	17	18
Average teacher salary:	\$30,182	\$37,176
Beginning teacher salary:	\$25,371	\$26,516
Percentage of dollars spent in the classroom:	52%	57.7%

### Menu Options (\$28,102):

A committee of teachers decided that half of the menu monies should be used for compensation increases. Classroom teachers will receive a bonus if their students demonstrate at least one-year's academic progress. Remaining menu monies will be used for teacher development through training classes and workshops, to encourage increased parental involvement, and for after-school tutoring programs.

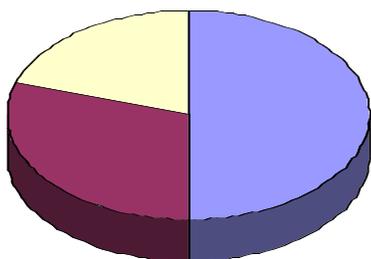
### Base Pay (\$14,051):

The District increased classroom teacher base pay by approximately \$1,225 per eligible employee. The base pay increase will be distributed in quarterly increments.

### Performance Pay (\$28,102):

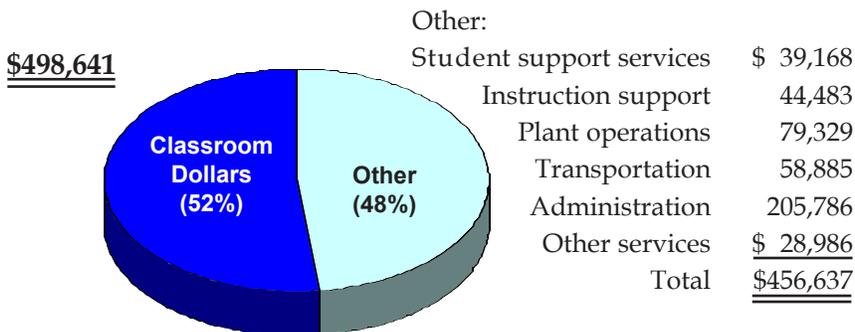
The District was one of only four districts that assigned a group of teachers to design the performance pay plan. Under this plan, classroom teachers can each earn up to an additional \$2,457, which will be paid out quarterly. To earn this money, eligible employees will need to increase student achievement on standardized tests.

### Which Options Did the District Choose?



- Compensation increases (50%)
- Teacher development (30%)
- Spending at school discretion (20%)

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



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

# Eloy Elementary School District

Grades served: PreK-8  
 Number of schools: 4  
 Students attending: 1,310  
 Number of certified teachers: 77

## Proposition 301 Dollars

Base pay:	\$ 82,674
Performance pay:	165,347
Menu options:	<u>165,347</u>
Total Proposition 301 dollars:	<u><u>\$ 413,368</u></u>
Total budgeted expenditures for fiscal year 2002:	\$8,809,836

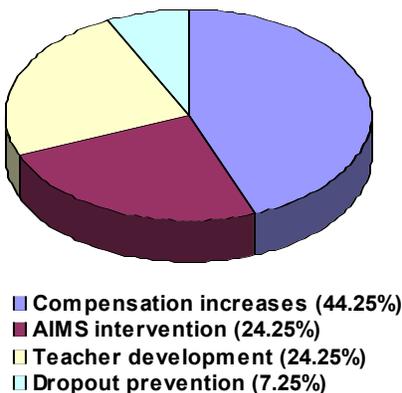
## Comparative Information

	District	State
Student/teacher ratio:	17	18
Average teacher salary:	\$27,391	\$37,176
Beginning teacher salary:	\$25,071	\$26,516
Percentage of dollars spent in the classroom:	56.9%	57.7%

### Menu Options (\$165,347):

A committee of district administrators, school principals, and teachers allocated menu monies to several different programs. As shown in the graph, the largest portion will pay for compensation increases for classroom teachers, counselors, and speech therapists. The District will also hire additional academic coaches to help with AIMS intervention and teacher development, and develop an alternative education program for dropout prevention.

Which Options Did the District Choose?



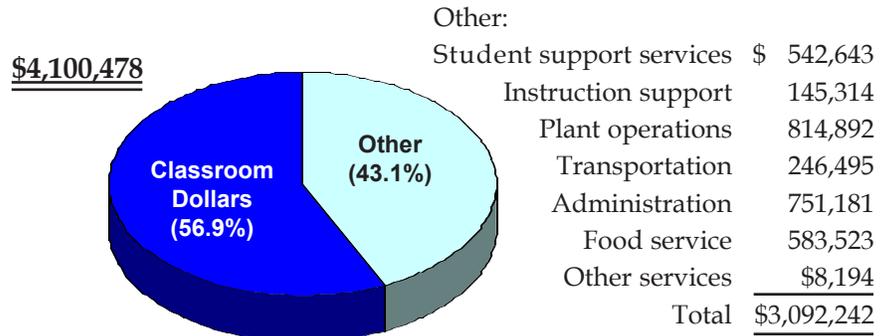
### Base Pay (\$82,674):

Classroom teachers, counselors, and speech therapists will receive approximately \$766 each from the base pay monies. The District divided these monies equally between the eligible employees, and is disbursing them during the normal payroll cycle.

### Performance Pay (\$165,347):

The District determined that classroom teachers, counselors, and speech therapists would each be able to earn up to approximately \$1,532 each in performance pay, if goals are met. The performance pay plan measures performance with several different criteria, including student achievement on standardized tests, teacher evaluation and development during in-service trainings, student attendance reaching 94 percent or better, and taking on additional responsibilities such as attending committee meetings.

Dollars in the Classroom (Fiscal Year 2001)



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

# Esperanza Accommodation School District

Grades served: PreK-12  
 Number of schools: 3  
 Students attending: 73  
 Number of certified teachers: 5

## Proposition 301 Dollars

Base pay:	\$ 6,084
Performance pay:	12,168
Menu options:	<u>12,168</u>
Total Proposition 301 dollars:	<u><u>\$ 30,420</u></u>
Total budgeted expenditures for fiscal year 2002:	\$2,480,602

## Comparative Information

	District	State
Student/teacher ratio:	14.5	18
Average teacher salary:	\$26,686	\$37,176
Beginning teacher salary:	\$26,750	\$26,516
Percentage of dollars spent in the classroom:	49.8%	57.7%

### Base Pay (\$6,084):

The District will pay four classroom teachers a base pay increase of approximately \$1,200 each. The eligible employees are receiving this increase in their normally scheduled paychecks.

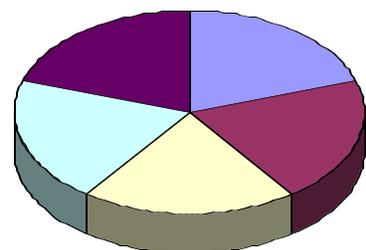
### Menu Options (\$12,168):

A committee of board members, district administrators, and teachers divided the menu monies equally between three programs: classroom size reduction, AIMS intervention, and dropout prevention. The District intends to hire new aides and tutors, provide new computer software, materials, and books to assist learning in the classroom, and offer career exploration and counseling to students.

### Performance Pay (\$12,168):

Classroom teachers can each earn up to an additional \$2,425 in performance pay, which will be disbursed with the 2002 school year's final paycheck. As shown in the graph, there are five equally weighted criteria in the performance pay plan, which is based on the District's existing Performance Incentive Program. There are only 24 other districts that have used an existing performance plan for the foundation of the Proposition 301 performance plan.

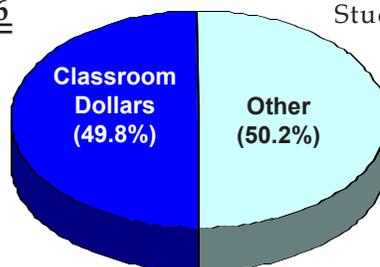
What Is the Plan Based On?



- Student achievement (20%)
- Teacher evaluation (20%)
- Teacher development (20%)
- Additional teacher responsibility (20%)
- Student attendance (20%)

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

\$251,366



Other:	
Student support services	\$ 70,756
Instruction support	29,094
Plant operations	42,399
Transportation	26,059
Administration	<u>146,477</u>
Total	<u><u>\$314,785</u></u>

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

# Flagstaff Unified School District

Grades served: PreK-12  
 Number of schools: 21  
 Students attending: 11,147  
 Number of certified teachers: 724

## Proposition 301 Dollars

Base pay:	\$ 726,275
Performance pay:	1,452,550
Menu options:	<u>1,452,550</u>
Total Proposition 301 dollars:	<u>\$ 3,631,375</u>
Total budgeted expenditures for fiscal year 2002: \$102,989,339	

## Comparative Information

	District	State
Student/teacher ratio:	15.4	18
Average teacher salary:	\$32,738	\$37,176
Beginning teacher salary:	\$26,000	\$26,516
Percentage of dollars spent in the classroom:	61.3%	57.7%

### Base Pay (\$726,275):

Eligible employees are each receiving an equal percentage base pay increase, estimated to range between \$500 and \$1,013, added to their regular pay-checks. The raises are primarily going to the District's 789 classroom teachers; however, the District has also determined that counselors, librarians, speech and language therapists, occupational and physical therapists, and nurses are eligible for the increase.

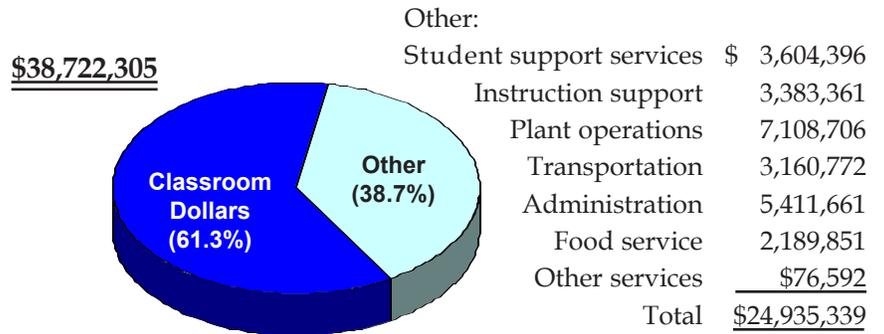
### Menu Options (\$1,452,550):

A committee of board members, district administrators, school principals, teachers, and support staff determined that all menu monies will be used to increase compensation for classroom teachers, counselors, librarians, therapists, and nurses.

### Performance Pay (\$1,452,550):

The District's plan, called the Building Incentive Program, gives teachers and principals in each building the discretion to set three performance goals. Two of the goals must focus on student achievement. The third goal may focus on nonacademic factors, such as student attendance or discipline. Classroom teachers, counselors, librarians, therapists, and nurses are eligible to participate in the performance pay plan, and can earn an estimated \$600 each by reaching their building's goals. The District plans to pay performance monies during the 2003 school year once it has determined that goals have been met.

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



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

# Florence Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 1,407  
 Number of certified teachers: 77

## Proposition 301 Dollars

Base pay:	\$ 103,449
Performance pay:	206,898
Menu options:	<u>206,898</u>
Total Proposition 301 dollars:	<u>\$ 517,245</u>
Total budgeted expenditures for fiscal year 2002:	\$19,856,179

## Comparative Information

	District	State
Student/teacher ratio:	18.3	18
Average teacher salary:	\$29,318	\$37,176
Beginning teacher salary:	\$28,000	\$26,516
Percentage of dollars spent in the classroom:	54.6%	57.7%

### Base Pay (\$103,449):

The District will increase classroom teacher, counselor, and librarian base pay by approximately \$900 per eligible employee. The increases will be disbursed during the normal payroll cycle.

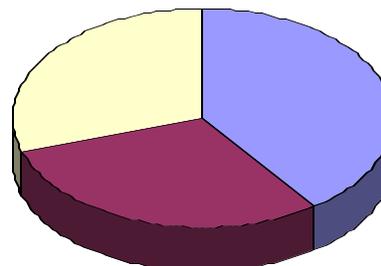
### Menu Options (\$206,898):

A committee composed of district administrators, school principals, and teachers decided to use all of the menu monies for teacher development. The District intends to hire a staff and curriculum development specialist to work with teachers.

### Performance Pay (\$206,898):

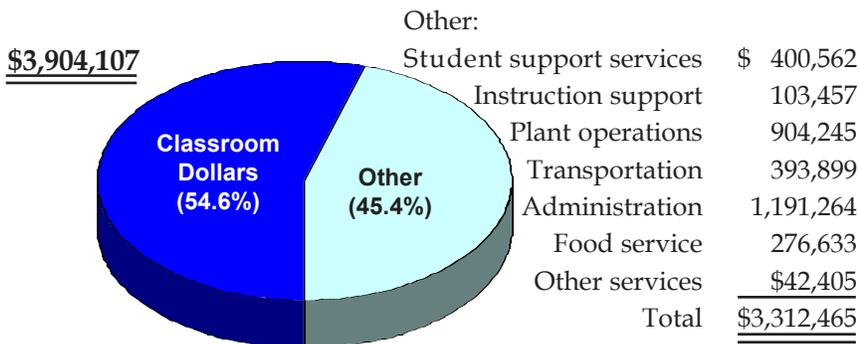
Classroom teachers can each earn up to an additional \$1,800 in performance pay, if goals are met. As seen in the figure, there are three performance measurement criteria: student achievement on standardized tests, a satisfactory rating on teacher evaluations, and attendance at professional development sessions.

#### What Is the Plan Based On?



- Teacher development (40%)
- Student achievement (30%)
- Teacher evaluation/performance (30%)

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



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

# Flowing Wells Unified School District

Grades served: PreK-12  
 Number of schools: 11  
 Students attending: 5,822  
 Number of certified teachers: 306

## Proposition 301 Dollars

Base pay:	\$ 379,599
Performance pay:	759,199
Menu options:	<u>759,199</u>
Total Proposition 301 dollars:	<u><u>\$ 1,897,997</u></u>
Total budgeted expenditures for fiscal year 2002:	\$42,980,986

## Comparative Information

	District	State
Student/teacher ratio:	19.0	18
Average teacher salary:	\$31,529	\$37,176
Beginning teacher salary:	\$24,900	\$26,516
Percentage of dollars spent in the classroom:	57.8%	57.7%

### Base Pay (\$379,599):

The District plans to equally divide base pay monies among its 304 teachers, 15 counselors, 2 librarians, and 5 speech pathologists. This will amount to approximately \$950 each and will be distributed during the normal payroll cycle.

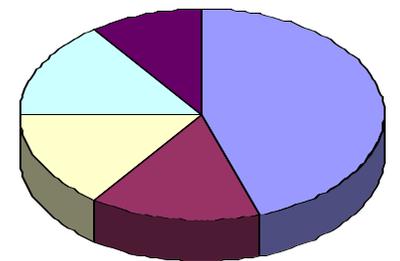
### Menu Options (\$759,199):

The results of teacher surveys identifying priorities for menu monies were submitted to the District's Superintendent and Governing Board for final approval on how these monies should be allocated. As a result, the District is planning to spend 50 percent of its menu monies on classroom size reduction and 45 percent on compensation increases. The remaining 5 percent will pay for AIMS intervention and dropout prevention program tutors.

### Performance Pay (\$759,199):

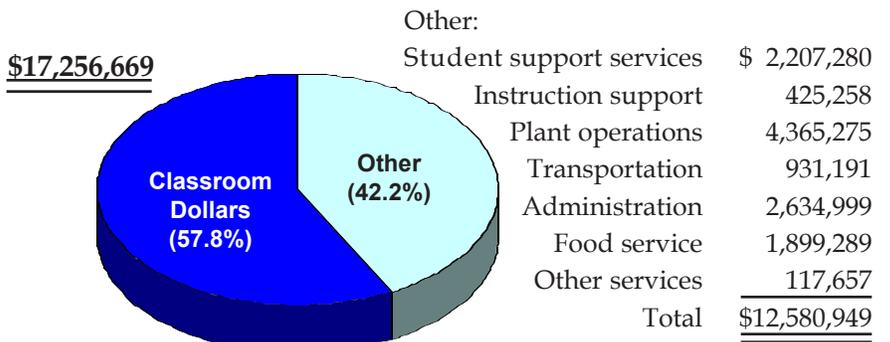
Classroom teachers, counselors, librarians, and speech pathologists are eligible for up to \$1,900 each in performance pay monies. As shown in the figure, the majority of these monies will be distributed based on satisfactory teacher evaluations. Other measures include student achievement and additional teacher responsibility, such as sitting on committees or involvement in extracurricular activities.

What Is the Plan Based On?



- Teacher evaluation (45%)
- Student achievement (15%)
- Additional responsibilities (15%)
- School improvement (15%)
- Teacher development (10%)

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



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

# Fountain Hills Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 2,412  
 Number of certified teachers: 141

## Proposition 301 Dollars

Base pay:	\$ 157,643
Performance pay:	315,287
Menu options:	<u>315,287</u>
Total Proposition 301 dollars:	<u><u>\$ 788,217</u></u>
Total budgeted expenditures for fiscal year 2002:	\$32,654,247

## Comparative Information

	District	State
Student/teacher ratio:	17.1	18
Average teacher salary:	\$33,191	\$37,176
Beginning teacher salary:	\$28,236	\$26,516
Percentage of dollars spent in the classroom:	56.4%	57.7%

### Base Pay (\$157,643):

The District's 145 classroom teachers, 4 counselors, and 3 librarians will each receive an equal percentage base pay increase, ranging from approximately \$745 to \$1,399. These increases are being distributed through the District's normal payroll cycle.

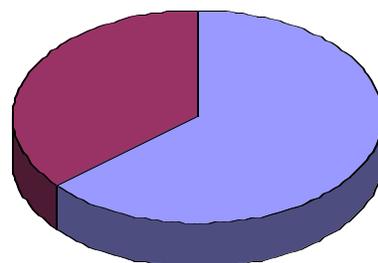
### Performance Pay (\$315,287):

The District plans to allocate performance pay monies to classroom teachers, counselors, and librarians, based on additional responsibilities. Eligible employees could receive performance pay monies ranging from \$1,920 to \$2,150 each.

### Menu Options (\$315,287):

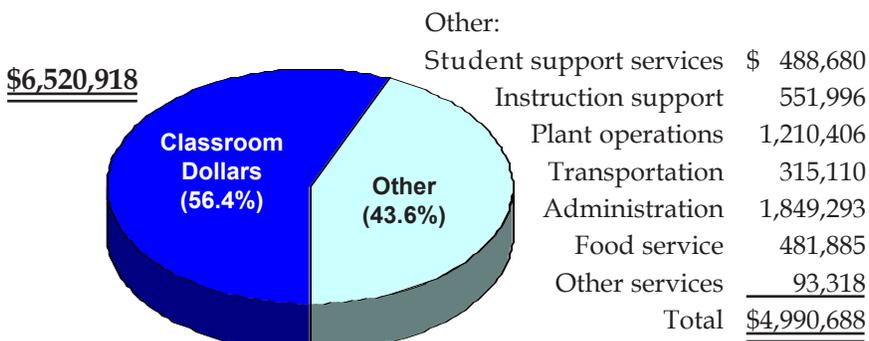
A committee made up of district administrators, teachers, and school principals allocated 64 percent of the District's menu monies to increasing base pay for classroom teachers, counselors, and librarians. The additional 36 percent will be used to hire three additional classroom teachers to reduce classroom size.

Which Options Did the District Choose?



■ Compensation increases (64%)  
 ■ Class size reduction (36%)

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



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

# Fowler Elementary School District

Grades served: PreK-8  
 Number of schools: 3  
 Students attending: 1,724  
 Number of certified teachers: 90

## Proposition 301 Dollars

Base pay:	\$ 108,913
Performance pay:	217,826
Menu options:	<u>217,826</u>
Total Proposition 301 dollars:	<u>\$ 544,565</u>
Total budgeted expenditures for fiscal year 2002:	\$23,459,337

## Comparative Information

	District	State
Student/teacher ratio:	19.2	18
Average teacher salary:	\$33,613	\$37,176
Beginning teacher salary:	\$30,000	\$26,516
Percentage of dollars spent in the classroom:	56.9%	57.7%

### Base Pay (\$108,913):

The District's classroom teachers, counselors, social workers, and speech therapists are eligible to receive base pay increases of approximately \$999 each. These increases are being paid through the District's normal payroll cycle.

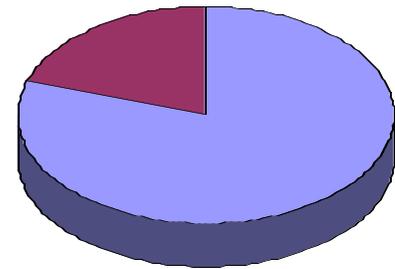
### Menu Options (\$217,826):

A committee of board members, district administrators, school principals, teachers, and support staff allocated 90 percent of the District's menu monies to AIMS intervention. This includes hiring three reading tutors and providing money for after-school tutoring. The remaining 10 percent will support teacher development efforts for new teachers.

### Performance Pay (\$217,826):

Classroom teachers, counselors, social workers, and speech therapists each could earn up to \$1,400 in performance pay monies. The District is planning to allocate 80 percent of performance pay money based on student achievement, with each of the District's three schools developing its own student achievement plan. The remaining 20 percent of performance pay will be based on additional teacher responsibilities.

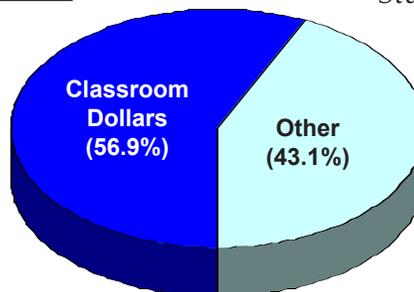
#### What Is the Plan Based On?



■ Student achievement (80%)  
 ■ Additional teacher responsibilities (20%)

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

\$4,800,200



Other:

Student support services	\$ 445,565
Instruction support	148,532
Plant operations	839,635
Transportation	364,878
Administration	1,202,677
Food service	631,740
Other services	<u>4,322</u>
<b>Total</b>	<u><b>\$3,637,349</b></u>

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

# 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.

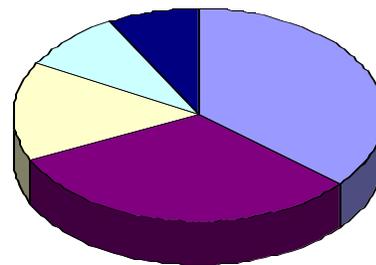
### Menu Options (\$71,629):

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.

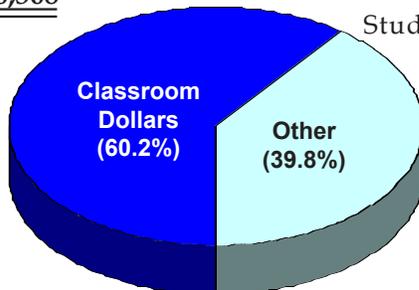
What Is the Plan Based On?



- 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*.

# Ft. Huachuca Accommodation School

Grades served: PreK-12  
 Number of schools: 3  
 Students attending: 1,135  
 Number of certified teachers: 76

## Proposition 301 Dollars

Base pay:	\$ 71,866
Performance pay:	143,731
Menu options:	<u>143,731</u>
Total Proposition 301 dollars:	<u>\$ 359,328</u>
Total budgeted expenditures for fiscal year 2002:	\$10,913,259

## Comparative Information

	District	State
Student/teacher ratio:	14.9	18
Average teacher salary:	\$37,936	\$37,176
Beginning teacher salary:	\$26,898	\$26,516
Percentage of dollars spent in the classroom:	56.5%	57.7%

### Base Pay (\$71,866):

The District is dividing its base pay monies equally among its 78 classroom teachers, 3 counselors, 2 librarians, and 5 speech therapists. These employees will each receive an estimated \$817 paid as a stipend through the District's normal pay cycle.

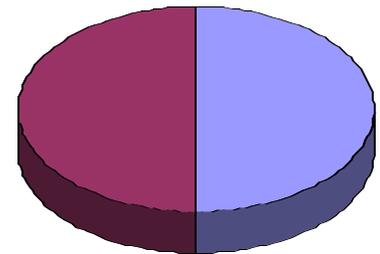
### Menu Options (\$143,731):

A committee comprising district administrators and teachers determined that the District would not spend all of its menu monies during the 2002 school year in the event that not all of the estimated monies are available. However, the committee did decide to put 75 percent of the menu monies toward base pay increases for all eligible employees.

### Performance Pay (\$143,731):

Classroom teachers, counselors, librarians, and speech therapists are eligible to receive up to \$1,278 each in performance monies if goals are met. These monies will be distributed with the 2002 school year's final paycheck but only to employees who are also under district contract for the 2003 school year. The District is planning to allocate 50 percent of its performance monies to student achievement and 50 percent to parental satisfaction/involvement.

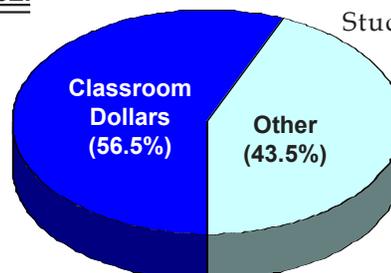
#### What Is the Plan Based On?



- Student achievement (50%)
- Parental satisfaction/involvement (50%)

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

\$4,850,627



Other:

Student support services	\$ 637,235
Instruction support	207,386
Plant operations	1,027,123
Transportation	261,262
Administration	1,274,285
Food service	<u>325,217</u>
<b>Total</b>	<u><b>\$3,732,508</b></u>

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

# Ft. Thomas Unified School District

Grades served: PreK-12  
 Number of schools: 2  
 Students attending: 603  
 Number of certified teachers: 42

## Proposition 301 Dollars

Base pay:	\$ 47,666
Performance pay:	95,332
Menu options:	<u>95,332</u>
Total Proposition 301 dollars:	<u><u>\$ 238,330</u></u>
Total budgeted expenditures for fiscal year 2002:	\$14,095,851

## Comparative Information

	District	State
Student/teacher ratio:	14.4	18
Average teacher salary:	\$30,760	\$37,176
Beginning teacher salary:	\$25,504	\$26,516
Percentage of dollars spent in the classroom:	54%	57.7%

### Base Pay (\$47,666):

The District is dividing its base pay monies equally among its classroom teachers, counselor, and librarian. Each eligible employee will receive an estimated \$943, which will be distributed through the normal payroll cycle.

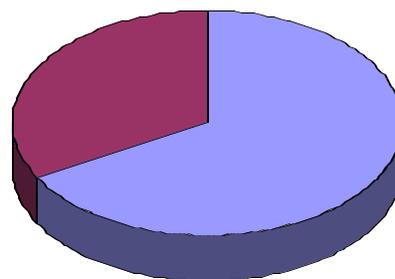
### Menu Options (\$95,332):

A committee of district administrators, school principals, teachers, and support staff determined that all menu monies for the 2002 school year will be used to increase base salaries for the District's classroom teachers, counselor, and librarian.

### Performance Pay (\$95,332):

Classroom teachers, a counselor, and a librarian can each receive up to \$1,886 as performance goals are met. The District has committed 67 percent of its performance pay monies toward reducing absenteeism by 1 percent. The remaining 33 percent is allocated to additional teacher responsibility, which consists of after-school tutoring.

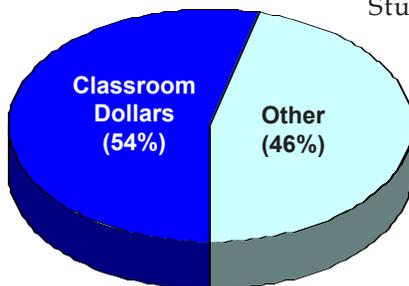
What Is the Plan Based On?



■ Student attendance (67%)  
 ■ Additional teacher responsibilities (33%)

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

\$2,179,519



Other:	
Student support services	\$ 67,349
Instruction support	228,407
Plant operations	463,368
Transportation	222,847
Administration	566,060
Food service	<u>303,416</u>
Total	<u><u>\$1,851,447</u></u>

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

# Gadsden Elementary School District

Grades served: PreK-8  
 Number of schools: 6  
 Students attending: 3,208  
 Number of certified teachers: 131

## Proposition 301 Dollars

Base pay:	\$ 202,438
Performance pay:	404,875
Menu options:	<u>404,875</u>
Total Proposition 301 dollars:	<u>\$ 1,012,188</u>
Total budgeted expenditures for fiscal year 2002:	\$32,209,157

## Comparative Information

	District	State
Student/teacher ratio:	24.5	18
Average teacher salary:	\$34,550	\$37,176
Beginning teacher salary:	\$29,653	\$26,516
Percentage of dollars spent in the classroom:	58.6%	57.7%

### Base Pay (\$202,438):

The District's 147 classroom teachers, 4 librarians, and 7 other certified teachers are eligible to receive base pay increases of approximately \$1,233 each. Eligible employees will receive these increases through the District's normal payroll cycle.

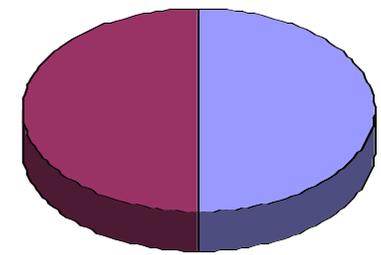
### Performance Pay (\$404,875):

The District's performance pay plan focuses entirely on student achievement as measured by standardized tests. If students achieve adequate academic progress, each eligible employee can earn up to \$2,466 in performance monies.

### Menu Options (\$404,875):

A committee of district administrators allocated 50 percent of menu monies towards teacher development. The remaining 50 percent will be used to increase base salaries for all eligible employees as well as provide for some employee-related expenses.

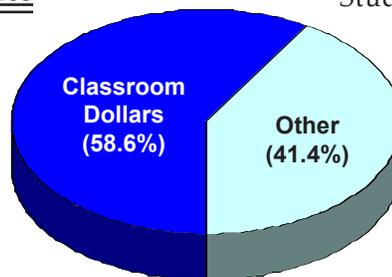
#### Which Options Did the District Choose?



■ Teacher development (50%)  
 ■ Compensation increases (50%)

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

\$8,563,163



Other:

Student support services	\$ 596,122
Instruction support	482,118
Plant operations	1,226,643
Transportation	611,238
Administration	1,828,280
Food service	1,309,235
Other services	6,151
<b>Total</b>	<u><u>\$6,059,787</u></u>

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

# Ganado Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 2,109  
 Number of certified teachers: 137

## Proposition 301 Dollars

Base pay:	\$ 137,379
Performance pay:	274,757
Menu options:	<u>274,757</u>
Total Proposition 301 dollars:	<u>\$ 686,893</u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	15.4	18
Average teacher salary:	\$31,532	\$37,176
Beginning teacher salary:	\$26,394	\$26,516
Percentage of dollars spent in the classroom:	46.7%	57.7%

### Base Pay (\$137,379):

The District is dividing its base pay monies equally among its 130 classroom teachers, 6 counselors, and 3 librarians. Base pay increases estimated at \$857 each are being paid to eligible employees as a stipend through the normal payroll cycle.

### Performance Pay (\$274,757):

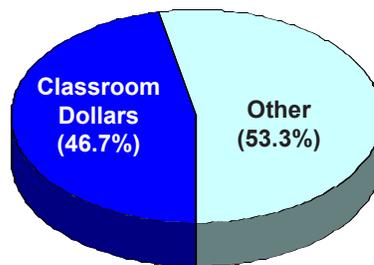
The District's classroom teachers, counselors, and librarians can each receive up to \$1,715 in performance monies as goals are met. The District's performance goals focus on student achievement, as measured by standardized tests, and teacher performance.

### Menu Options (\$274,757):

A committee comprising board members, district administrators, teachers, school principals, support staff, and parents decided to use 100 percent of the menu money allocation for further compensation increases. Classroom teachers, counselors, and librarians will receive equal increases paid as stipends.

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

\$8,647,147



Other:

Student support services	\$ 1,084,238
Instruction support	914,387
Plant operations	2,387,193
Transportation	1,072,998
Administration	3,571,224
Food service	747,575
Other services	38,898
Total	<u>\$9,816,513</u>

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

# Gila Bend Unified School District

Grades served: PreK-12  
 Number of schools: 2  
 Students attending: 498  
 Number of certified teachers: 33

## Proposition 301 Dollars

Base pay:	\$ 38,763
Performance pay:	77,525
Menu options:	<u>77,525</u>
Total Proposition 301 dollars:	<u>\$ 193,813</u>
Total budgeted expenditures for fiscal year 2002:	\$5,780,431

## Comparative Information

	District	State
Student/teacher ratio:	15.1	18
Average teacher salary:	\$29,182	\$37,176
Beginning teacher salary:	\$25,750	\$26,516
Percentage of dollars spent in the classroom:	49.4%	57.7%

### Base Pay (\$38,763):

The District's classroom teachers, counselor, and librarian will each receive an equal base pay increase, estimated at \$1,077. The monies will be paid in two installments.

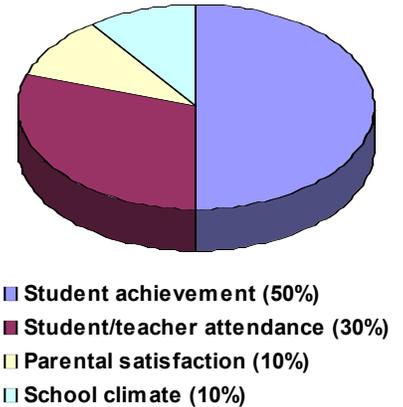
### Menu Options (\$77,525):

A committee of board members, district administrators, and school principals decided to use all menu monies received this year to hire two teachers in an effort to reduce class sizes.

### Performance Pay (\$77,525):

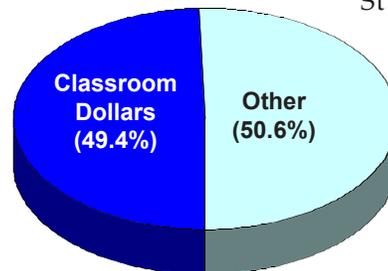
The District's classroom teachers, counselor, librarian, and nurse are eligible to earn up to \$2,000 each if they meet all performance goals. The goals, as shown in the figure, relate to a variety of performance measures. The District plans to pay performance monies as the goals are met.

What Is the Plan Based On?



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

\$1,714,515



Other:

Student support services	\$ 245,390
Instruction support	43,276
Plant operations	603,691
Transportation	43,215
Administration	595,315
Food service	<u>221,058</u>
Total	<u>\$1,751,945</u>

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

# Gilbert Unified School District

Grades served: PreK-12  
 Number of schools: 33  
 Students attending: 27,975  
 Number of certified teachers: NA

## Proposition 301 Dollars

Base pay:	\$ 1,833,955
Performance pay:	3,667,910
Menu options:	3,667,910
<b>Total Proposition 301 dollars:</b>	<b><u>\$ 9,169,775</u></b>
Total budgeted expenditures for fiscal year 2002:	\$255,926,796

## Comparative Information

	District	State
Student/teacher ratio:	NA	18
Average teacher salary:	\$33,505	\$37,176
Beginning teacher salary:	\$28,155	\$26,516
Percentage of dollars spent in the classroom:	63.4%	57.7%

### Base Pay (\$1,833,955):

Classroom teachers, counselors, and librarians are each eligible for an estimated \$922 base pay increase. Base pay increases are distributed through the District's normal payroll cycle.

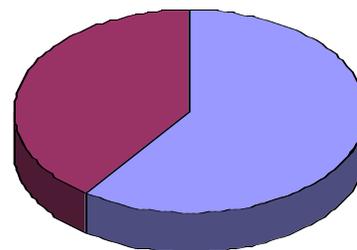
### Menu Options (\$3,667,910):

A committee of district administrators, teachers, and school principals determined that 80 percent of menu monies will be used for base salary increases. The remaining 20 percent will be used to pay for conferences and in-service trainings as well as school improvement committees.

### Performance Pay (\$3,667,910):

The District's 1,877 teachers, 25 counselors, and 33 librarians could receive performance monies of up to \$1,367 each if goals are met. Sixty percent of the money is allocated to teacher development goals, as measured by attendance at in-service and other trainings. The remaining 40 percent is allocated to school improvement factors and will result in stipends for eligible employees serving on school improvement committees.

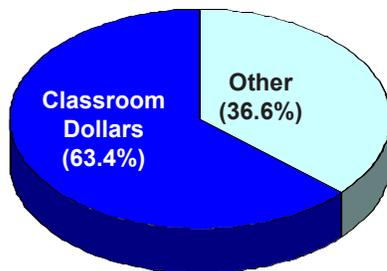
**What Is the Plan Based On?**



■ Teacher development (60%)  
 ■ School improvement (40%)

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

\$79,205,974



Other:	
Student support services	\$ 6,628,420
Instruction support	2,854,818
Plant operations	16,356,377
Transportation	3,303,101
Administration	10,674,544
Food service	5,498,591
Other services	530,195
<b>Total</b>	<b><u>\$45,846,046</u></b>

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

# Glendale Elementary School District

Grades served: PreK-8  
 Number of schools: 14  
 Students attending: 11,322  
 Number of certified teachers: 576

## Proposition 301 Dollars

Base pay:	\$ 714,870
Performance pay:	1,429,739
Menu options:	1,429,739
Total Proposition 301 dollars:	<u>\$ 3,574,348</u>
Total budgeted expenditures for fiscal year 2002: \$84,308,448	

## Comparative Information

	District	State
Student/teacher ratio:	19.7	18
Average teacher salary:	\$35,394	\$37,176
Beginning teacher salary:	\$31,326	\$26,516
Percentage of dollars spent in the classroom:	62.9%	57.7%

### Base Pay (\$714,870):

The District's 575 classroom teachers and 15 librarians are eligible to receive estimated base pay increases between \$1,115 and \$1,315 each. These increases, paid during the normal payroll cycle, will be divided among eligible employees as an increased dollar or percentage amount based on each eligible employee's experience level.

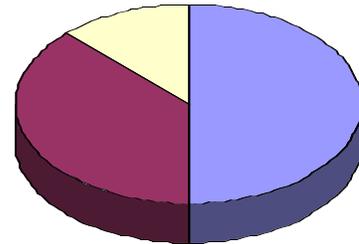
### Menu Options (\$1,429,739):

A committee of board members, district administrators, and school principals allocated 51 percent of the District's menu monies toward increased compensation, including increases in step advancement and base pay. Fourteen percent of menu monies are dedicated to AIMS intervention, and the remaining 35 percent is allocated for teacher development.

### Performance Pay (\$1,429,739):

Eligible classroom teachers, librarians, and all others on the teacher salary schedule may receive pay increases of up to \$1,800. To receive performance pay increases, eligible employees must obtain satisfactory evaluations. Also, students must show improvement in standardized test scores and current-year student attendance must improve over the previous year's attendance.

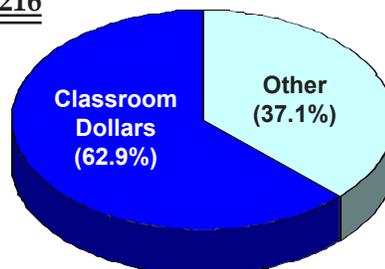
#### What Is the Plan Based On?



- Teacher evaluation/performance (50%)
- Student achievement (37.5%)
- Student/teacher attendance (12.5%)

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

\$32,912,216



Other:

Student support services	\$ 1,833,984
Instruction support	2,663,049
Plant operations	5,600,141
Transportation	1,601,415
Administration	4,521,660
Food service	<u>3,193,788</u>
Total	<u>\$19,414,037</u>

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

# Glendale Union High School District

Grades served: 9-12  
 Number of schools: 12  
 Students attending: 13,581  
 Number of certified teachers: 659

## Proposition 301 Dollars

Base pay:	\$ 938,240
Performance pay:	1,876,481
Menu options:	<u>1,876,481</u>
Total Proposition 301 dollars:	<u>\$ 4,691,202</u>
Total budgeted expenditures for fiscal year 2002:	\$124,389,821

## Comparative Information

	District	State
Student/teacher ratio:	20.6	18
Average teacher salary:	\$41,587	\$37,176
Beginning teacher salary:	\$29,363	\$26,516
Percentage of dollars spent in the classroom:	57.3%	57.7%

### Base Pay (\$938,240):

Approximately \$850 to \$1,750 in base pay increases are available to classroom teachers, counselors, librarians, and teachers on assignment. These increases are paid through the District's normal payroll cycle. To receive base pay increases, employees must work additional days and receive additional training.

### Menu Options (\$1,876,481):

A committee of board members, district administrators, school principals, teachers, and parents divided the District's menu monies equally between increased compensation for two additional instruction days and teacher development for two additional staff development days.

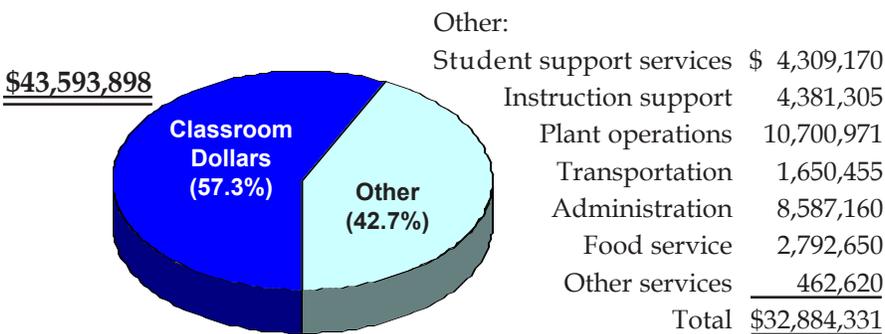
### Performance Pay (\$1,876,481):

Eligible classroom teachers, counselors, librarians, and teachers on assignment can receive up to \$1,400 in performance pay monies as goals are met. However, the District is one of only 25 districts that require employees to be under contract for the 2003 school year to receive performance pay monies for the 2002 school year.

The components of the performance plan include:

- Student Achievement – measured by student performance on standardized exams
- Parental Satisfaction – satisfactory rating from 80 percent of parents responding to survey
- School Improvement Factors – factors developed by each school
- Dropout/Completion Rate – dropout rate must be maintained at or below 6 percent

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



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

# Globe Unified School District

Grades served: PreK-12  
 Number of schools: 5  
 Students attending: 2,124  
 Number of certified teachers: 116

## Proposition 301 Dollars

Base pay:	\$138,055
Performance pay:	276,109
Menu options:	<u>276,109</u>
Total Proposition 301 dollars:	<u><u>\$690,273</u></u>
 Total budgeted expenditures for fiscal year 2002:	 NA

## Comparative Information

	District	State
Student/teacher ratio:	18.3	18
Average teacher salary:	\$30,848	\$37,176
Beginning teacher salary:	\$26,164	\$26,516
Percentage of dollars spent in the classroom:	54.1%	57.7%

### Base Pay (\$138,055):

Classroom teachers, counselors, and librarians are eligible for base pay increases ranging from \$820 to \$3,280. The District is one of only five districts distributing base pay increases based on factors other than experience. The increases are distributed during the normal payroll cycle.

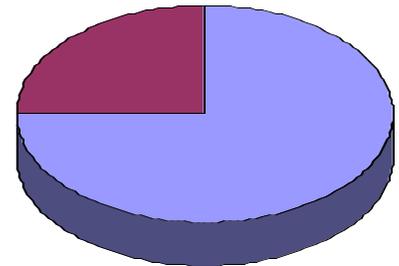
### Performance Pay (\$276,109):

Classroom teachers can receive up to \$2,174 in performance monies in their 2002 school year final paycheck if performance goals are met and if they are under district contract for the 2003 school year. The District's plan focuses on performance goals in a variety of areas including student achievement, parental satisfaction, teacher development and performance, and additional teacher responsibilities.

### Menu Options (\$276,109):

A committee of district administrators and teachers allocated most menu monies toward increasing compensation for classroom teachers, counselors, and librarians. The remaining menu monies will be used at each school's discretion for staff development, but all uses must be approved by the District's governing board.

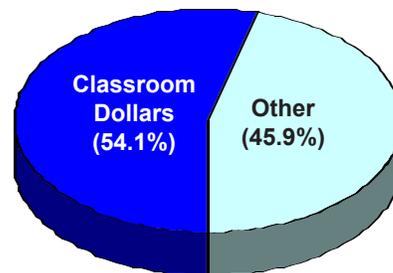
What Is the Plan Based On?



■ Compensation increases (75%)  
 ■ Teacher development (25%)

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

\$5,020,429



\$4,256,811

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

# Graham County Special Services District

Grades served: PreK-12  
 Number of schools: 2  
 Students attending: NA  
 Number of certified teachers: 7

## Proposition 301 Dollars

Base pay:	\$ 3,555
Performance pay:	7,111
Menu options:	7,111
Total Proposition 301 dollars:	<u>\$17,777</u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	NA	18
Average teacher salary:	\$31,150	\$37,176
Beginning teacher salary:	\$24,000	\$26,516
Percentage of dollars spent in the classroom:	42.1%	57.7%

### Base Pay (\$3,555):

Classroom teachers and speech therapists will each receive base pay increases of approximately \$534. This increase will be paid through the District's normal payroll cycle.

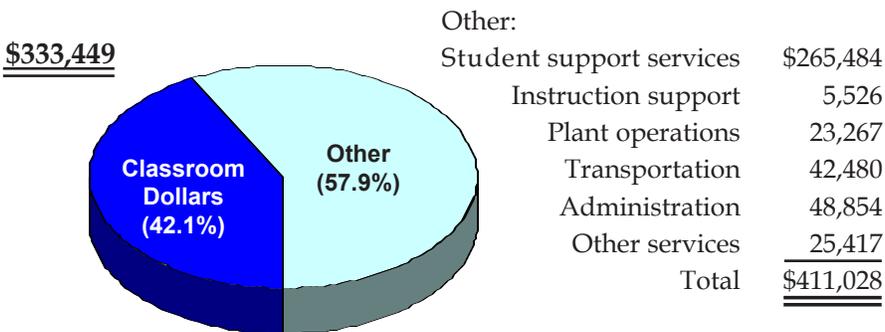
### Menu Options (\$7,111):

A committee of board members, district administrators, and teachers decided to allocate all of the District's menu monies to further salary increases for all classroom teachers and speech therapists.

### Performance Pay (\$7,111):

Classroom teachers and speech therapists can receive up to \$1,068 each if performance goals are met. The District's performance pay plan contains one goal requiring eligible employees to attend a 5-day training and pass a competency assessment.

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



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

# Grand Canyon Unified School District

Grades served: PreK-12  
 Number of schools: 2  
 Students attending: 344  
 Number of certified teachers: 31

## Proposition 301 Dollars

Base pay:	\$ 33,768
Performance pay:	67,535
Menu options:	<u>67,535</u>
Total Proposition 301 dollars:	<u>\$ 168,838</u>

Total budgeted expenditures for fiscal year 2002: \$4,409,911

## Comparative Information

	District	State
Student/teacher ratio:	11.1	18
Average teacher salary:	\$28,871	\$37,176
Beginning teacher salary:	\$22,000	\$26,516
Percentage of dollars spent in the classroom:	53.1%	57.7%

### Base Pay (\$33,768):

The District is dividing its base pay monies equally among its 31 classroom teachers, 1 counselor, and 1 librarian. This increase, estimated at \$800 each, is paid out through the District's normal payroll cycle.

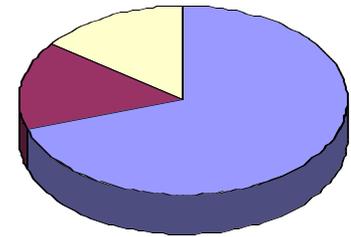
### Menu Options (\$67,535):

A committee of board members, district administrators, school principals, and teachers allocated 50 percent of the District's menu monies to further compensation increases for its classroom teachers, counselor, and librarian. Forty percent of the remaining money will be used for teacher development and 10 percent will go toward AIMS intervention.

### Performance Pay (\$67,535):

The District's classroom teachers, counselor, and librarian are eligible to receive performance monies, estimated at \$1,650 each, as goals are met. The plan's main focus is on school improvement factors, including aligning the District's curriculum with state standards in all required content areas.

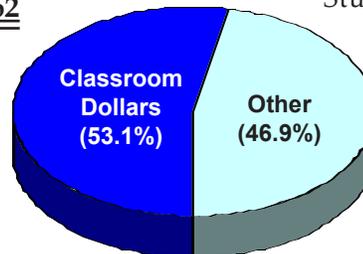
#### What Is the Plan Based On?



- School improvement (70%)
- Teacher/student attendance (15%)
- Dropout rate/completion (15%)

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

\$1,436,062



Other:

Student support services	\$ 195,264
Instruction support	49,263
Plant operations	487,732
Transportation	77,386
Administration	374,289
Food service	58,376
Total	<u>\$1,242,310</u>

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

# Greenlee County Accommodation District

Grades served: PreK-12  
 Number of schools: 1  
 Students attending: NA  
 Number of certified teachers: 1

## Proposition 301 Dollars

Base pay:	\$ 256
Performance pay:	511
Menu options:	<u>511</u>
Total Proposition 301 dollars:	<u>\$ 1,278</u>
Total budgeted expenditures for fiscal year 2002:	\$145,880

## Comparative Information

	District	State
Student/teacher ratio:	NA	18
Average teacher salary:	\$32,800	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	97.1%	57.7%

### Base Pay (\$256):

The District's one classroom teacher will receive a base pay increase of approximately \$251 through the normal payroll cycle. However, to qualify for the increase, the classroom teacher must obtain additional training.

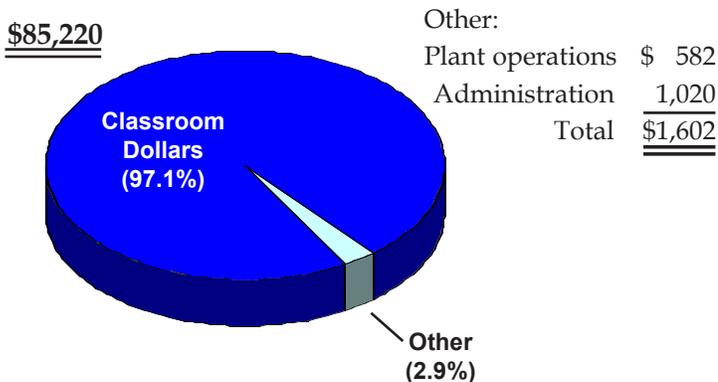
### Performance Pay (\$511):

The District's classroom teacher is eligible to receive a performance pay increase of up to \$502 if the goal of addressing and developing goals for each student's Individualized Education Program (IEP) is met.

### Menu Options (\$511):

District administrators decided to devote all of the menu money allocation to increasing the base salary of the District's classroom teacher. To receive this increase, the teacher must receive a satisfactory evaluation.

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



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

# Hackberry Elementary School District

Grades served:	PreK-8
Number of schools:	1
Students attending:	40
Number of certified teachers:	3

## Proposition 301 Dollars

Base pay:	\$ 3,020
Performance pay:	6,040
Menu options:	<u>6,040</u>
Total Proposition 301 dollars:	<u>\$15,100</u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	13.2	18
Average teacher salary:	\$44,250	\$37,176
Beginning teacher salary:	\$24,675	\$26,516
Percentage of dollars spent in the classroom:	47%	57.7%

### Base Pay (\$3,020):

The District is dividing its base pay monies equally among its four classroom teachers. As a result, each teacher will receive a base pay increase of approximately \$436 at the end of the 2002 school year.

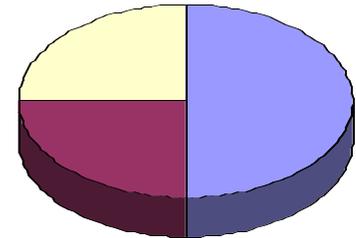
### Menu Options (\$6,040):

District administrators allocated 57 percent of menu monies to compensation increases for classroom teachers and teachers' aides. To receive this increase, eligible employees must attend additional in-service trainings. The remaining 43 percent of menu monies will cover the costs of further teacher development workshops.

### Performance Pay (\$6,040):

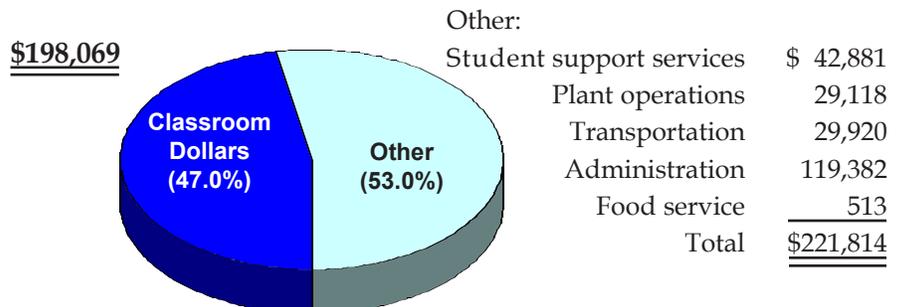
Classroom teachers, as well as teachers' aides, are eligible to receive up to \$498 each in performance pay, as goals are met. As seen in the figure, half of the performance monies are based on teacher development, which requires eligible employees to attend six workshops. Performance increases will be paid at the end of the 2002 school year.

#### What Is the Plan Based On?



- Teacher development (50%)
- Additional teacher responsibility (25%)
- Teacher evaluation/performance (25%)

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



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

# Hayden/Winkelman Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 589  
 Number of certified teachers: 40

## Proposition 301 Dollars

Base pay:	\$ 46,415
Performance pay:	92,829
Menu options:	92,829
Total Proposition 301 dollars:	<u>\$ 232,073</u>
Total budgeted expenditures for fiscal year 2002:	\$7,890,211

## Comparative Information

	District	State
Student/teacher ratio:	14.7	18
Average teacher salary:	\$30,497	\$37,176
Beginning teacher salary:	\$25,000	\$26,516
Percentage of dollars spent in the classroom:	53.3%	57.7%

### Base Pay (\$46,415):

The District is distributing base pay increases to 41 classroom teachers, as well as its counselor and librarian. The increases, estimated at approximately \$1,080 each, are based on factors other than experience and are being distributed through the District's normal payroll cycle.

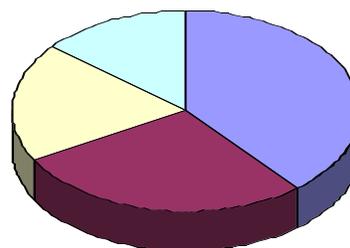
### Menu Options (\$92,829):

A committee of board members, district administrators, teachers, and school principals decided to use all of the District's menu monies to increase compensation for its classroom teachers, counselor, and librarian. This compensation increase will be paid to eligible employees through a stipend.

### Performance Pay (\$92,829):

The District's classroom teachers, counselor, and librarian could each receive up to \$2,017 at the end of the 2002 school year if performance goals are met. The two largest components of the performance pay plan focus on additional teacher responsibility and student achievement.

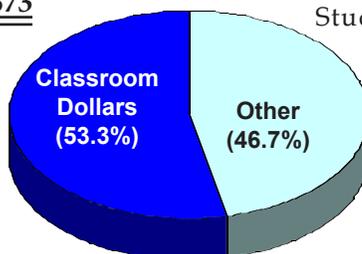
What Is the Plan Based On?



- Additional teacher responsibility (39%)
- Student achievement (28%)
- School improvement factors (19%)

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

\$1,875,873



Other:	
Student support services	\$ 133,567
Instruction support	50,000
Plant operations	516,293
Transportation	176,553
Administration	535,289
Food service	<u>234,665</u>
Total	<u>\$1,646,367</u>

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

# Heber-Overgaard Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 564  
 Number of certified teachers: 33

## Proposition 301 Dollars

Base pay:	\$ 48,444
Performance pay:	96,888
Menu options:	96,888
Total Proposition 301 dollars:	<u>\$ 242,220</u>
Total budgeted expenditures for fiscal year 2002:	\$5,297,901

## Comparative Information

	District	State
Student/teacher ratio:	17.1	18
Average teacher salary:	\$29,329	\$37,176
Beginning teacher salary:	\$23,000	\$26,516
Percentage of dollars spent in the classroom:	50.2%	57.7%

### Base Pay (\$48,444):

Classroom teachers, counselors, and librarians will receive base pay increases ranging from \$500 to \$3,266 each. These increases are being paid through the District's normal payroll cycle.

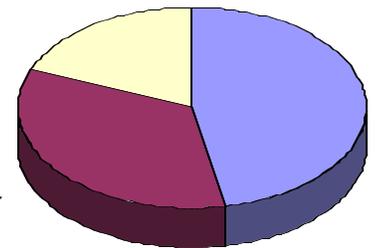
### Menu Options (\$96,888):

A committee of district administrators, teachers, and school principals determined that 90 percent of menu monies will be used to increase base pay for classroom teachers, counselors, and librarians. The remaining 10 percent is equally divided between teacher development and spending at the schools' discretion.

### Performance Pay (\$96,888):

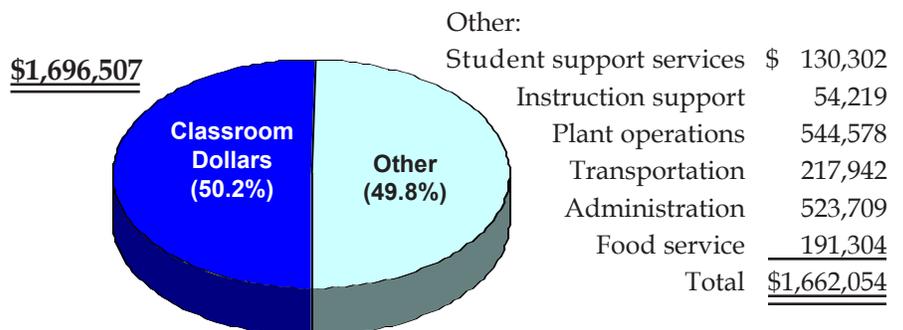
Classroom teachers, counselors, and librarians are eligible to receive performance pay monies of up to \$2,400 each if performance goals are met. The plan allocates 47 percent of performance pay monies to student achievement, as measured by students' performance on standardized tests. An additional 34 percent of these monies are based on teacher evaluation and performance, which requires teachers to receive satisfactory performance evaluations. The remaining 19 percent is based on school improvement factors and will be measured by student performance in an accelerated reader program and the implementation of a writing program.

#### What Is the Plan Based On?



- Student achievement (47%)
- Teacher evaluation (34%)
- School improvement (19%)

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



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

# Higley Unified School District

Grades served: PreK-12  
 Number of schools: 2  
 Students attending: 675  
 Number of certified teachers: 50

## Proposition 301 Dollars

Base pay:	\$ 125,086
Performance pay:	250,172
Menu options:	250,172
<b>Total Proposition 301 dollars:</b>	<b><u>\$ 625,430</u></b>
Total budgeted expenditures for fiscal year 2002:	\$30,176,586

## Comparative Information

	District	State
Student/teacher ratio:	13.5	18
Average teacher salary:	\$33,423	\$37,176
Beginning teacher salary:	\$29,500	\$26,516
Percentage of dollars spent in the classroom:	60.2%	57.7%

### Base Pay (\$125,086):

The District's classroom teachers, counselors, and librarians are eligible to receive base salary increases averaging approximately \$2,000 each. These increases are to be paid at the beginning of the 2003 school year.

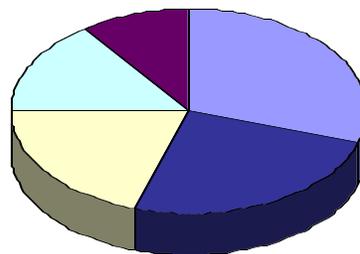
### Menu Options (\$250,172):

A committee of district administrators and school principals determined that all menu monies would go toward increased compensation. However, details regarding eligible employees and specific compensation uses had not yet been determined.

### Performance Pay (\$250,172):

Classroom teachers and librarians can earn up to \$2,200 each in performance pay if performance goals are met. However, eligible employees must also be under district contract for the 2003 school year to receive performance monies for the 2002 school year. As shown, the District's plan contains a number of performance factors, but most of the emphasis is placed on teacher performance and parental satisfaction.

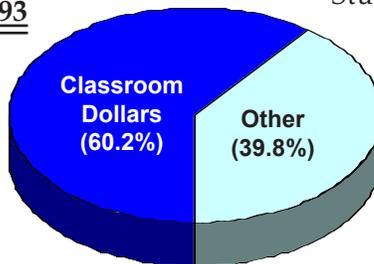
#### What Is the Plan Based On?



- Teacher performance (30%)
- Parental satisfaction (25%)
- District improvement (20%)
- Student achievement (15%)
- School improvement (10%)

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

\$3,778,593



Other:

Student support services	\$ 155,497
Instruction support	81,792
Plant operations	492,287
Transportation	139,434
Administration	542,501
Food service	4,037
Other services	14,068
<b>Total</b>	<b><u>\$1,429,616</u></b>

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

# Hillside Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 12  
 Number of certified teachers: 1

## Proposition 301 Dollars

Base pay:	\$ 881
Performance pay:	1,762
Menu options:	<u>1,762</u>
Total Proposition 301 dollars:	<u>\$ 4,405</u>
Total budgeted expenditures for fiscal year 2002:	\$196,381

## Comparative Information

	District	State
Student/teacher ratio:	11.6	18
Average teacher salary:	\$24,750	\$37,176
Beginning teacher salary:	\$22,843	\$26,516
Percentage of dollars spent in the classroom:	50.1%	57.7%

### Base Pay (\$881):

The District has budgeted \$847 to increase the base pay of its only classroom teacher. The money will be paid at the end of the 2002 school year.

### Menu Options (\$1,762):

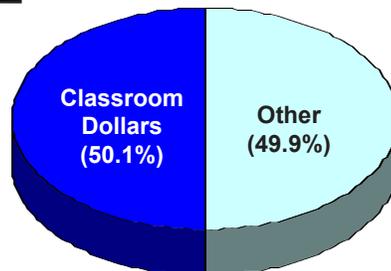
Board members decided to use 100 percent of menu monies to pay for teacher development activities. The District's teacher and teacher's aides are eligible to receive menu monies at year-end if they complete two training workshops during the year.

### Performance Pay (\$1,762):

The District's teacher is eligible to earn an additional \$1,762 through the performance pay plan. The plan uses student achievement as its sole performance measure. The District's goal is for every student to achieve one-year's academic progress based on year-end progress reports and Individualized Education Program evaluations. However, if every student does not attain one-year's progress, the District will prorate performance pay amounts. Monies will be paid at the end of the 2002 school year.

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

\$73,893



Other:

Student support services	\$ 914
Instruction support	1,083
Plant operations	23,599
Transportation	24,658
Administration	<u>22,762</u>
Total	<u>\$73,016</u>

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

# Holbrook Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 1,885  
 Number of certified teachers: 123

## Proposition 301 Dollars

Base pay:	\$ 123,281
Performance pay:	246,562
Menu options:	246,562
<b>Total Proposition 301 dollars:</b>	<b><u>\$ 616,405</u></b>
Total budgeted expenditures for fiscal year 2002:	\$36,340,355

## Comparative Information

	District	State
Student/teacher ratio:	15.3	18
Average teacher salary:	\$32,719	\$37,176
Beginning teacher salary:	\$30,000	\$26,516
Percentage of dollars spent in the classroom:	57.3%	57.7%

### Base Pay (\$123,281):

The District has divided base pay monies equally among its classroom teachers. The pay increases, estimated at \$1,000 each, are being paid out during the normal payroll cycle.

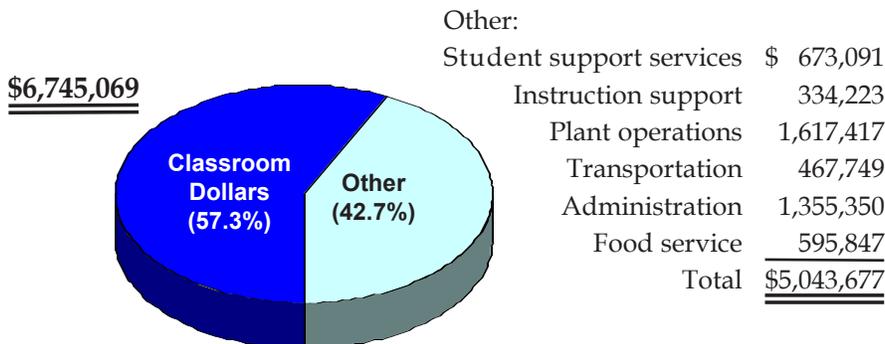
### Menu Options (\$246,562):

A committee of board members, district administrators, and school principals determined that 100 percent of the District's menu monies will be used for classroom teacher compensation. Only 32 other districts are using menu monies to compensate classroom teachers exclusively.

### Performance Pay (\$246,562):

The District has decided that only classroom teachers will be eligible to receive performance pay monies, estimated at \$2,000 each, if goals are met. The District's plan is primarily focused on student achievement, with specific goals of improving student performance in reading and writing. In addition, schools in the District have set goals to increase parental involvement. For example, classroom teachers will contact parents, develop parent/teacher contacts, promote parental attendance at parent/teacher/student conferences, and provide opportunities for parents and others to be involved with their students. Also, the high school will be working toward decreasing the dropout rate. Performance pay monies will be paid with the 2002 school year's final paycheck.

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



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

# Humboldt Unified School District

Grades served: PreK-12  
 Number of schools: 8  
 Students attending: 5,093  
 Number of certified teachers: 303

## Proposition 301 Dollars

Base pay:	\$ 329,910
Performance pay:	659,819
Menu options:	<u>659,819</u>
Total Proposition 301 dollars:	<u>\$ 1,649,548</u>
Total budgeted expenditures for fiscal year 2002:	\$34,925,963

## Comparative Information

	District	State
Student/teacher ratio:	16.8	18
Average teacher salary:	\$32,371	\$37,176
Beginning teacher salary:	\$25,157	\$26,516
Percentage of dollars spent in the classroom:	57.5%	57.7%

### Base Pay (\$329,910):

The District has decided to give base pay increases to classroom teachers, counselors, librarians, and speech pathologists. Each eligible employee is receiving an equal dollar amount, estimated at \$1,010. The monies are paid during the normal payroll cycle.

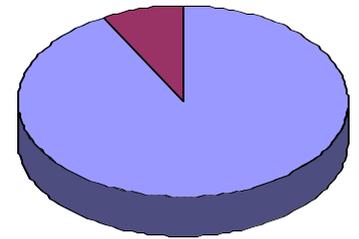
### Performance Pay (\$659,819):

Classroom teachers, counselors, and librarians are eligible to participate in the District's performance pay plan, and can earn an estimated \$1,700 each if goals are met. The plan is based solely on student achievement, as measured by standardized tests or approved pre- and post-tests created by teachers. Performance monies will be paid near the end of the 2002 school year.

### Menu Options (\$659,819):

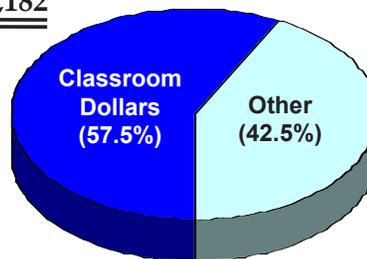
A broad-based committee consisting of board members, district administrators, school principals, classroom teachers, support staff, and parents determined how the District would spend its menu monies. Most of the monies are being used to increase compensation for classroom teachers, counselors, and librarians and are paid in two installments. The remaining monies will be used for teacher development, primarily in-service training and conferences.

### Which Options Did the District Choose?



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

\$13,092,182



Other:

Student support services	\$1,385,727
Instruction support	551,802
Plant operations	2,562,022
Transportation	1,279,563
Administration	2,666,044
Food service	1,069,345
Other services	<u>170,403</u>
Total	<u>\$9,684,906</u>

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

# Hyder Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 181  
 Number of certified teachers: 11

## Proposition 301 Dollars

Base pay:	\$13,546
Performance pay:	27,092
Menu options:	<u>27,092</u>
Total Proposition 301 dollars:	<u><u>\$67,730</u></u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	16.5	18
Average teacher salary:	\$43,576	\$37,176
Beginning teacher salary:	\$27,000	\$26,516
Percentage of dollars spent in the classroom:	49.8%	57.7%

### Base Pay (\$13,546):

The District has decided to use these monies to increase starting teacher salaries and to increase current teacher salaries, based on level of experience. Base pay increases are expected to average approximately \$1,000 and are paid during the normal payroll cycle.

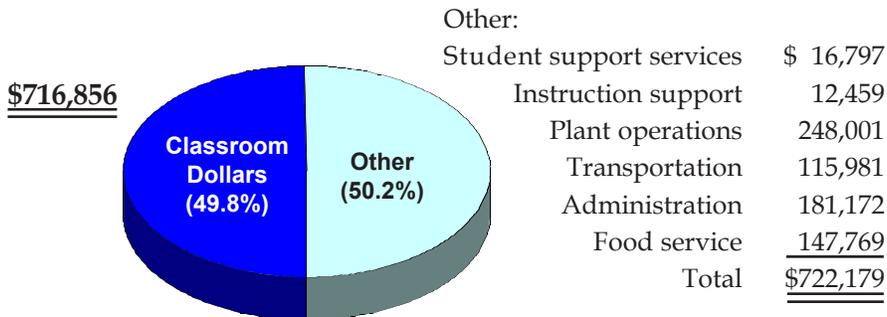
### Menu Options (\$27,092):

A committee of board members, district administrators, classroom teachers, and support staff determined that 90 percent of the menu monies will be used for after-school programs focusing on AIMS intervention. The remaining monies will be used for teacher development, specifically workshops to help classroom teachers write curriculum that is better aligned with state standards.

### Performance Pay (\$27,092):

At the time this information was gathered, the District was still developing the details of its performance pay plan. However, based on the plan completed at that time, classroom teachers and teachers' aides are eligible for performance pay. Performance pay will be distributed based on a variety of factors, including student achievement on standardized tests, parental satisfaction as measured by a survey, positive teacher evaluations, and school and district improvement. The amount of performance pay had not yet been determined, but it will be paid with first paycheck of the 2003 school year.

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



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

# Indian Oasis-Baboquivari Unified School District

Grades served: PreK-12  
 Number of schools: 5  
 Students attending: 1,055  
 Number of certified teachers: 83

## Proposition 301 Dollars

Base pay:	\$ 71,820
Performance pay:	143,641
Menu options:	<u>143,641</u>
Total Proposition 301 dollars:	<u>\$ 359,102</u>
Total budgeted expenditures for fiscal year 2002:	\$18,963,086

## Comparative Information

	District	State
Student/teacher ratio:	12.7	18
Average teacher salary:	\$30,911	\$37,176
Beginning teacher salary:	\$25,782	\$26,516
Percentage of dollars spent in the classroom:	49.7%	57.7%

### Base Pay (\$71,820):

The District has decided that 96 classroom teachers, 4 counselors, 3 librarians, and 1 bilingual tester are eligible for a base pay increase. The base pay monies have been divided equally among eligible employees, budgeted at approximately \$705 each, and are paid during the normal payroll cycle.

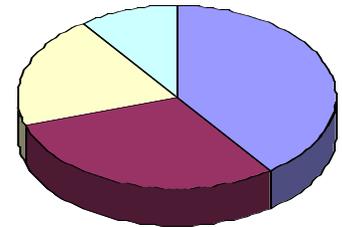
### Menu Options (\$143,641):

A committee of teachers decided to use menu monies to pay for three teacher trainings, with any remaining monies to be used for base salary increases for classroom teachers, counselors, librarians, and a bilingual tester. Only two other districts had committees made up of only teachers.

### Performance Pay (\$143,641):

A committee of district administrators, school principals, and teachers developed the District's performance pay plan, which focuses on a variety of factors and varies by school site. Performance pay factors include student achievement as measured by standardized tests, teacher evaluations, teacher development, and other areas, such as attendance and dropout and graduation rates. Under the plan, 96 classroom teachers, 4 counselors, 3 librarians, and 1 bilingual tester are eligible to receive performance pay, budgeted at approximately \$1,411 per eligible employee, if goals are met and if the employee is under contract with the District for the 2003 school year. The performance monies will be paid in July 2002.

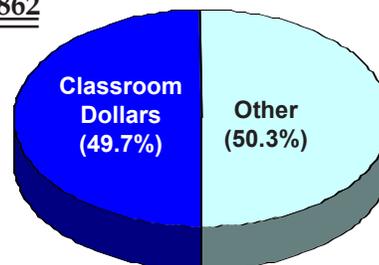
#### What Is the Plan Based On?



- Teacher development (40%)
- School discretion (30%)
- Student achievement (20%)
- Teacher evaluations (10%)

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

\$4,982,862



Other:

Student support services	\$ 997,316
Instruction support	155,446
Plant operations	1,439,137
Transportation	697,840
Administration	1,355,077
Food service	456,050
Other services	10,336
<b>Total</b>	<u>\$5,111,202</u>

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

# Isaac Elementary School District

Grades served: PreK-8  
 Number of schools: 12  
 Students attending: 7,827  
 Number of certified teachers: 424

## Proposition 301 Dollars

Base pay:	\$ 494,643
Performance pay:	989,285
Menu options:	<u>989,285</u>
Total Proposition 301 dollars:	<u><u>\$2,473,213</u></u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	18.5	18
Average teacher salary:	\$36,814	\$37,176
Beginning teacher salary:	\$31,000	\$26,516
Percentage of dollars spent in the classroom:	56.3%	57.7%

### Base Pay (\$494,643):

The District has decided that classroom teachers, counselors, librarians, and nurses are eligible for a base pay increase. Base pay amounts are estimated to be up to \$786 each, depending on employee experience levels, and are paid during the normal payroll cycle.

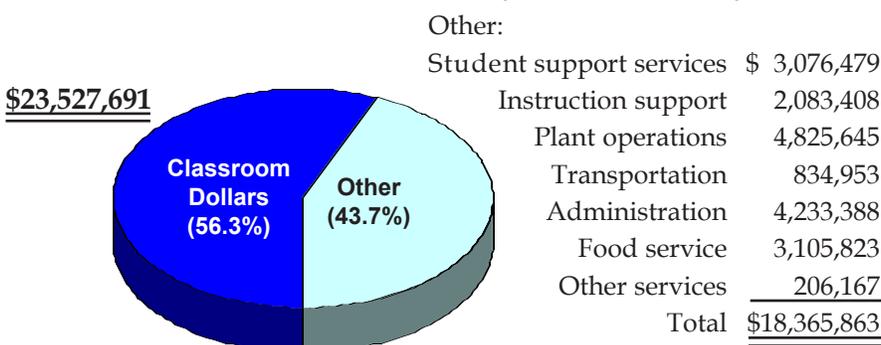
### Performance Pay (\$989,285):

A committee of board members, district administrators, school principals, and teachers determined that the performance pay monies would be allocated based on student achievement, as measured by standardized tests; teacher development; parental satisfaction; and student attendance. Classroom teachers, counselors, librarians, and nurses are eligible for performance pay, up to \$1,800 each, which will be paid as goals are met.

### Menu Options (\$989,285):

Teachers determined the planned uses of the menu monies. Only two other districts had committees made up of only teachers. The committee decided to allocate 70 percent of the menu monies to increase salaries of classroom teachers, counselors, librarians, and nurses. The remaining 30 percent will be spent at each school's discretion.

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



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

# J.O. Combs Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 307  
 Number of certified teachers: 15

## Proposition 301 Dollars

Base pay:	\$ 22,374
Performance pay:	44,748
Menu options:	44,748
<b>Total Proposition 301 dollars:</b>	<b>\$ 111,870</b>
Total budgeted expenditures for fiscal year 2002:	\$3,924,130

## Comparative Information

	District	State
Student/teacher ratio:	20.5	18
Average teacher salary:	NA	\$37,176
Beginning teacher salary:	\$28,490	\$26,516
Percentage of dollars spent in the classroom:	50.5%	57.7%

### Base Pay (\$22,374):

The District has divided the base pay monies equally among its classroom teachers and librarian. The pay increases, estimated at \$665 per employee, are being paid during the normal payroll cycle.

### Menu Options (\$44,748):

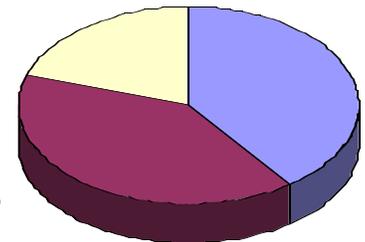
A committee of district administrators, school principals, classroom teachers, and parents determined that the District's menu monies would be used to hire an additional kindergarten teacher and pay for two additional teacher preparation days.

### Performance Pay (\$44,748):

A committee of district administrators, school principals, classroom teachers, and parents developed the District's performance pay plan. The plan focuses primarily on student achievement, as measured by standardized tests, and teacher development, as measured by participation in pre-approved staff development programs, workshops, and graduate classes. The District's teachers and librarian are eligible for performance pay, estimated at \$1,436 each, if goals are met. The monies will be paid in both the 2002 school year's final paycheck and the 2003 school year's first paycheck.

However, employees do not have to be under contract for the 2003 school year to receive their monies.

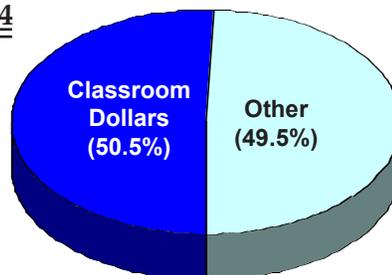
### What Is the Plan Based On?



- Student achievement (40%)
- Teacher development (40%)
- Teacher evaluations (20%)

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

\$770,064



Other:	
Student support services	\$ 93,883
Instruction support	21,667
Plant operations	180,142
Transportation	136,347
Administration	319,707
Other services	1,061
<b>Total</b>	<b>\$752,807</b>

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

# Joseph City Unified School District

Grades served: PreK-12  
 Number of schools: 2  
 Students attending: 434  
 Number of certified teachers: 31

## Proposition 301 Dollars

Base pay:	\$	33,287
Performance pay:		66,573
Menu options:		66,573
<b>Total Proposition 301 dollars:</b>	<b>\$</b>	<b>166,433</b>
Total budgeted expenditures for fiscal year 2002:	\$	6,983,066

## Comparative Information

	District	State
Student/teacher ratio:	14	18
Average teacher salary:	\$34,825	\$37,176
Beginning teacher salary:	\$27,514	\$26,516
Percentage of dollars spent in the classroom:	48.8%	57.7%

### Base Pay (\$33,287):

The District is dividing its base pay monies, estimated at \$924 per eligible employee, equally among the classroom teachers, counselor, and librarians. The monies are being used to increase the District's salary schedule and starting pay. Base pay increases are paid to employees during the regular payroll cycle and at the end of each semester.

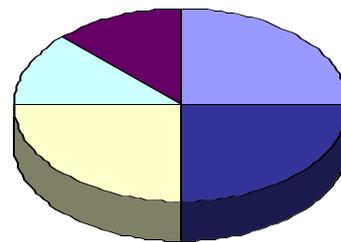
### Menu Options (\$66,573):

A committee of district administrators, school principals, and classroom teachers chose to spend 100 percent of the menu monies to increase compensation and related benefits for the District's classroom teachers, counselor, and librarians.

### Performance Pay (\$66,573):

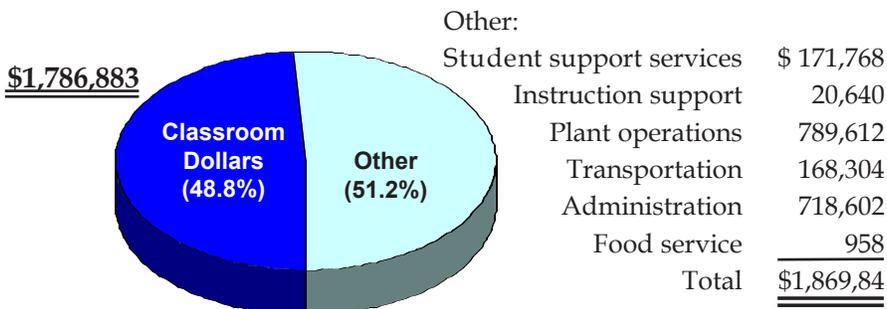
The District's performance pay plan is based on an existing performance incentive program. The District's classroom teachers, counselor, and librarians are eligible to participate in the plan and could earn up to \$1,849 each, if performance goals are met. As shown, the performance pay plan incorporates a variety of performance measures. These include additional responsibilities, such as completing Teach to the Future coursework and creating a teacher Web page.

What Is the Plan Based On?



- Teacher evaluation (25%)
- Teacher development (25%)
- Additional teacher responsibility (25%)
- Student achievement (12.5%)
- Parent/student/staff satisfaction (12.5%)

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



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

# Kayenta Unified School District

Grades served: PreK-12  
 Number of schools: 5  
 Students attending: 2,503  
 Number of certified teachers: 162

## Proposition 301 Dollars

Base pay:	\$ 163,404
Performance pay:	326,807
Menu options:	<u>326,807</u>
Total Proposition 301 dollars:	<u>\$ 817,018</u>
Total budgeted expenditures for fiscal year 2002: \$32,843,777	

## Comparative Information

	District	State
Student/teacher ratio:	15.5	18
Average teacher salary:	\$33,472	\$37,176
Beginning teacher salary:	\$25,950	\$26,516
Percentage of dollars spent in the classroom:	55.1%	57.7%

### Base Pay (\$163,404):

The District is dividing its base pay monies equally among its classroom teachers, counselors, and librarians and increasing starting pay in the District. These monies, estimated at \$811 per eligible employee, are paid during the normal payroll cycle.

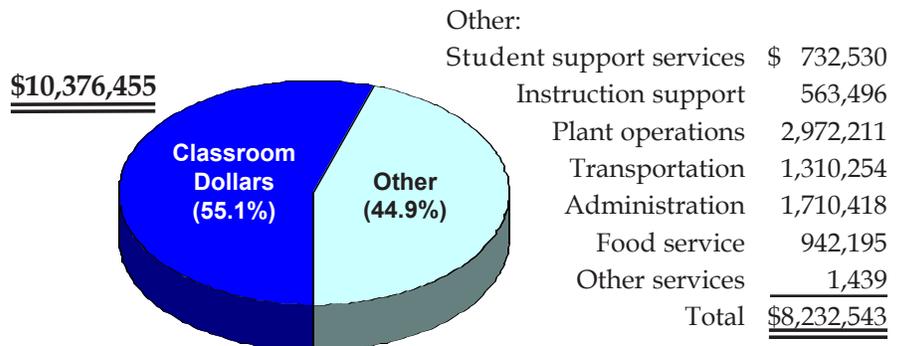
### Menu Options (\$326,807):

A committee of school principals determined how menu monies would be spent. Only two other districts had committees solely made up of school principals. The committee chose to allocate one-third of the menu monies to staff development for AIMS intervention, one-third to hiring two staff development specialists, and one-third to hiring two additional counselors to aid in dropout prevention.

### Performance Pay (\$326,807):

A committee of school principals and teachers determined that classroom teachers, counselors, and librarians are eligible to participate in the District's performance pay plan and could earn up to \$1,623 each, if performance goals are met. Performance goals are equally divided between student achievement, as measured by standardized tests, and additional teacher responsibilities, as determined by the individual schools. Performance monies will be paid with the 2002 school year's final paycheck; however, only employees under contract for the 2003 school year will receive these monies. Only 24 other districts had this requirement.

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



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

# Kingman Unified School District

Grades served: PreK-12  
 Number of schools: 11  
 Students attending: NA  
 Number of certified teachers: NA

## Proposition 301 Dollars

Base pay:	\$ 436,472
Performance pay:	872,944
Menu options:	872,944
Total Proposition 301 dollars:	<u>\$ 2,182,360</u>
Total budgeted expenditures for fiscal year 2002:	\$50,706,713

## Comparative Information

	District	State
Student/teacher ratio:	NA	18
Average teacher salary:	NA	\$37,176
Beginning teacher salary:	\$26,850	\$26,516
Percentage of dollars spent in the classroom:	NA	57.7%

### Base Pay (\$436,472):

The District has decided that classroom teachers, counselors, librarians, and speech therapists are eligible for equal percentage base pay increases, budgeted at \$1,165 per eligible employee. The monies are being paid in three installments in December 2001 and April and August of 2002.

### Menu Options (\$872,944):

A committee comprised of district administrators, teachers, and an assistant principal determined the planned uses of the menu monies. They chose to use the monies to hire a new teacher and for health insurance increases. Classroom teachers, counselors, librarians, and speech therapists were eligible for the insurance increases. Additionally, monies were allocated for programs and goals including dropout prevention, teacher development, test score improvement, increased parental involvement, and increased attendance.

### Performance Pay (\$872,944):

Approximately \$2,331 per eligible employee was budgeted for performance pay. These monies will be distributed in August 2002 if goals are met. However, employees are not required to be under contract with the District for the 2003 school year to receive performance pay. The District's plan incorporates various performance measures including teacher evaluations; participation in clubs, committees, and extracurricular academic events; and teacher attendance. School councils determined specific goals for student achievement, parental satisfaction, teacher development, and dropout prevention.

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

Kingman Unified School District, which was formed when the Kingman Elementary and Mohave Union High School Districts combined, is in its first year of operation. Comparative information and information about the percentage of dollars spent in the classroom is based on the 2001 school year and, therefore, is not available for the new District.

# Kirkland Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 58  
 Number of certified teachers: 8

## Proposition 301 Dollars

Base pay:	\$ 4,385
Performance pay:	8,769
Menu options:	<u>8,769</u>
Total Proposition 301 dollars:	<u><u>\$21,923</u></u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	7.2	18
Average teacher salary:	\$27,182	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	65.9%	57.7%

### Base Pay (\$4,385):

Five classroom teachers were determined eligible to receive a base pay increase, the amount of which will vary based on factors other than experience. The increase, estimated at \$831 per teacher, will be paid at the end of the 2002 school year.

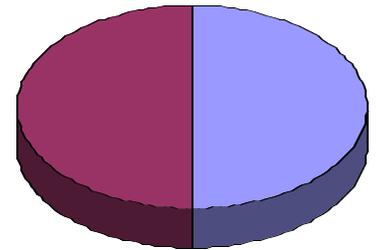
### Menu Options (\$8,769):

A committee of support staff, district administrators, classroom teachers, and school principals determined that 100 percent of the menu monies will be used for compensating classroom teachers for accepting additional responsibilities. These additional responsibilities are assigned by the principal and include drama and music program director, testing coordinator, math and science liaison, technology advisor, and language arts contest coordinator.

### Performance Pay (\$8,769):

Classroom teachers are eligible for performance pay based on two performance measures. One-half of the performance pay monies is contingent upon students demonstrating one-year's academic growth as measured by year-end progress reports or meeting the goals on their Individualized Education Programs (IEPs). The other half is awarded based on an increase in student attendance. Teachers could earn an estimated \$1,662 each if performance measures are met. The performance pay will be distributed with the 2002 school year's final paycheck.

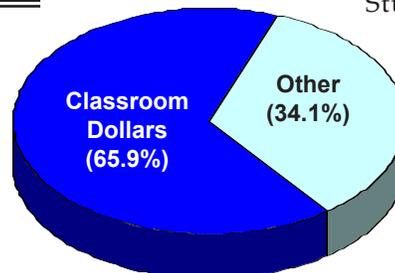
#### What Is the Plan Based On?



■ Student achievement (50%)  
 ■ Student attendance (50%)

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

\$302,010



Other:	
Student support services	\$ 3,656
Instruction support	2,036
Plant operations	38,357
Transportation	32,051
Administration	38,029
Food service	<u>40,289</u>
<b>Total</b>	<u><u>\$154,418</u></u>

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

# Kyrene Elementary School District

Grades served: PreK-8  
 Number of schools: 26  
 Students attending: 18,381  
 Number of certified teachers: 1,037

## Proposition 301 Dollars

Base pay:	\$ 1,160,824
Performance pay:	2,321,648
Menu options:	2,321,648
<b>Total Proposition 301 dollars:</b>	<b>\$ 5,804,120</b>
Total budgeted expenditures for fiscal year 2002:	\$145,335,238

## Comparative Information

	District	State
Student/teacher ratio:	17.7	18
Average teacher salary:	\$34,774	\$37,176
Beginning teacher salary:	\$29,077	\$26,516
Percentage of dollars spent in the classroom:	60.2%	57.7%

### Base Pay (\$1,160,824):

The District is dividing base pay monies equally among classroom teachers, counselors, librarians, and speech and language pathologists. The pay raises, estimated at \$934 each, are paid during the normal payroll cycle.

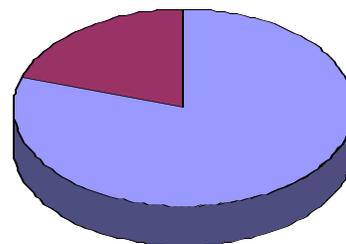
### Menu Options (\$2,321,648):

A committee of school principals determined how the District's menu monies would be spent. Only two other districts had committees made up of only school principals. The committee decided to allocate approximately half of the menu monies to increase base salaries for classroom teachers, counselors, librarians, and speech and language pathologists by an estimated \$971 each. The other half was used to hire 14 new full-time-equivalent employees and for the schools to use at their discretion for items such as class size reduction, teacher development, and AIMS intervention.

### Performance Pay (\$2,321,648):

A committee of district administrators, school principals, teachers, and parents determined that classroom teachers, counselors, librarians, and speech and language pathologists would be eligible to participate in the District's performance pay plan. Eligible employees could earn an estimated \$1,875 each, if goals are met. The plan focuses primarily on student achievement in reading, writing, and math, as measured by standardized tests.

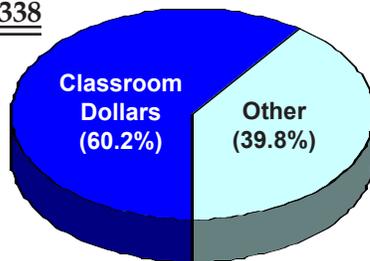
What Is the Plan Based On?



■ Student achievement (80%)  
 ■ Parental satisfaction (20%)

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

\$52,707,338



Other:

Student support services	\$ 5,340,115
Instruction support	3,794,625
Plant operations	10,002,264
Transportation	2,885,013
Administration	8,418,185
Food service	4,333,148
Other services	2,000
<b>Total</b>	<b>\$34,775,350</b>

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

# Lake Havasu Unified School District

Grades served: PreK-12  
 Number of schools: 9  
 Students attending: 5,610  
 Number of certified teachers: 287

## Proposition 301 Dollars

Base pay:	\$ 363,551
Performance pay:	727,101
Menu options:	727,101
<b>Total Proposition 301 dollars:</b>	<b><u>\$ 1,817,753</u></b>
Total budgeted expenditures for fiscal year 2002:	\$44,097,340

## Comparative Information

	<b>District</b>	<b>State</b>
Student/teacher ratio:	19.5	18
Average teacher salary:	\$33,407	\$37,176
Beginning teacher salary:	\$27,248	\$26,516
Percentage of dollars spent in the classroom:	60.3%	57.7%

### Base Pay (\$363,551):

The District divided its base pay dollars equally among classroom teachers, counselors, librarians, and speech therapists. Employees will receive an estimated \$1,129 each, paid during the normal payroll cycle.

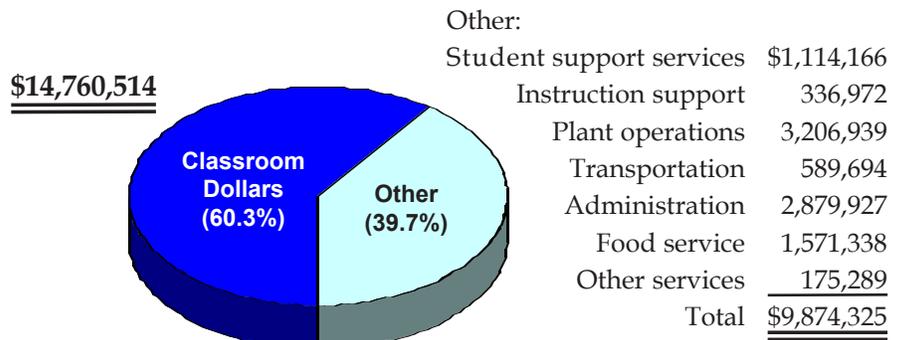
### Menu Options (\$727,101):

A committee of board members, district administrators, classroom teachers, and school principals determined that 100 percent of menu monies will be used for base pay and health insurance premium increases. Classroom teachers, counselors, librarians, and speech therapists are eligible for these increases.

### Performance Pay (\$727,101):

Classroom teachers, counselors, and librarians can earn an estimated \$2,258 each, if performance goals are met. Fifty percent of the performance pay monies relate to student reading, language, writing, and math achievement and will be measured by standardized tests. The remaining monies are designated so that each school can select from a list of options according to its needs. Parental involvement, student discipline, student attendance, and dropout rate are a few of the available options.

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



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

# Laveen Elementary School District

Grades served: PreK-8  
 Number of schools: 3  
 Students attending: 1,441  
 Number of certified teachers: 87

## Proposition 301 Dollars

Base pay:	\$ 91,271
Performance pay:	182,542
Menu options:	182,542
<b>Total Proposition 301 dollars:</b>	<b>\$ 456,355</b>
Total budgeted expenditures for fiscal year 2002:	\$17,788,306

## Comparative Information

	District	State
Student/teacher ratio:	16.6	18
Average teacher salary:	\$32,060	\$37,176
Beginning teacher salary:	\$27,000	\$26,516
Percentage of dollars spent in the classroom:	53.8%	57.7%

### Base Pay (\$91,271):

The District budgeted \$838 in base pay increases for each eligible employee. These monies were divided among classroom teachers, counselors, and librarians based on years of service, and are incorporated into their regular paychecks.

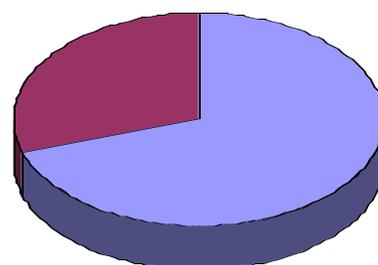
### Performance Pay (\$182,542):

Eligible employees can each earn up to \$1,909 in performance pay. To receive performance pay, employees must meet goals in at least two of three areas: student achievement, additional teacher responsibility, and student attendance. Performance measures include improvement in students' standardized test scores and reduced student absentee rates. Teachers can also address goals by participating at least 35 hours on district or school committees.

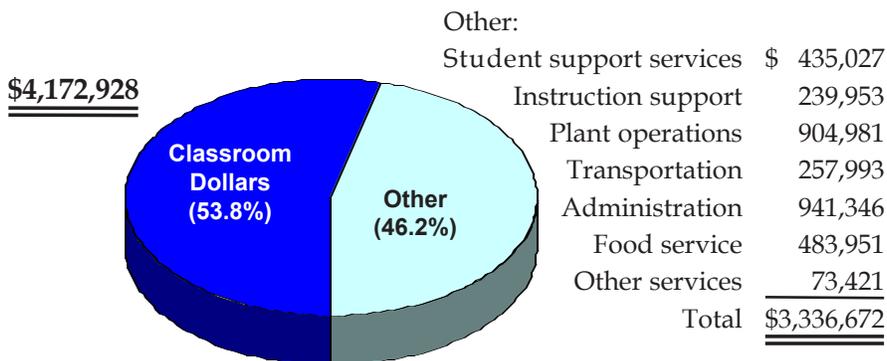
### Menu Options (\$182,542):

A committee of district administrators, classroom teachers, parents, and school principals determined that 70 percent of the menu monies will be used for compensation increases to improve employee retention. These increases will be paid as a stipend, and the amount is dependent on years of service. The remaining 30 percent of menu monies will be used for teachers to attend various staff development trainings.

#### Which Options Did the District Choose?



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



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

# Liberty Elementary School District

Grades served: PreK-8  
 Number of schools: 3  
 Students attending: 1,455  
 Number of certified teachers: 76

## Proposition 301 Dollars

Base pay:	\$ 92,073
Performance pay:	184,145
Menu options:	<u>184,145</u>
Total Proposition 301 dollars:	<u><u>\$ 460,363</u></u>
Total budgeted expenditures for fiscal year 2002:	\$10,957,633

## Comparative Information

	District	State
Student/teacher ratio:	19.1	18
Average teacher salary:	\$31,974	\$37,176
Beginning teacher salary:	\$27,000	\$26,516
Percentage of dollars spent in the classroom:	60%	57.7%

### Base Pay (\$92,073):

The District plans to equally divide base pay monies among its classroom teachers and librarians. This amounts to approximately \$800 each, distributed during the normal payroll cycle.

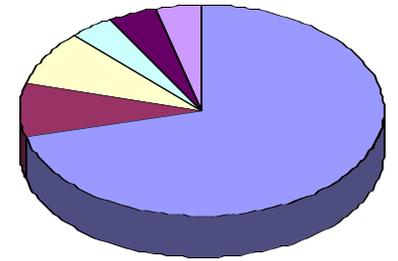
### Menu Options (\$184,145):

A committee of district administrators, teachers, and school principals decided that 37 percent of the District menu monies would be spent on performance-based compensation increases for classroom teachers, librarians, and counselors. Monies were also allocated for class size reduction, teacher development, and AIMS intervention.

### Performance Pay (\$184,145):

Classroom teachers and librarians can earn up to \$1,800 each in performance pay, if goals are met. As shown in the figure, the District's performance pay plan incorporates a variety of performance goals, with the majority relating to teacher evaluations. To receive performance pay, eligible employees must communicate effectively with parents and the community, participate in extracurricular activities, and follow school policies and procedures.

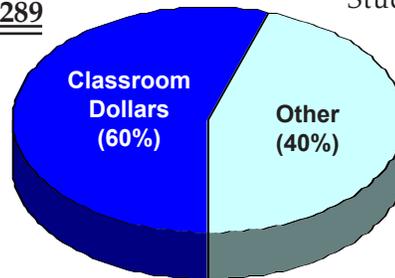
**What Is the Plan Based On?**



- Teacher evaluations (70.8%)
- Parent communication (8.3%)
- Teacher development (8.3%)
- Additional teacher responsibilities (4.2%)
- District improvement (4.2%)
- Teacher attendance (4.2%)

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

\$4,069,289



Other:

Student support services	\$ 315,597
Instruction support	181,938
Plant operations	628,259
Transportation	409,534
Administration	834,965
Food service	<u>340,732</u>
<b>Total</b>	<u><u>\$2,711,025</u></u>

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

# Litchfield Elementary School District

Grades served: PreK-8  
 Number of schools: 7  
 Students attending: 3,441  
 Number of certified teachers: 175

## Proposition 301 Dollars

Base pay:	\$ 217,176
Performance pay:	434,351
Menu options:	<u>434,351</u>
Total Proposition 301 dollars:	<u>\$ 1,085,878</u>
Total budgeted expenditures for fiscal year 2002:	\$51,949,226

## Comparative Information

	District	State
Student/teacher ratio:	19.7	18
Average teacher salary:	\$29,890	\$37,176
Beginning teacher salary:	\$27,800	\$26,516
Percentage of dollars spent in the classroom:	57.9%	57.7%

### Base Pay (\$217,176):

The District is dividing its base pay monies equally among its 210 classroom teachers, 3 counselors, and 3 librarians. The pay raises, estimated at \$1,005 each, are paid during the normal payroll cycle.

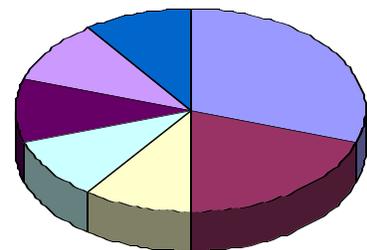
### Menu Options (\$434,351):

A committee of board members, district administrators, school principals, and teachers determined that the District would make all of its menu monies available to schools to spend on such things as teacher development and training, student tutoring, and class size reduction.

### Performance Pay (\$434,351):

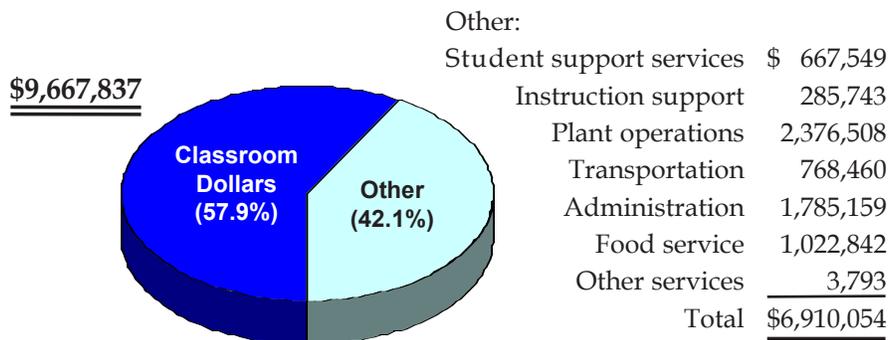
A committee of district administrators determined that performance pay monies will be incorporated into the District's existing Career Ladder program and made available to classroom teachers, counselors, and librarians. Only six other districts had a committee made up solely of district administrators. Eligible employees could earn up to \$2,010 each, if goals are met. The District's plan primarily focuses on student achievement, as measured by standardized tests, and student and teacher attendance. The plan also includes a number of other measures and activities, as shown in the figure.

#### What Is the Plan Based On?



- Student achievement (30%)
- Student/teacher attendance (20%)
- Parental satisfaction (10%)
- Teacher development (10%)
- District improvement (10%)
- School improvement (10%)
- Community service (10%)

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



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

# Littlefield Unified School District

Grades served: PreK-12  
 Number of schools: 1  
 Students attending: 234  
 Number of certified teachers: 9

## Proposition 301 Dollars

Base pay:	\$ 19,034
Performance pay:	38,068
Menu options:	<u>38,068</u>
Total Proposition 301 dollars:	<u>\$ 95,170</u>
Total budgeted expenditures for fiscal year 2002:	\$1,895,754

## Comparative Information

	District	State
Student/teacher ratio:	26.0	18
Average teacher salary:	\$38,721	\$37,176
Beginning teacher salary:	\$23,225	\$26,516
Percentage of dollars spent in the classroom:	52.5%	57.7%

### Base Pay (\$19,034):

Classroom teachers and special education teachers are eligible to receive an equal percentage increase, estimated at \$1,260 each, which will be distributed at the end of the 2002 school year.

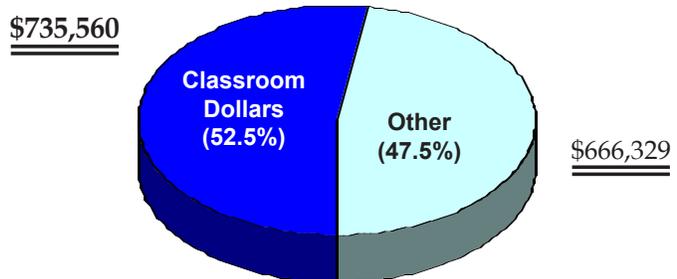
### Performance Pay (\$38,068):

The District has budgeted performance pay increases of \$2,441 for each eligible employee, if goals are met. The plan is based entirely on student achievement. Classroom teachers and special education teachers will receive performance increases if students improve their reading and math test scores.

### Menu Options (\$38,068):

A committee of district administrators, teachers, and school principals decided to spend 100 percent of the District's menu monies on class size reduction. The District is 1 of only 12 that chose to use all menu monies for this purpose.

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



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

# Littleton Elementary School District

Grades served: PreK-8  
 Number of schools: 3  
 Students attending: 1,303  
 Number of certified teachers: 110

## Proposition 301 Dollars

Base pay:	\$ 82,213
Performance pay:	164,425
Menu options:	164,425
<b>Total Proposition 301 dollars:</b>	<b>\$ 411,063</b>
Total budgeted expenditures for fiscal year 2002:	\$25,771,016

## Comparative Information

	District	State
Student/teacher ratio:	11.8	18
Average teacher salary:	\$31,947	\$37,176
Beginning teacher salary:	\$26,856	\$26,516
Percentage of dollars spent in the classroom:	56.8%	57.7%

### Base Pay (\$82,213):

The District has determined that 83 classroom teachers, 2 counselors, and a librarian are eligible to receive base pay increases of approximately \$810 each. These increases are disbursed through the District's normal payroll cycle.

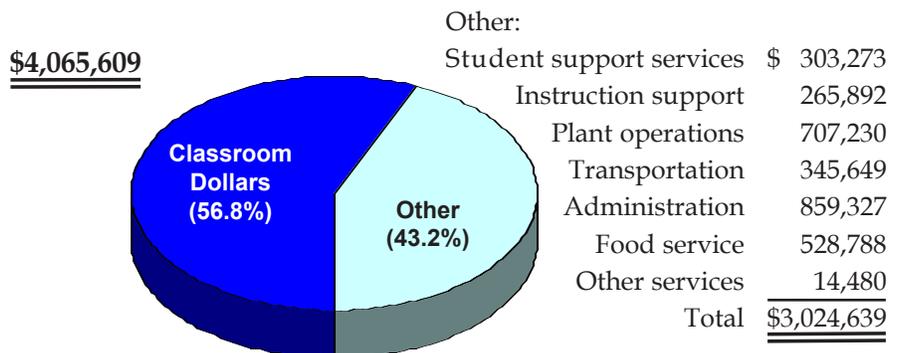
### Performance Pay (\$164,425):

The District's performance pay plan is based solely on student achievement as measured by standardized tests. If goals are met, the 83 classroom teachers, 2 counselors, and 1 librarian can earn up to \$1,622 each in performance pay, which will be distributed in the final paycheck of the 2002 school year.

### Menu Options (\$164,425):

A committee of board members, district administrators, teachers, and school principals determined that 100 percent of the menu monies are to be allocated to performance-based compensation increases. These increases are being paid to eligible employees who successfully complete 5 performance goals from a list of 20 during the school year. The goals relate to staff and student attendance, in-service trainings, extracurricular activities, longevity, and grant writing.

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



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

# Madison Elementary School District

Grades served: PreK-8  
 Number of schools: 9  
 Students attending: 4,610  
 Number of certified teachers: 275

## Proposition 301 Dollars

Base pay:	\$ 291,217
Performance pay:	582,435
Menu options:	<u>582,435</u>
Total Proposition 301 dollars:	<u>\$ 1,456,087</u>
Total budgeted expenditures for fiscal year 2002:	\$38,896,327

## Comparative Information

	District	State
Student/teacher ratio:	16.8	18
Average teacher salary:	\$33,385	\$37,176
Beginning teacher salary:	\$29,200	\$26,516
Percent of dollars spent in the classroom:	54.3%	57.7%

### Base Pay (\$291,217):

Classroom teachers, counselors, and librarians are eligible for equal base pay increases. The District budgeted approximately \$930 per employee for these increases, which are distributed during the normal payroll cycle.

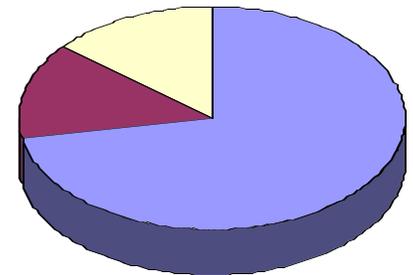
### Performance Pay (\$582,435):

Classroom teachers, counselors, and librarians are eligible for performance pay increases, budgeted at approximately \$1,863 each. Performance measures include student achievement based on standardized test scores, parental satisfaction as measured by a survey, and teacher evaluations. These monies will be paid out in two installments if goals are met, once in December 2001 and again in September 2002. However, employees do not need to be under contract for the 2003 school year to receive the second payment.

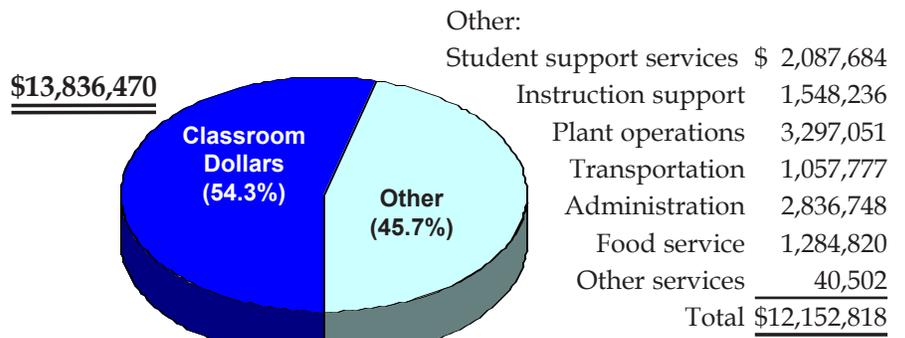
### Menu Options (\$582,435):

A committee of board members, district administrators, and school principals determined the planned uses of the District's menu monies. As shown in the figure, the majority was allocated for compensation increases. This includes monies for employee-related expenses and additional performance pay. The committee also allocated money to hire three new teachers in an effort to reduce class size.

Which Options Did the District Choose?



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



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

# Mammoth/San Manuel Unified School District

Grades served: PreK-12  
 Number of schools: 6  
 Students attending: 1,429  
 Number of certified teachers: 90

## Proposition 301 Dollars

Base pay:	\$ 98,379
Performance pay:	196,758
Menu options:	<u>196,758</u>
Total Proposition 301 dollars:	<u>\$ 491,895</u>
Total budgeted expenditures for fiscal year 2002:	\$14,003,118

## Comparative Information

	District	State
Student/teacher ratio:	15.9	18
Average teacher salary:	NA	\$37,176
Beginning teacher salary:	\$30,271	\$26,516
Percentage of dollars spent in the classroom:	57.9%	57.7%

### Base Pay (\$98,379):

The District equally divided base pay monies among its classroom teachers, counselors, librarians, and nurses. This amounts to about \$985 for each eligible employee and will be paid as a one-time stipend.

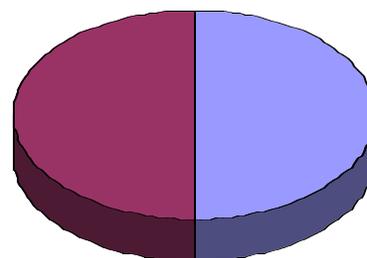
### Performance Pay (\$196,758):

Classroom teachers, counselors, librarians, and teaching nurses can earn up to \$1,823 each in performance pay, if goals are met. Performance pay is based on a variety of goals, including student achievement in reading as measured by standardized test scores, and parental satisfaction as measured by a survey.

### Menu Options (\$196,758):

A committee of teachers, school principals, and the superintendent chose to allocate half of the menu monies to base compensation increases for classroom teachers, counselors, librarians, and teaching nurses. The other half will be distributed to employees as a stipend upon completion of additional staff development and school activities.

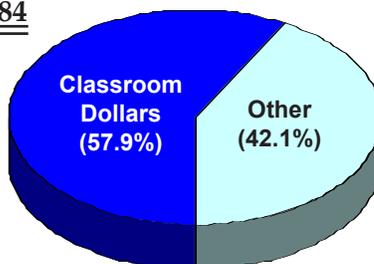
#### Which Options Did the District Choose?



■ Compensation increases (50%)  
 ■ Teacher development (50%)

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

\$4,624,184



Other:	
Student support services	\$ 430,428
Instruction support	129,516
Plant operations	1,038,161
Transportation	280,710
Administration	907,223
Food service	503,709
Other services	<u>72,747</u>
Total	<u>\$3,362,494</u>

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

# Marana Unified School District

Grades served: PreK-12  
 Number of schools: 17  
 Students attending: 11,528  
 Number of certified teachers: 629

## Proposition 301 Dollars

Base pay:	\$ 748,348
Performance pay:	1,496,695
Menu options:	<u>1,496,695</u>
Total Proposition 301 dollars:	<u>\$ 3,741,738</u>
Total budgeted expenditures for fiscal year 2002:	\$135,117,101

## Comparative Information

	District	State
Student/teacher ratio:	18.3	18
Average teacher salary:	\$31,943	\$37,176
Beginning teacher salary:	\$27,000	\$26,516
Percentage of dollars spent in the classroom:	52.9%	57.7%

### Base Pay (\$748,348):

The District's estimated base and starting pay increase is \$1,077 per eligible employee. There are 656 classroom teachers, 24 counselors, and 15 librarians who are receiving this increase during the normal payroll cycle.

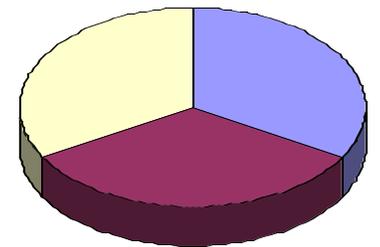
### Menu Options (\$1,496,695):

A committee of board members, district administrators, teachers, and school principals determined how menu monies would be allocated. The District is using 85 percent of its menu monies to increase base pay and benefits for classroom teachers, counselors, and librarians. The remaining 15 percent will fund AIMS intervention programs such as after-school, Saturday, and small-group remedial study sessions.

### Performance Pay (\$1,496,695):

A committee comprising district administrators and teachers developed the performance pay plan. Classroom teachers, counselors, and librarians can receive approximately \$1,679 each, distributed as goals are met. The available performance pay is based on student achievement on standardized tests, parental satisfaction as demonstrated on a survey, and school improvement measurements which can include community involvement, professional development, contributing to a safe environment, and citizenship.

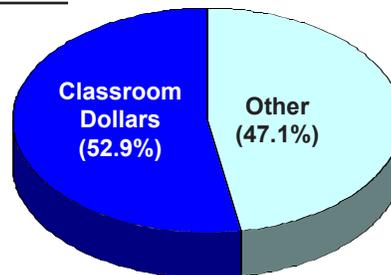
#### What Is the Plan Based On?



- Student achievement (33.33%)
- Parental satisfaction (33.33%)
- School improvement (33.33%)

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

\$27,846,519



Other:

Student support services	\$ 3,410,736
Instruction support	1,573,422
Plant operations	8,378,933
Transportation	4,370,824
Administration	5,211,826
Food service	1,793,959
Other services	<u>228,216</u>
<b>Total</b>	<u><b>\$24,967,916</b></u>

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

# Maricopa County Regional District

Grades served:	PreK-12
Number of schools:	15
Students attending:	1,995
Number of certified teachers:	102

## Proposition 301 Dollars

Base pay:	\$ 132,342
Performance pay:	264,684
Menu options:	<u>264,684</u>
Total Proposition 301 dollars:	<u>\$ 661,710</u>
Total budgeted expenditures for fiscal year 2002:	\$12,773,327

## Comparative Information

	District	State
Student/teacher ratio:	19.6	18
Average teacher salary:	\$33,250	\$37,176
Beginning teacher salary:	\$33,100	\$26,516
Percentage of dollars spent in the classroom:	43.3%	57.7%

### Base Pay (\$132,342):

A total of 85 classroom teachers are receiving estimated base pay increases of \$1,160 each, paid out during the normal payroll cycle. The District has also increased starting salaries.

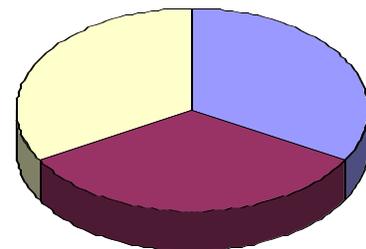
### Menu Options (\$264,684):

A committee of district administrators, school principals, and teachers determined that menu monies would be used to hire classroom support aides to reduce class sizes. Monies will also be used to hire lead teachers for all schools, to increase classroom teacher and teacher aide base pay compensation, and to pay lead teachers \$1,500 per semester for the additional duties they perform.

### Performance Pay (\$264,684):

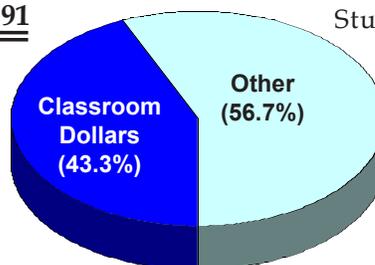
A committee of district administrators, teachers, and school principals developed the performance pay plan. Classroom teachers will receive an estimated \$2,320 each in performance pay, to be paid in the 2002 school year's final paycheck if goals are met. Performance criteria is equally distributed among student achievement, teacher attendance, and teacher evaluation.

#### What Is the Plan Based On?



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

\$4,635,191



Other:

Student support services	\$ 779,773
Plant operations	1,847,709
Transportation	859,204
Administration	2,493,404
Food service	58,667
Other services	<u>34,648</u>
Total	<u>\$6,073,405</u>

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

# Maricopa Unified School District

Grades served: PreK-12  
 Number of schools: 3  
 Students attending: 1,087  
 Number of certified teachers: 63

## Proposition 301 Dollars

Base pay:	\$ 82,725
Performance pay:	165,449
Menu options:	<u>165,449</u>
Total Proposition 301 dollars:	<u>\$ 413,623</u>
Total budgeted expenditures for fiscal year 2002: \$19,678,709	

## Comparative Information

	District	State
Student/teacher ratio:	17.3	18
Average teacher salary:	\$30,231	\$37,176
Beginning teacher salary:	\$27,000	\$26,516
Percentage of dollars spent in the classroom:	59.1%	57.7%

### Base Pay (\$82,725):

The District divided base pay monies equally among classroom teachers, counselors, and librarians. The eligible employees are receiving approximately \$800 each, which is distributed during the normal payroll cycle.

### Menu Options (\$165,449):

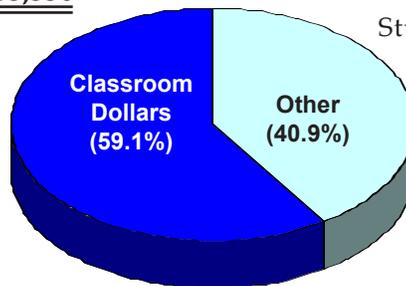
A committee comprising district administrators, support staff, teachers, and school principals determined that 100 percent of menu monies will be used to reduce class sizes. The District will hire 2 additional teachers and will compensate current teaching staff for teaching additional class sessions. Only 11 other districts are using all of the menu monies they receive for classroom size reduction.

### Performance Pay (\$165,449):

Classroom teachers, counselors, librarians, and teachers' aides can earn between \$741 and \$1,468 each in performance incentives that will be paid out in June 2002 if goals are met. The performance plan focuses on improving student achievement and establishes rewards for elementary-level employees depending on the percentage of students who achieve one-year's academic progress on standardized reading tests. Employees of secondary schools will receive rewards based on whether students demonstrate .90, .95, or one-year's academic progress in reading, mathematics, and language arts. Other plan goals include increasing the use of technology in the classroom, and improving teacher and student attendance rates and dropout and promotion rates.

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

\$3,853,336



Other:

Student support services	\$ 227,890
Instruction support	101,345
Plant operations	759,660
Transportation	339,188
Administration	811,462
Food service	<u>408,041</u>
Total	<u>\$2,647,586</u>

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

# Mary C. O'Brien Accommodation School District

Grades served: PreK-12  
 Number of schools: 3  
 Students attending: 159  
 Number of certified teachers: 15

## Proposition 301 Dollars

Base pay:	\$	12,670
Performance pay:		25,341
Menu options:		25,341
<b>Total Proposition 301 dollars:</b>	<b>\$</b>	<b>63,352</b>
Total budgeted expenditures for fiscal year 2002:		NA

## Comparative Information

	District	State
Student/teacher ratio:	10.6	18
Average teacher salary:	\$32,621	\$37,176
Beginning teacher salary:	\$30,000	\$26,516
Percentage of dollars spent in the classroom:	45.1%	57.7%

### Base Pay (\$12,670):

Each of the 15 eligible classroom teachers will receive an estimated \$743 base pay compensation increase. The monies are being paid out in quarterly installments.

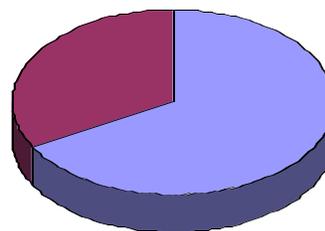
### Menu Options (\$25,341):

A committee of board members, district administrators, school principals, and teachers determined that individual schools should be allowed to use menu monies at their discretion to accomplish school improvement goals and encourage teachers to obtain additional training. Only five other districts responded that they would give schools discretion with 100 percent of the menu monies.

### Performance Pay (\$25,341):

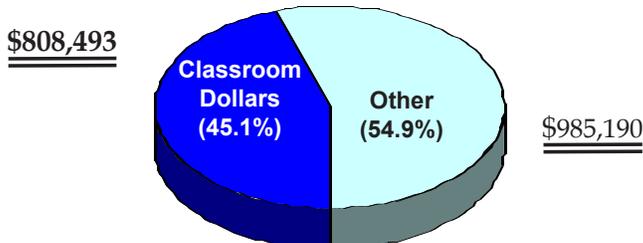
A committee comprising board members, district administrators, teachers, and school principals determined that classroom teachers, who meet set goals and who are also under contract for the 2003 school year, will each receive an estimated \$1,487 in performance incentives. Performance monies are allocated to goals relating to improved standardized test scores and reduced dropout rates.

#### What Is the Plan Based On?



■ Student achievement (67%)  
 ■ Parental participation (33%)

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



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

# Mayer Unified School District

Grades served: PreK-12  
 Number of schools: 2  
 Students attending: 591  
 Number of certified teachers: 39

## Proposition 301 Dollars

Base pay:	\$ 44,084
Performance pay:	88,169
Menu options:	88,169
<b>Total Proposition 301 dollars:</b>	<b>\$ 220,422</b>
Total budgeted expenditures for fiscal year 2002:	\$8,083,296

## Comparative Information

	District	State
Student/teacher ratio:	15.1	18
Average teacher salary:	\$29,513	\$37,176
Beginning teacher salary:	\$23,000	\$26,516
Percentage of dollars spent in the classroom:	55.1%	57.7%

### Base Pay (\$44,084):

Classroom teachers, counselors, and librarians will each receive an estimated \$882 increase in base pay compensation. Monies will be paid out in three installments.

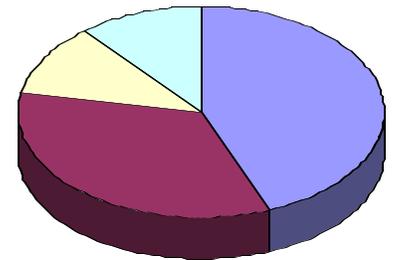
### Menu Options (\$88,169):

A committee of board members, district administrators, school principals, and teachers determined that 90 percent of menu option monies will be used to increase classroom teacher, counselor, and librarian base pay and benefits. The remaining 10 percent will be used to pay for teacher development activities.

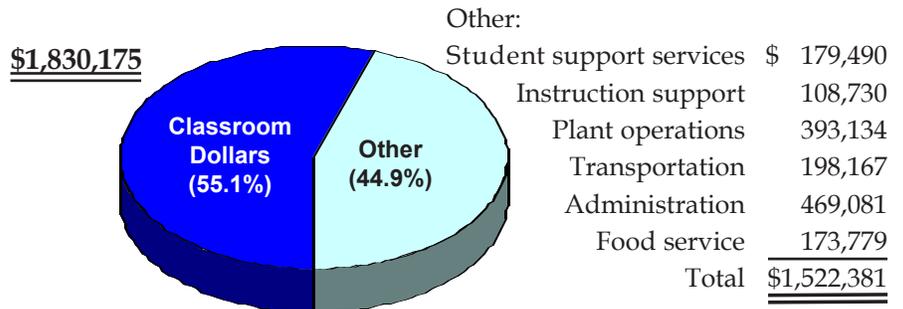
### Performance Pay (\$88,169):

A committee of board members, district administrators, teachers, and school principals developed the performance pay plan. Classroom teachers, counselors, and librarians will receive up to an estimated \$1,764 each in performance incentives, paid as goals are met. The plan is designed to improve standardized test scores and student grades, increase parental participation in school activities, increase availability of extracurricular activities for students, and improve student attendance.

#### 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*.

# McNary Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 140  
 Number of certified teachers: 11

## Proposition 301 Dollars

Base pay:	\$ 10,553
Performance pay:	21,107
Menu options:	21,107
<b>Total Proposition 301 dollars:</b>	<b>\$ 52,767</b>
Total budgeted expenditures for fiscal year 2002:	\$4,299,469

## Comparative Information

	District	State
Student/teacher ratio:	12.7	18
Average teacher salary:	\$28,192	\$37,176
Beginning teacher salary:	\$21,700	\$26,516
Percentage of dollars spent in the classroom:	61.9%	57.7%

### Base Pay (\$10,553):

Twelve classroom teachers are receiving base pay increases of approximately \$751 each. Monies are being paid out during the normal payroll cycle.

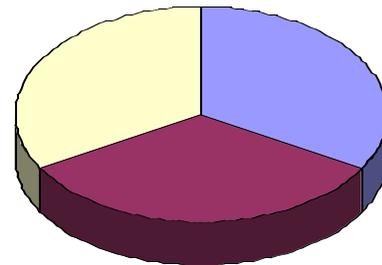
### Menu Options (\$21,107):

A committee of district administrators and teachers decided to use 100 percent of menu monies for additional classroom teacher compensation. The plan focuses on school improvement, with teachers being required to do additional work in summer programs or after-school tutoring.

### Performance Pay (\$21,107):

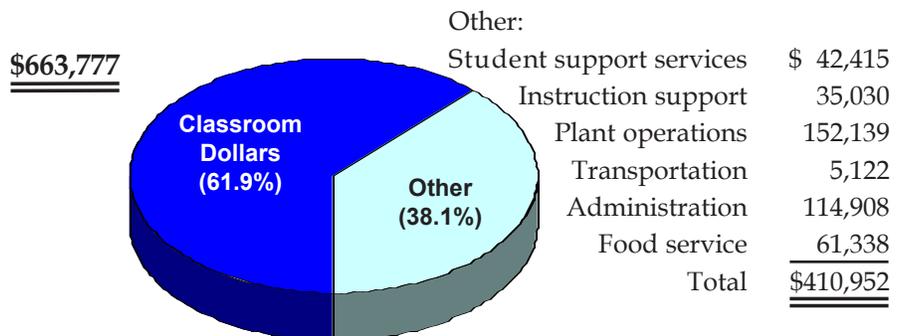
Classroom teachers can earn up to an estimated \$1,672 each in performance incentives, which will be distributed in the final paycheck of the 2002 school year. Performance monies are allocated equally among three factors, all of which must be fulfilled for eligible employees to be paid. First, students must demonstrate one-year's academic progress on standardized tests; second, 80 percent of returned parent surveys must give the school a satisfactory rating; and, third, 80 percent of students must participate in extracurricular activities.

#### What Is the Plan Based On?



- Student achievement (33.3%)
- Parental satisfaction (33.3%)
- Student extracurricular participation (33.3%)

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



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

# McNeal Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 32  
 Number of certified teachers: 4

## Proposition 301 Dollars

Base pay:	\$ 2,433
Performance pay:	4,865
Menu options:	<u>4,865</u>
Total Proposition 301 dollars:	<u>\$ 12,163</u>
Total budgeted expenditures for fiscal year 2002:	\$492,246

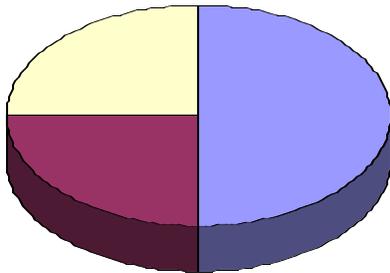
## Comparative Information

	District	State
Student/teacher ratio:	8	18
Average teacher salary:	\$38,074	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	76.6%	57.7%

### Menu Options (\$4,865):

A committee of district administrators and teachers chose to use half of the menu option monies to increase classroom teacher base pay. The remaining monies will be used for a teachers' aide to help reduce class sizes and for participation in teacher development activities.

#### Which Options Did the District Choose?



- Compensation increases (50%)
- Class size reduction (25%)
- Teacher development (25%)

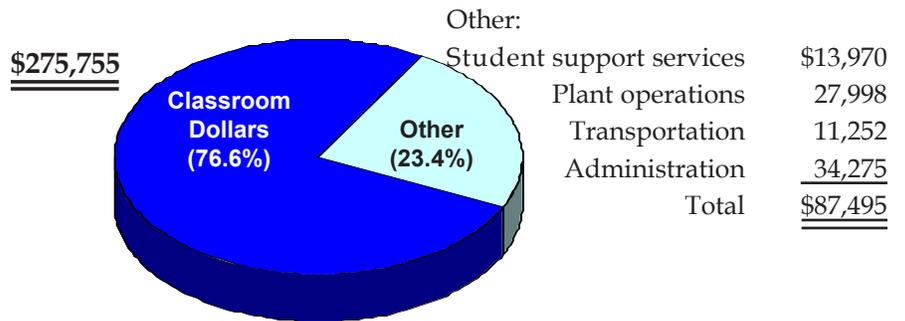
### Base Pay (\$2,433):

Classroom and special education teachers are eligible to receive a base pay increase of between \$196 and \$624 each.

### Performance Pay (\$4,865):

A committee of district administrators and teachers decided to allocate between \$393 and \$1,247 in performance pay to each of the eligible teachers. The performance plan focuses on parental satisfaction and involvement, requiring a 75 percent good-to-excellent rating on the parent-student survey and at least a 75 percent family attendance rate at parent/teacher conferences and the "Back to School" activity night. The performance plan also uses student achievement on standardized tests as a measurement criterion. The performance monies will be distributed in the summer of 2002.

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



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

# Mesa Unified School District

Grades served: PreK-12  
 Number of schools: 90  
 Students attending: 69,272  
 Number of certified teachers: 3,626

## Proposition 301 Dollars

Base pay:	\$ 4,491,227
Performance pay:	8,982,454
Menu options:	<u>8,982,454</u>
Total Proposition 301 dollars:	<u>\$ 22,456,135</u>
Total budgeted expenditures for fiscal year 2002:	\$587,658,561

## Comparative Information

	District	State
Student/teacher ratio:	19.1	18
Average teacher salary:	\$40,722	\$37,176
Beginning teacher salary:	\$30,379	\$26,516
Percentage of dollars spent in the classroom:	61.9%	57.7%

### Base Pay (\$4,491,227):

The District budgeted to increase classroom teacher, counselor, and librarian base pay salaries by an equal percentage, averaging approximately \$1,089 per eligible employee. This increase is being paid during the normal payroll cycle.

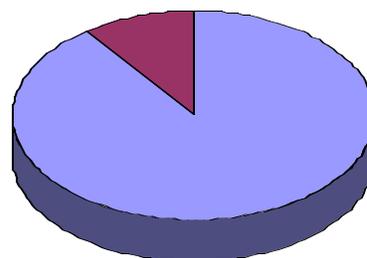
### Menu Options (\$8,982,454):

The District allocated 41 percent of the menu option monies to base pay compensation increases for classroom teachers, counselors, and librarians. The remaining 59 percent was allocated to the schools for programs that will advance their particular academic goals. The District provided guidelines for school principals, teachers, parents, and school site councils to follow, instructing them to choose from these programs on the menu option list: AIMS intervention, classroom size reduction, teacher development, and dropout prevention.

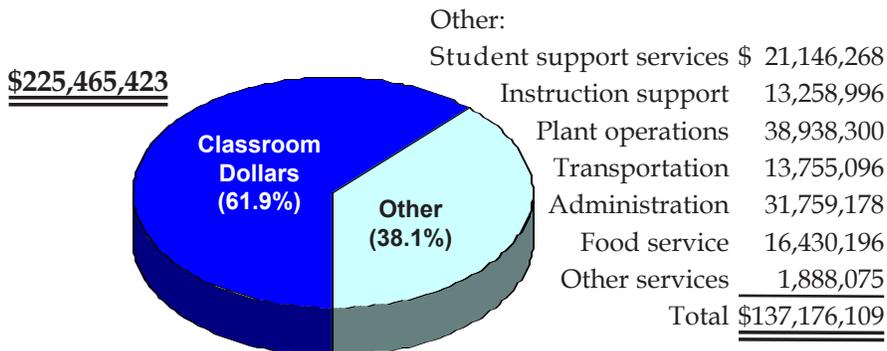
### Performance Pay (\$8,982,454):

The District used its existing Career Ladder and Performance Incentive Programs as a foundation for developing the Proposition 301 performance pay plan. Only 24 other districts used existing pay-for-performance plans in a similar manner. Classroom teachers, counselors, and librarians can receive up to an estimated \$2,000 each when goals are met. The majority of the plan is based on student achievement in reading, writing, and mathematics. The District will also use a survey to assess parental satisfaction.

#### 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*.

# Miami Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 1,203  
 Number of certified teachers: 70

## Proposition 301 Dollars

Base pay:	\$ 85,081
Performance pay:	170,162
Menu options:	<u>170,162</u>
Total Proposition 301 dollars:	<u>\$ 425,405</u>
Total budgeted expenditures for fiscal year 2002:	\$9,367,212

## Comparative Information

	District	State
Student/teacher ratio:	17.2	18
Average teacher salary:	\$31,748	\$37,176
Beginning teacher salary:	\$27,000	\$26,516
Percentage of dollars spent in the classroom:	52%	57.7%

### Base Pay (\$85,081):

The District divided base pay monies equally among classroom teachers, counselors, a librarian, and a nurse. Eligible employees will receive approximately \$1,038 each, which is being distributed during the normal payroll cycle.

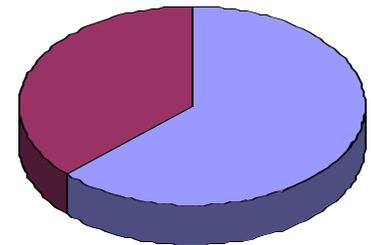
### Menu Options (\$170,162):

A committee of district administrators and teachers allocated most of the menu monies for classroom teachers, counselors, librarian, and nurse base pay and benefit increases. The remaining monies will be used to hire a new teacher to help reduce classroom sizes.

### Performance Pay (\$170,162):

Classroom teachers, counselors, a librarian, and a nurse can earn up to an additional \$1,072 in performance incentives. The majority of the performance pay plan focuses on teacher evaluation and performance, and awards monies according to points earned on the evaluation. The plan also includes a student achievement element based on standardized test scores in reading, language, and math and a student writing assessment. Performance pay will be distributed in June 2002.

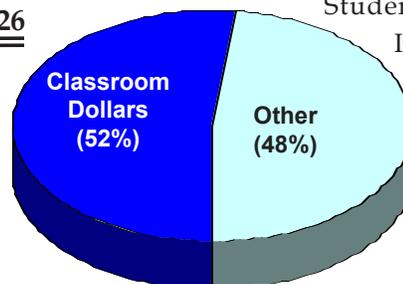
#### What Is the Plan Based On?



■ Teacher evaluation (62.7%)  
 ■ Student achievement (37.3%)

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

\$3,560,926



Other:

Student support services	\$ 477,067
Instruction support	69,105
Plant operations	998,712
Transportation	408,656
Administration	975,290
Food service	360,523
<b>Total</b>	<u>\$3,289,353</u>

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

# Mingus Union High School District

Grades served: 9-12  
 Number of schools: 1  
 Students attending: 1,163  
 Number of certified teachers: 60

## Proposition 301 Dollars

Base pay:	\$ 86,097
Performance pay:	172,194
Menu options:	<u>172,194</u>
Total Proposition 301 dollars:	<u>\$ 430,485</u>
Total budgeted expenditures for fiscal year 2002:	\$9,554,189

## Comparative Information

	District	State
Student/teacher ratio:	19.4	18
Average teacher salary:	\$40,837	\$37,176
Beginning teacher salary:	\$26,838	\$26,516
Percentage of dollars spent in the classroom:	59.8%	57.7%

### Base Pay (\$86,097):

This District is paying classroom teachers and counselors base pay increases of approximately \$827 to \$1,465 each, depending on experience. This additional pay is distributed during the normal payroll cycle.

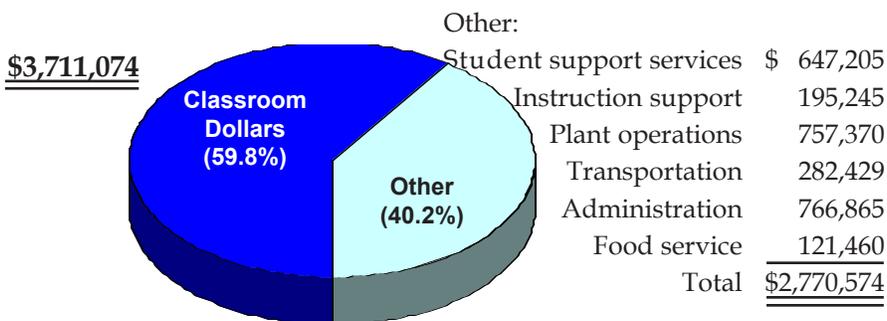
### Menu Options (\$172,194):

A committee of board members, district administrators, support staff, teachers, and school principals decided that classroom teachers and counselors will receive 100 percent of menu monies for base pay increases and associated benefits.

### Performance Pay (\$172,194):

Classroom teachers and counselors can earn up to an estimated \$2,434 each in performance incentives. The performance pay plan incorporates several different criteria and goals. For example, student achievement will be measured according to standardized test scores in writing. Other goals require teachers to communicate with at least 95 percent of their students' parents each semester and keep a log of these contacts; and, require student absence and dropout rates to stay at or below 6 percent throughout the school year. The District will distribute any performance incentives earned in the final paycheck of the 2002 school year.

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



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

# Mobile Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 15  
 Number of certified teachers: 2

## Proposition 301 Dollars

Base pay:	\$ 1,115
Performance pay:	2,230
Menu options:	<u>2,230</u>
Total Proposition 301 dollars:	<u>\$ 5,575</u>
Total budgeted expenditures for fiscal year 2002:	\$538,654

## Comparative Information

	District	State
Student/teacher ratio:	7.3	18
Average teacher salary:	\$33,071	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	31.8%	57.7%

### Base Pay (\$1,115):

The District has decided to give equal percentage base pay increases to classroom teachers. Increases are estimated to average approximately \$500 each, and are distributed during the normal payroll cycle. To receive the monies, teachers must obtain additional training. Only 15 other districts are requiring additional duties for base pay increases.

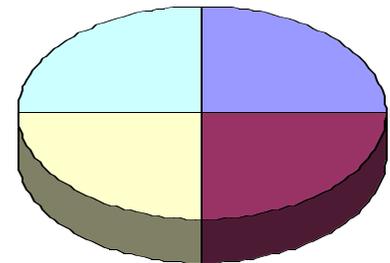
### Menu Options (\$2,230):

A committee of district administrators, support staff, and teachers decided to use 100 percent of the menu monies for performance-based compensation increases for classroom teachers. To receive these monies, eligible employees must attend additional training courses.

### Performance Pay (\$2,230):

Classroom teachers can earn up to an additional \$1,000 each as performance goals are met. As shown in the figure, the performance pay plan includes goals in four areas. Plan goals relate to such things as student standardized test scores and satisfactory teacher performance evaluations.

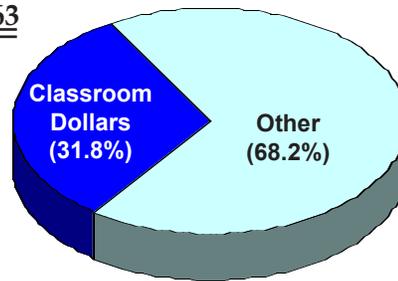
What Is the Plan Based On?



- Student achievement (25%)
- Parental satisfaction (25%)
- Teacher evaluations (25%)
- District improvement (25%)

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

\$143,563



Other:

Instruction support	\$ 5,202
Plant operations	105,649
Transportation	53,881
Administration	90,190
Food service	<u>50,469</u>
<b>Total</b>	<u><b>\$305,391</b></u>

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

District Planned Uses of Proposition 301 Monies

# Mohave Valley Elementary School District

Grades served: PreK-8  
 Number of schools: 4  
 Students attending: 1,650  
 Number of certified teachers: 99

## Proposition 301 Dollars

Base pay:	\$ 104,413
Performance pay:	208,826
Menu options:	208,826
<b>Total Proposition 301 dollars:</b>	<b>\$ 522,065</b>
Total budgeted expenditures for fiscal year 2002:	\$10,674,181

## Comparative Information

	District	State
Student/teacher ratio:	16.7	18
Average teacher salary:	\$29,954	\$37,176
Beginning teacher salary:	\$24,000	\$26,516
Percentage of dollars spent in the classroom:	54.8%	57.7%

### Base Pay (\$104,413):

Classroom teachers, counselors, technology facilitators, reading teachers, physical education teachers, music teachers, band teachers, and speech teachers are eligible to receive base pay increases. These same types of employees are also eligible to receive performance pay and compensation from menu monies. The District has budgeted approximately \$942 in base pay increases per eligible employee, and the increases are paid out during the normal payroll cycle.

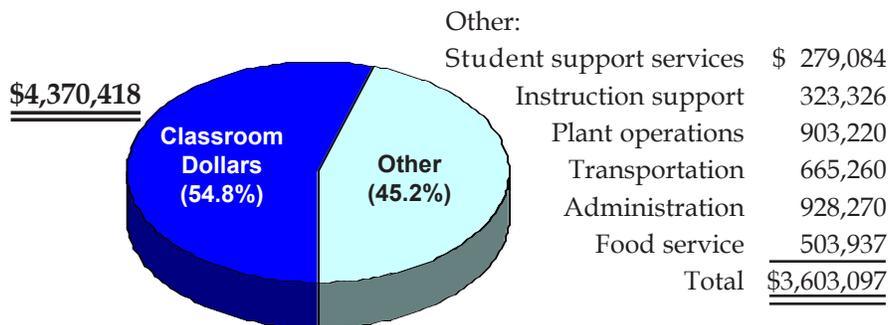
### Menu Options (\$208,826):

A committee of board members, district administrators, teachers, and school principals determined that 100 percent of the menu monies would be used to increase compensation for eligible employees.

### Performance Pay (\$208,826):

Eligible employees can earn up to an estimated \$2,000 each in performance incentives. Performance pay goals include requirements for students to demonstrate one-year's academic progress on standardized tests and for teachers to maintain high performance evaluation scores. Eligible employees will be evaluated based on classroom performance, planning and implementation, and professional standards, and must achieve an 80 percent rating to receive a partial payout or a 90 percent rating to receive a full payout.

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



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

# Mohawk Valley Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 239  
 Number of certified teachers: 18

## Proposition 301 Dollars

Base pay:	\$ 17,631
Performance pay:	35,262
Menu options:	<u>35,262</u>
Total Proposition 301 dollars:	<u>\$ 88,155</u>
Total budgeted expenditures for fiscal year 2002:	\$2,371,675

## Comparative Information

	District	State
Student/teacher ratio:	13.3	18
Average teacher salary:	\$30,357	\$37,176
Beginning teacher salary:	\$25,338	\$26,516
Percentage of dollars spent in the classroom:	56.1%	57.7%

### Base Pay (\$17,631):

Classroom teachers received equal percentage base pay increases. Although amounts will vary, the average increase is estimated to be approximately \$850. Monies are being paid out during the normal payroll cycle.

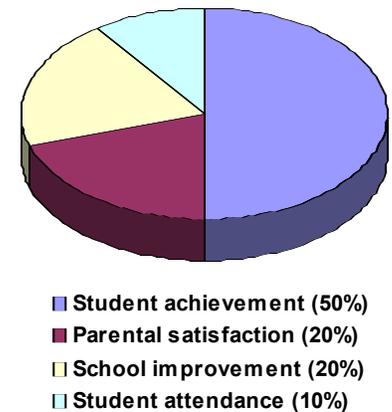
### Menu Options (\$35,262):

A committee of board members, support staff, district administrators, and classroom teachers developed the menu monies spending plan. Under the plan, 42 percent of available monies will be used to compensate teachers and teachers' aides for participating in the District's Extended School Day Program and for tutoring students. The remaining monies have been allocated to schools to pay for such things as Extended School Day expenses, Summer Program expenses, and for medical insurance for certified staff.

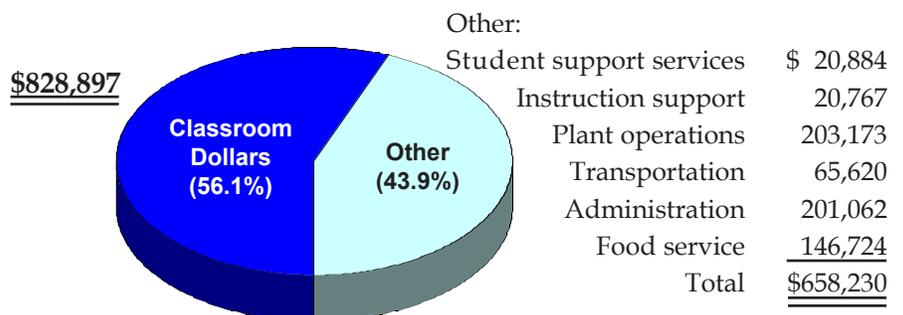
### Performance Pay (\$35,262):

The District incorporated these performance monies into its existing Performance Incentive Program. The program establishes goals in four areas, as shown in the figure. To measure student achievement, the District plans to compare pre- and post-test scores on standardized examinations. Other goals include surveying parents to assess their attitudes toward the school. Classroom teachers are eligible to participate in the plan, and could earn up to \$2,244 each if goals are met. Monies will be paid at the end of the 2002 school year.

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*.

# Morenci Unified School District

Grades served: PreK-12  
 Number of schools: 2  
 Students attending: 1,049  
 Number of certified teachers: 58

## Proposition 301 Dollars

Base pay:	\$ 71,612
Performance pay:	143,223
Menu options:	<u>143,223</u>
Total Proposition 301 dollars:	<u>\$ 358,058</u>
Total budgeted expenditures for fiscal year 2002:	\$7,490,128

## Comparative Information

	District	State
Student/teacher ratio:	18.1	18
Average teacher salary:	\$31,443	\$37,176
Beginning teacher salary:	\$27,180	\$26,516
Percentage of dollars spent in the classroom:	54.9%	57.7%

### Base Pay (\$71,612):

The District has equally divided base pay monies among 58 classroom teachers. Increases are expected to be approximately \$1,010 each and are paid out during the normal payroll cycle.

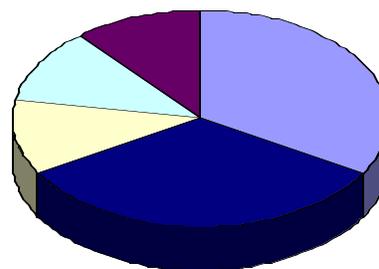
### Menu Options (\$143,223):

A committee of district administrators, teachers, and school principals decided to use menu monies to increase classroom teacher salaries and benefits. To receive the monies, teachers must complete 2 additional days of professional development activities.

### Performance Pay (\$143,223):

Classroom teachers can earn an estimated \$2,020 by participating in the District's performance pay plan. As shown in the figure, the plan includes goals relating to a variety of areas. Specific goals require teachers to administer standardized examinations, receive performance evaluations that meet set standards, and participate in at least 8 hours of teacher development activities.

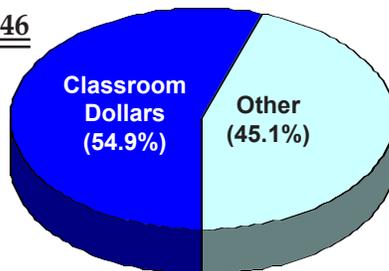
What Is the Plan Based On?



- Teacher evaluations (33%)
- Teacher development (33%)
- School achievement (11%)
- Parental satisfaction (11%)
- Other school goals (11%)

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

\$3,022,446



Other:

Student support services	\$ 174,804
Instruction support	61,897
Plant operations	706,675
Transportation	241,952
Administration	676,139
Food service	239,596
Other services	<u>14,322</u>
Total	<u>\$2,115,385</u>

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

# Morristown Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 106  
 Number of certified teachers: 7

## Proposition 301 Dollars

Base pay:	\$ 8,089
Performance pay:	16,179
Menu options:	16,179
Total Proposition 301 dollars:	<u>\$ 40,447</u>
Total budgeted expenditures for fiscal year 2002:	\$2,735,146

## Comparative Information

	District	State
Student/teacher ratio:	15.2	18
Average teacher salary:	\$31,538	\$37,176
Beginning teacher salary:	\$26,104	\$26,516
Percentage of dollars spent in the classroom:	49.5%	57.7%

### Base Pay (\$8,089):

The District's nine teachers each received \$750 as well as additional percentage base pay increases. Monies are paid out during the normal payroll cycle.

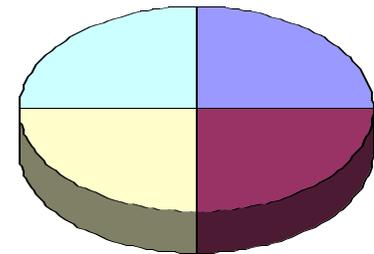
### Menu Options (\$16,179):

A committee comprising board members, support staff, teachers, parents, the head teacher, and a qualified evaluator determined that all menu monies would be spent to hire an additional teacher to reduce class sizes.

### Performance Pay (\$16,179):

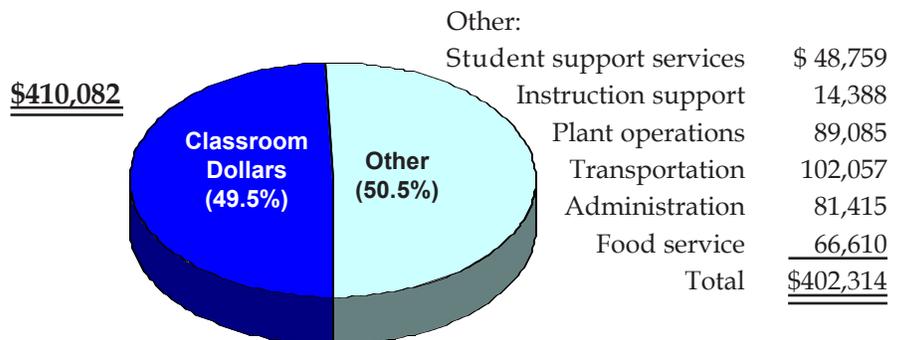
The District's performance pay plan includes goals in four areas, as shown in the figure. Specific goals include such things as improved student standardized test scores and increased communication and interaction with parents. In addition, teachers will be rewarded for developing new study units and timely lesson plans, and for effectively managing the classroom environment. If goals are met, teachers could earn an estimated \$1,377 each. Monies will be paid out at the end of the 2002 school year.

What Is the Plan Based On?



- Student achievement (25%)
- Teacher development (25%)
- Parental involvement (25%)
- Additional teacher responsibility (25%)

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



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

# Murphy Elementary School District

Grades served: PreK-8  
 Number of schools: 4  
 Students attending: 2,417  
 Number of certified teachers: 134

## Proposition 301 Dollars

Base pay:	\$ 152,628
Performance pay:	305,255
Menu options:	305,255
<b>Total Proposition 301 dollars:</b>	<b><u>\$ 763,138</u></b>
Total budgeted expenditures for fiscal year 2002:	\$28,194,250

## Comparative Information

	District	State
Student/teacher ratio:	18	18
Average teacher salary:	\$34,905	\$37,176
Beginning teacher salary:	\$29,504	\$26,516
Percentage of dollars spent in the classroom:	47.4%	57.7%

### Base Pay (\$152,628):

Employees eligible to receive base pay increases include 145 classroom teachers, 4 counselors, 3 librarians, and 4 nurses. These same categories of employees are also eligible to receive performance pay and compensation from menu monies. Base pay increases are anticipated to be approximately \$881 each and are paid out during the normal payroll cycle.

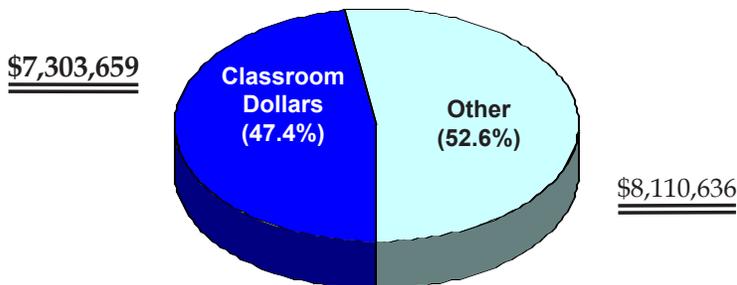
### Performance Pay (\$305,255):

The District's performance pay plan directs 60 percent of available monies to student achievement goals that require improved student scores on standardized tests. Remaining monies are allocated to goals relating to parental satisfaction and involvement. For example, the District plans to survey parents and will reward employees if at least 25 percent of parents return the survey, and if 75 percent of those parents give the school a "B" rating or better. If goals are met, eligible employees can earn an estimated \$1,761 each. Monies will be paid out as goals are met.

### Menu Options (\$305,255):

A committee of district administrators, school principals, teachers, support staff, and parents developed the menu monies spending plan, which was approved through the District's Meet-and-Confer process and by the governing board. Most of the monies are being used to increase employee compensation. Other planned uses include hiring teachers' aides to reduce class sizes; providing after-school and summer tutoring; and hiring a person to work with students who are at risk of dropping out of school.

Dollars in the Classroom (Fiscal Year 2001)



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

# Naco Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 284  
 Number of certified teachers: 16

## Proposition 301 Dollars

Base pay:	\$ 20,750
Performance pay:	41,500
Menu options:	<u>41,500</u>
Total Proposition 301 dollars:	<u>\$ 103,750</u>
Total budgeted expenditures for fiscal year 2002:	\$4,162,565

## Comparative Information

	District	State
Student/teacher ratio:	17.7	18
Average teacher salary:	\$31,553	\$37,176
Beginning teacher salary:	\$23,500	\$26,516
Percentage of dollars spent in the classroom:	64.2%	57.7%

### Base Pay (\$20,750):

The District divided the base pay monies equally among classroom teachers. Each teacher will receive approximately \$1,000, which is distributed during the normal payroll cycle.

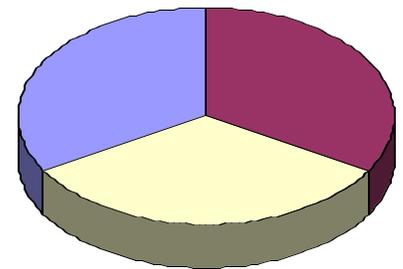
### Menu Options (\$41,500):

A committee of district administrators and teachers decided to hire an additional teacher with menu monies to reduce class sizes.

### Performance Pay (\$41,500):

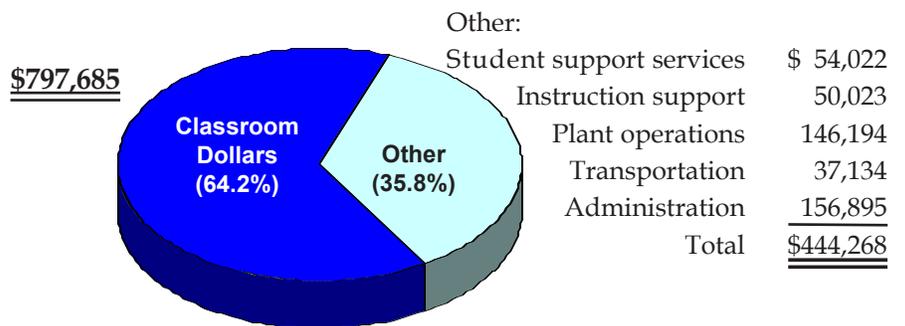
Under the District's performance pay plan, one-third of performance pay has been set aside to reward teachers if 75 percent of students attain adequate scores on standardized tests. Another third can be earned if 75 percent of parents attend parent/teacher conferences. Remaining monies will be paid if 75 percent of "satisfaction surveys" are returned by parents, teachers, and students. If all goals are accomplished, teachers could earn an estimated \$2,006 each. Monies will be paid out at the end of the 2002 school year.

What Is the Plan Based On?



- Student achievement (33.3%)
- Parental involvement (33.3%)
- Parent/teacher/student surveys (33.3%)

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



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

# Nadaburg Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 464  
 Number of certified teachers: 29

## Proposition 301 Dollars

Base pay:	\$ 32,748
Performance pay:	65,496
Menu options:	65,496
<b>Total Proposition 301 dollars:</b>	<b>\$ 163,740</b>
Total budgeted expenditures for fiscal year 2002:	\$10,975,041

## Comparative Information

	District	State
Student/teacher ratio:	16	18
Average teacher salary:	\$33,577	\$37,176
Beginning teacher salary:	\$27,565	\$26,516
Percentage of dollars spent in the classroom:	53.3%	57.7%

### Base Pay (\$32,748):

The District's classroom teachers, counselor, and speech therapist are receiving base pay increases of approximately \$860 each. Monies are paid out during the normal payroll cycle.

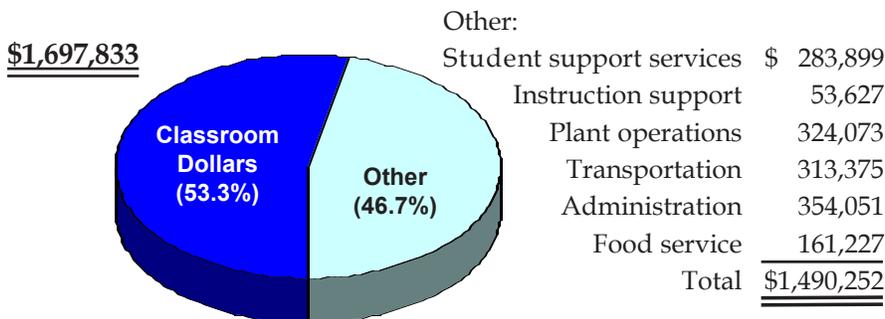
### Performance Pay (\$65,496):

The District plans to distribute performance pay monies if at least 50 percent of students demonstrate adequate academic growth, as measured by standardized tests. Specifically, students must attain scores showing at least 5 months' progress in two of three subjects, which include reading, mathematics, and language arts. Classroom teachers, the counselor, and librarian are eligible to participate in the plan, and could earn an estimated \$2,000 each if the goal is accomplished. Monies will be paid out at the end of the 2002 school year.

### Menu Options (\$65,496):

A committee of district administrators and teachers developed the menu monies spending plan. The plan provides for eligible employees to earn \$400 per day for participating in up to 4 days of approved professional development activities. Monies are also set aside to pay for such things as training materials and consultants.

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



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

# Nogales Unified School District

Grades served: PreK-12  
 Number of schools: 14  
 Students attending: 6,143  
 Number of certified teachers: 296

## Proposition 301 Dollars

Base pay:	\$ 398,711
Performance pay:	797,422
Menu options:	<u>797,422</u>
Total Proposition 301 dollars:	<u><u>\$1,993,555</u></u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	20.8	18
Average teacher salary:	\$31,121	\$37,176
Beginning teacher salary:	\$25,400	\$26,516
Percentage of dollars spent in the classroom:	56.5%	57.7%

### Base Pay (\$398,711):

The District's 309 classroom teachers, 15 counselors, and 4 librarians are receiving base pay increases of approximately \$900 each. Monies are being paid during the normal payroll cycle.

### Menu Options (\$797,422):

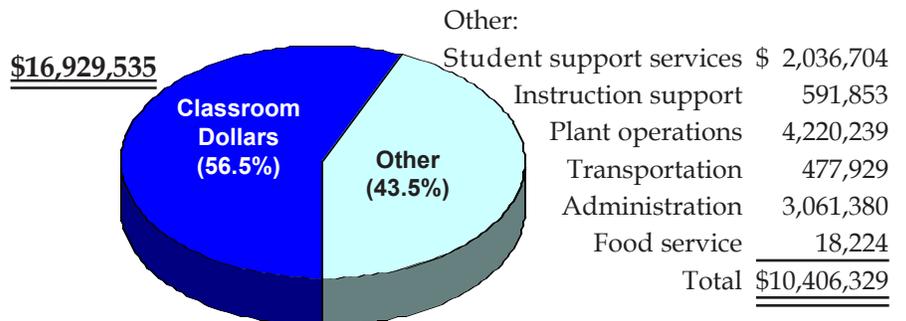
A committee of district administrators, teachers, a teachers' association representative, and an outside consulting group developed the menu monies spending plan. Under the plan, the District will hire six counselors and six teachers, and will increase salary and benefits for eligible employees by \$500 each.

### Performance Pay (\$797,422):

The performance pay plan involves rewards based on six goals – three that are specific to each school and three chosen by each individual employee. Schools must select at least one goal relating to student achievement. The other two school goals, however, can include such things as improving student attendance, increasing parental involvement, receiving or maintaining accreditation, or implementing a plan for student conflict resolution.

Goals that individual employees may select include such things as documenting five parent or student contacts per week; obtaining an endorsement in math, science, or special education; tutoring students at least 1 hour per week; or supervising an unpaid after-school activity. Classroom teachers, counselors, and librarians are required to participate in the plan, and can receive an estimated \$1,750 each if all goals are accomplished. Monies will be paid out at the end of the 2002 school year.

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



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

# Northern Arizona Vocational Institute of Technology

Grades served: 9-12  
 Number of schools: NA  
 Students attending: NA  
 Number of certified teachers: NA

Base pay:	\$ 44,342
Performance pay:	88,683
Menu options:	88,683
<b>Total Proposition 301 dollars:</b>	<b>\$ 221,708</b>
Total budgeted expenditures for fiscal year 2002:	\$2,609,934

## Comparative Information

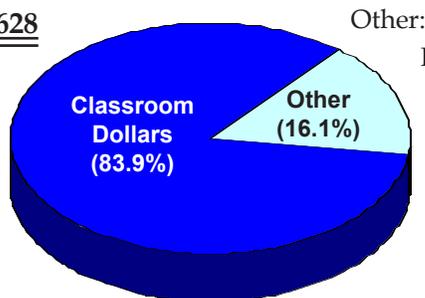
	District	State
Student/teacher ratio:	NA	18
Average teacher salary:	NA	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	83.9%	57.7%

Northern Arizona Vocational Institute of Technology (NAVIT) is a technology district that works with school districts and community colleges to provide additional training to high-school-aged students. In November 2001, the District's share of Classroom Site Fund dollars was estimated to be \$221,708. This amount was partially based on the students it serves who are also currently students in area high school districts. The District's estimated share of Classroom Site Fund monies has since been revised to include only those students who are served exclusively by NAVIT. The revised total for the District is \$24,868.

Currently, NAVIT does not directly employ teachers, and so does not have plans to spend the portions of Classroom Site Fund monies it is receiving that are dedicated for base and performance pay. The District is, however, planning to spend menu monies to establish summer AIMS intervention and dropout prevention programs.

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

\$1,478,628



Other:	
Instruction support	\$ 862
Plant operations	30,742
Administration	252,034
<b>Total</b>	<b>\$283,638</b>

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

# Oracle Elementary School District

Grades served: PreK-8  
 Number of schools: 2  
 Students attending: 389  
 Number of certified teachers: 25

## Proposition 301 Dollars

Base pay:	\$ 27,907
Performance pay:	55,815
Menu options:	<u>55,815</u>
Total Proposition 301 dollars:	<u><u>\$ 139,537</u></u>
Total budgeted expenditures for fiscal year 2002:	\$6,326,904

## Comparative Information

	District	State
Student/teacher ratio:	15.6	18
Average teacher salary:	\$28,842	\$37,176
Beginning teacher salary:	\$23,050	\$26,516
Percentage of dollars spent in the classroom:	49.2%	57.7%

### Base Pay (\$27,907):

The District plans to increase the base pay for 22 classroom teachers, a counselor, and a librarian by approximately \$1,144 each. Monies will be paid out quarterly.

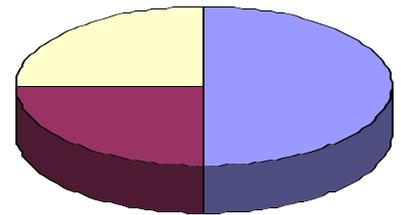
### Menu Options (\$55,815):

A committee composed of board members, district administrators, teachers, and school principals determined that all menu monies will be used to increase classroom teacher, counselor, and librarian base pay, and to pay for employee benefits.

### Performance Pay (\$55,815):

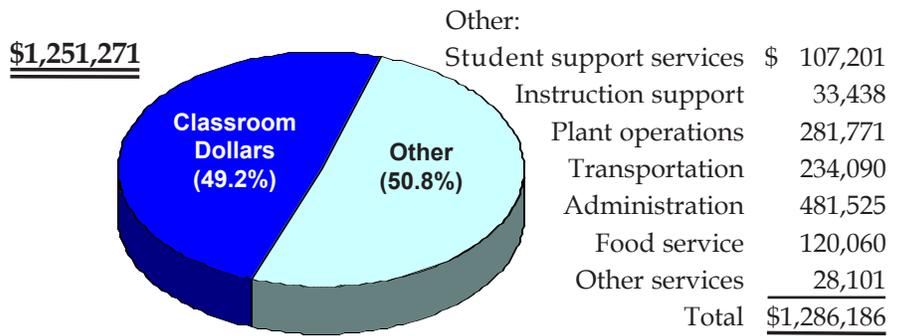
The District's classroom teachers, counselor, and librarian can each receive up to \$2,288, which will be paid out as performance goals are met. Fifty percent of the performance plan is based on student achievement. All monies designated for student achievement goals will be paid if students, on average, achieve one-year's academic progress on standardized tests. A portion of monies will be paid if progress is between .8 year and one year. The other half of performance pay is divided equally between goals tied to teacher performance evaluations and to the use of technology in the classroom.

#### What Is the Plan Based On?



- Student achievement (50%)
- Teacher evaluation (25%)
- Teacher development (25%)

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



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

# Osborn Elementary School District

Grades served: PreK-8  
 Number of schools: 6  
 Students attending: 3,807  
 Number of certified teachers: 249

## Proposition 301 Dollars

Base pay:	\$ 240,709
Performance pay:	481,418
Menu options:	<u>481,418</u>
Total Proposition 301 dollars:	<u>\$ 1,203,545</u>
Total budgeted expenditures for fiscal year 2002:	\$40,307,285

## Comparative Information

	District	State
Student/teacher ratio:	15.3	18
Average teacher salary:	\$33,186	\$37,176
Beginning teacher salary:	\$30,293	\$26,516
Percentage of dollars spent in the classroom:	53.2%	57.7%

### Base Pay (\$240,709):

Classroom teachers, counselors, librarians, speech therapists, and collaborative peer teachers will receive equal percentage increases expected to average approximately \$1,000. The District is paying this increase during the normal payroll cycle.

### Who's Receiving Pay Increases?

- 220 Classroom teachers
- 3 Counselors
- 6 Librarians
- 4 Collaborative peer teachers
- 6 Speech therapists

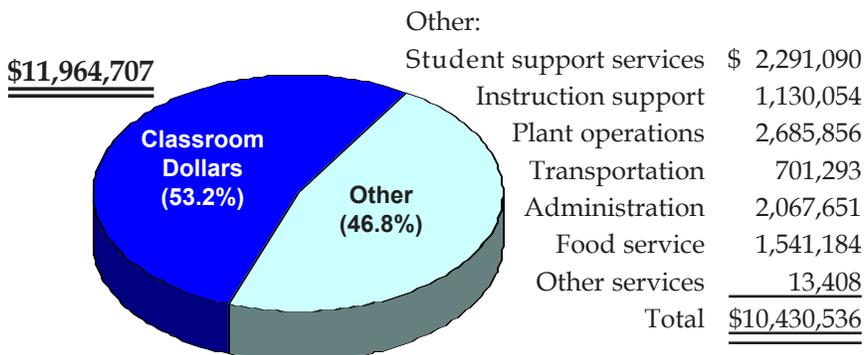
### Performance Pay (\$481,418):

A committee of board members, district administrators, teachers, school principals, and speech therapists determined that student achievement on standardized tests should be the main focus of the District's performance pay plan. The committee also included parental satisfaction as a component, and will ask parents to complete a survey in February 2002. Classroom teachers, counselors, librarians, speech therapists, and collaborative peer teachers are eligible to participate in the plan, and could potentially earn \$2,000 each if goals are met.

### Menu Options (\$481,418):

The District will use 100 percent of the menu monies to increase base pay and benefits for classroom teachers, counselors, librarians, speech therapists, and collaborative peer teachers. These monies will be used in conjunction with other Proposition 301 base pay monies to increase the salary schedule and associated benefits by approximately 5 percent.

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



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

# Owens-Whitney Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 35  
 Number of certified teachers: 3

## Proposition 301 Dollars

Base pay:	\$ 2,959
Performance pay:	5,919
Menu options:	5,919
Total Proposition 301 dollars:	<u>\$ 14,797</u>
Total budgeted expenditures for fiscal year 2002:	\$625,285

## Comparative Information

	District	State
Student/teacher ratio:	11.6	18
Average teacher salary:	\$32,260	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	52%	57.7%

### Base Pay (\$2,959):

The District divided base pay monies equally between two classroom teachers, who will each receive an estimated \$1,410. The increase will be paid in biannual installments.

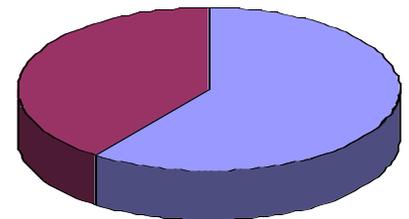
### Menu Options (\$5,919):

A committee of board members, district administrators, and teachers determined that 100 percent of the District's menu monies will be utilized for compensation increases. To receive these monies, two classroom teachers will be expected to assume additional responsibilities, including filling in for a missing teacher. The teachers will be required to write extra lesson plans and teach additional classes.

### Performance Pay (\$5,919):

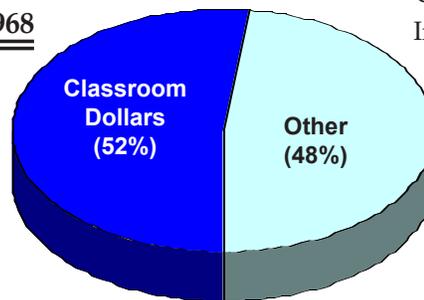
Classroom teachers could receive up to an estimated \$2,819 each if all performance goals are met. A committee of board members, district administrators, and teachers decided to implement a performance plan that allocates 60 percent of monies to student achievement goals. Teachers will receive a portion of the monies if students' standardized test scores, on average, increase. All monies will be paid if a majority of students achieve one-year's academic progress on standardized tests. The remaining 40 percent of the monies will be allocated to teachers who develop innovative programs and involve parents.

What Is the Plan Based On?



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

\$176,968



Other:

Instruction support	\$ 7,812
Plant operations	65,838
Transportation	6,425
Administration	52,863
Food service	<u>30,671</u>
Total	<u>\$163,609</u>

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

# Page Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 3,067  
 Number of certified teachers: 188

## Proposition 301 Dollars

Base pay:	\$ 205,462
Performance pay:	410,924
Menu options:	<u>410,924</u>
Total Proposition 301 dollars:	<u>\$ 1,027,310</u>
Total budgeted expenditures for fiscal year 2002:	\$32,294,957

## Comparative Information

	District	State
Student/teacher ratio:	16.3	18
Average teacher salary:	\$34,308	\$37,176
Beginning teacher salary:	\$27,745	\$26,516
Percentage of dollars spent in the classroom:	56.5%	57.7%

### Base Pay (\$205,462):

The District plans to increase base pay for its 210 classroom teachers, 2 counselors, and 2 librarians by equal dollar amounts. Each eligible employee is expected to receive approximately \$900, which will be paid during the normal pay-roll cycle.

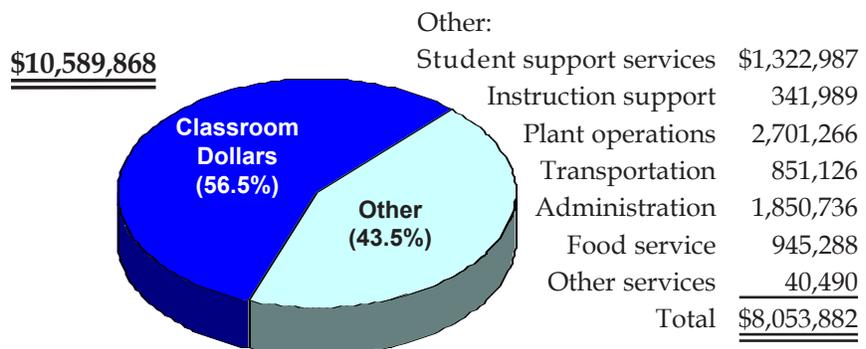
### Menu Options (\$410,924):

A committee of district administrators, teachers, and school principals decided to use 80 percent of the menu monies to increase classroom teacher, counselor, and librarian base pay. The remaining 20 percent of menu monies will be used to pay for teacher development activities.

### Performance Pay (\$410,924):

The performance plan is based on three measurement criteria: teacher performance evaluations, teacher development, and school improvement factors. To receive performance pay, eligible employees must achieve at least an 80 percent satisfactory rating on their performance evaluations. In addition, eligible employees can receive performance pay for such things as attending trainings, contributing innovative educational approaches, and increasing student achievement. The District has budgeted performance pay increases at approximately \$1,825 per employee, and plans to pay the monies out at the end of the 2002 school year.

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



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

# Palo Verde Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 320  
 Number of certified teachers: 16

## Proposition 301 Dollars

Base pay:	\$ 23,208
Performance pay:	46,416
Menu options:	<u>46,416</u>
Total Proposition 301 dollars:	<u><u>\$ 116,040</u></u>
Total budgeted expenditures for fiscal year 2002:	\$3,449,437

## Comparative Information

	District	State
Student/teacher ratio:	20	18
Average teacher salary:	\$30,097	\$37,176
Beginning teacher salary:	\$26,936	\$26,516
Percentage of dollars spent in the classroom:	52.3%	57.7%

### Base Pay (\$23,208):

The District has budgeted a base pay increase of approximately \$1,363 for each of its 17 classroom teachers. Monies will be paid at the end of the 2002 school year.

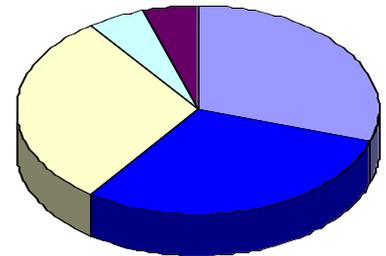
### Menu Options (\$46,416):

A committee composed of district administrators and school principals determined that 100 percent of menu monies will be used to hire an additional teacher to reduce class sizes.

### Performance Pay (\$46,416):

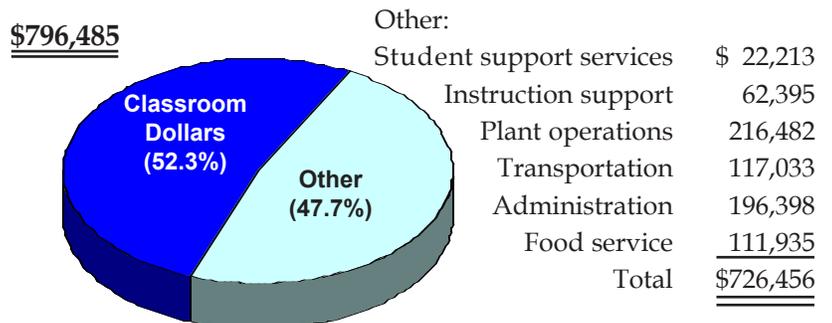
Classroom teachers could each earn an estimated \$3,000, to be paid with the 2002 school year's final paycheck, if all goals are met. As shown in the figure, several components are included in the performance pay plan. Performance goals include such things as increasing the percentage of students gaining one-year's academic progress in reading, language, and mathematics, and reducing student absences.

What Is the Plan Based On?



- Student achievement (30%)
- Teacher evaluation (30%)
- School improvement (30%)
- Student/teacher attendance (5%)
- Parental satisfaction (5%)

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



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

# Paloma Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 70  
 Number of certified teachers: 4

## Proposition 301 Dollars

Base pay:	\$ 5,373
Performance pay:	10,747
Menu options:	10,747
Total Proposition 301 dollars:	<u>\$ 26,867</u>
Total budgeted expenditures for fiscal year 2002:	\$910,290

## Comparative Information

	District	State
Student/teacher ratio:	17.6	18
Average teacher salary:	\$28,614	\$37,176
Beginning teacher salary:	\$25,000	\$26,516
Percentage of dollars spent in the classroom:	43.1%	57.7%

### Base Pay (\$5,373):

The District decided to pay each of its four classroom teachers a stipend of approximately \$1,026 at the beginning of the 2002 school year.

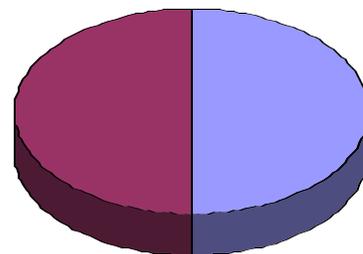
### Performance Pay (\$10,747):

Classroom teachers can potentially earn between \$50 and \$2,000 each by participating in the District's performance pay plan. The District is one of only 27 districts that have a performance pay plan entirely based on student achievement. Under the District's plan, student achievement is measured on quarterly tests. Teachers will receive \$50 for each student showing progress on the tests, and the monies will be paid quarterly.

### Menu Options (\$10,747):

A committee of board members and district administrators determined that half of the District's menu monies will be spent on an AIMS intervention program that includes after-school tutoring. The other half will be spent toward teacher development activities, conferences, and trainings.

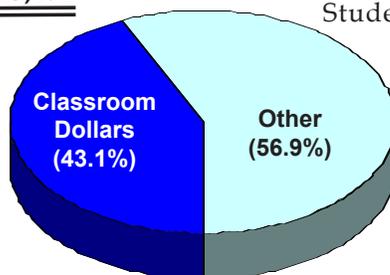
Which Options Did the District Choose?



■ AIMS intervention (50%)  
 ■ Teacher development (50%)

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

\$215,491



Other:	
Student support services	\$ 70
Instruction support	5,950
Plant operations	109,862
Transportation	8,392
Administration	112,900
Food service	46,930
Total	<u>\$284,104</u>

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

# Palominas Elementary School District

Grades served: PreK-8  
 Number of schools: 3  
 Students attending: 955  
 Number of certified teachers: 60

## Proposition 301 Dollars

Base pay:	\$	60,322
Performance pay:		120,643
Menu options:		<u>120,643</u>
Total Proposition 301 dollars:	\$	<u><u>301,608</u></u>
Total budgeted expenditures for fiscal year 2002:	\$	12,040,769

## Comparative Information

	District	State
Student/teacher ratio:	15.9	18
Average teacher salary:	\$30,973	\$37,176
Beginning teacher salary:	\$24,900	\$26,516
Percentage of dollars spent in the classroom:	55.4%	57.7%

### Base Pay (\$60,322):

The District has budgeted approximately \$958 per employee for base pay increases. Classroom teachers and librarians are eligible for increases and will receive the monies in four installments.

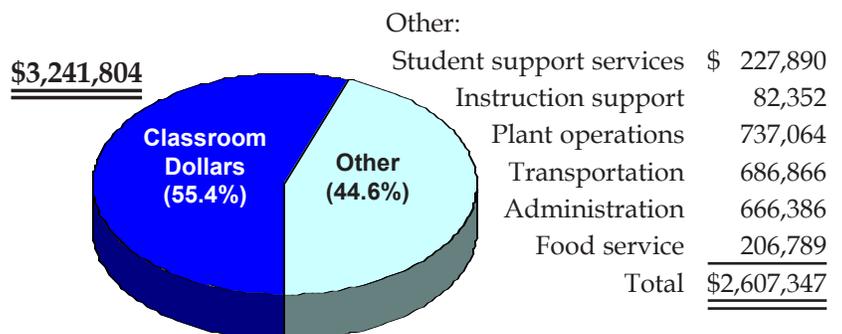
### Menu Options (\$120,643):

A committee of board members, district administrators, teachers, school principals, and parents determined that half of the menu monies will go toward base salary increases and benefits for classroom teachers and librarians. The remaining monies will be split between an AIMS intervention program and teacher development. For the AIMS intervention program, the District will compensate eligible employees for such things as the time they spend preparing for classes prior to the official start of the school year; work completed before or after the official workday; and additional parent contacts. Teacher development includes participation in a goal-setting retreat day and committee work.

### Performance Pay (\$120,643):

The District's 60 classroom teachers and 3 librarians are eligible to participate in the performance pay plan, which is primarily based on student achievement, as measured by standardized tests. Other components of the plan include goals relating to parental satisfaction and involvement. Specifically, employees must maintain logs of parent contacts and, in addition to the required report cards, progress reports, and conferences, conduct one additional parent contact per semester. Performance pay earnings are estimated to be \$1,789 per employee if goals are met. Monies will be paid out in four installments.

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



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

# Paradise Valley Unified School District

Grades served: PreK-12  
 Number of schools: 46  
 Students attending: 33,681  
 Number of certified teachers: 1,748

## Proposition 301 Dollars

Base pay:	\$ 2,187,567
Performance pay:	4,375,135
Menu options:	4,375,135
Total Proposition 301 dollars:	<u>\$ 10,937,837</u>
Total budgeted expenditures for fiscal year 2002:	\$276,055,138

## Comparative Information

	District	State
Student/teacher ratio:	19.3	18
Average teacher salary:	\$40,853	\$37,176
Beginning teacher salary:	\$30,000	\$26,516
Percentage of dollars spent in the classroom:	64%	57.7%

### Base Pay (\$2,187,567):

The District is equally dividing base pay monies between 1,750 classroom teachers, 25 counselors, and 42 librarians. Each eligible employee is receiving an estimated \$1,052, which is being paid out during the normal payroll cycle.

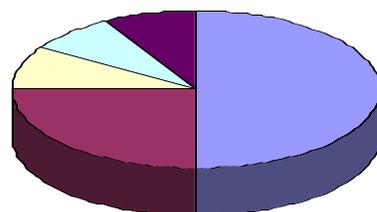
### Performance Pay (\$4,375,135):

Classroom teachers, counselors, and librarians can earn an estimated \$1,120 to \$2,310 by participating in the District's performance pay plan. To earn the monies, employees must participate in trainings that address how to improve student achievement, and complete additional workdays focused on student achievement.

### Menu Options (\$4,375,135):

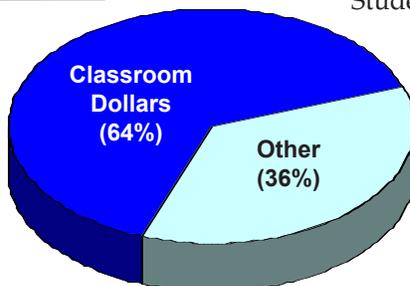
At each school, a committee of district administrators, teachers, parents, school principals, and support staff participated in determining how menu monies would be spent. Half of the monies will be used to increase classroom teacher and counselor base pay and benefits. The plan also sets aside 25 percent of the monies to reduce class sizes in grades 7 through 12. Remaining monies will be used to pay for after-school tutoring and teacher development activities.

#### Which Options Did the District Choose?



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

\$105,291,129



Other:

Student support services	\$10,636,710
Instruction support	6,207,292
Plant operations	20,353,236
Transportation	5,241,788
Administration	12,375,180
Food service	4,744,375
Other services	<u>287,794</u>
Total	<u>\$59,846,375</u>

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

# Parker Unified School District

Grades served: PreK-12  
 Number of schools: 5  
 Students attending: 2,034  
 Number of certified teachers: 126

## Proposition 301 Dollars

Base pay:	\$	132,673
Performance pay:		265,346
Menu options:		265,346
Total Proposition 301 dollars:	\$	<u>663,365</u>
Total budgeted expenditures for fiscal year 2002:		\$21,442,426

## Comparative Information

	District	State
Student/teacher ratio:	16.1	18
Average teacher salary:	\$32,474	\$37,176
Beginning teacher salary:	\$28,000	\$26,516
Percentage of dollars spent in the classroom:	55.3%	57.7%

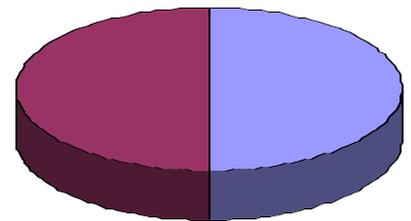
### Base Pay (\$132,673):

To compensate classroom teachers, counselors, and the librarian, speech therapist, and curriculum coordinator for the additional days added to the school year, the District is increasing starting pay and base pay by approximately \$1,004 per employee. The District is one of 16 districts that require additional work in return for a base pay increase. Monies are paid during the normal payroll cycle.

### Performance Pay (\$265,346):

The District's performance pay plan is equally divided between two criteria: student achievement and parental satisfaction and involvement. Student achievement measurements will be based on students' standardized test scores. Parental satisfaction and involvement goals focus on increased communication with parents and parent satisfaction survey results. Eligible employees who meet the goals and receive an acceptable performance evaluation can potentially earn between \$1,446 and \$2,000 each.

#### What Is the Plan Based On?

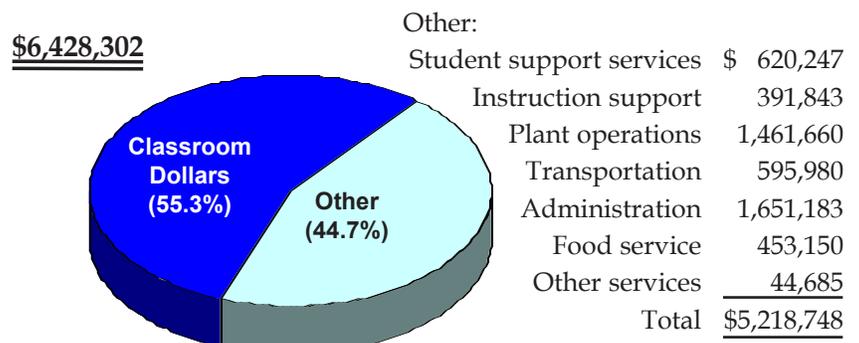


- Student achievement (50%)
- Parental satisfaction (50%)

### Menu Options (\$265,346):

A committee of district administrators, school principals, and teachers determined that menu monies would be used for compensation increases. The District will increase base pay and insurance benefits for classroom teachers, counselors, librarians, the speech therapist, and the curriculum coordinator to compensate for the four additional days added to the 2002 school year.

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



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

# Patagonia Elementary School District

Grades served: PreK-8  
 Number of schools: 2  
 Students attending: 127  
 Number of certified teachers: 10

## Proposition 301 Dollars

Base pay:	\$	9,586
Performance pay:		19,172
Menu options:		<u>19,172</u>
Total Proposition 301 dollars:	\$	<u><u>47,930</u></u>
Total budgeted expenditures for fiscal year 2002:	\$	2,235,781

## Comparative Information

	District	State
Student/teacher ratio:	12.7	18
Average teacher salary:	\$32,693	\$37,176
Beginning teacher salary:	\$23,102	\$26,516
Percentage of dollars spent in the classroom:	57.3%	57.7%

### Base Pay (\$9,586):

The District has estimated that classroom teachers and counselors could receive approximately \$918 each in additional base pay. The monies have been used to increase starting pay and are distributed during the normal payroll cycle, starting in December 2001, with payments being retroactive to August 2001.

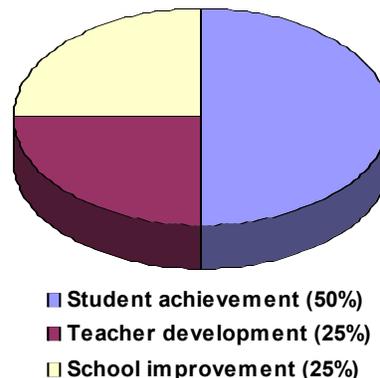
### Menu Options (\$19,172):

A committee of district administrators, school principals, teachers, and site councils divided the menu monies into three sections. The majority will be used for an AIMS intervention program designed to improve instruction by analyzing lesson designs and resulting student work. Remaining monies will be used to pay for sick- and personal-leave buy-back, and for teacher development activities.

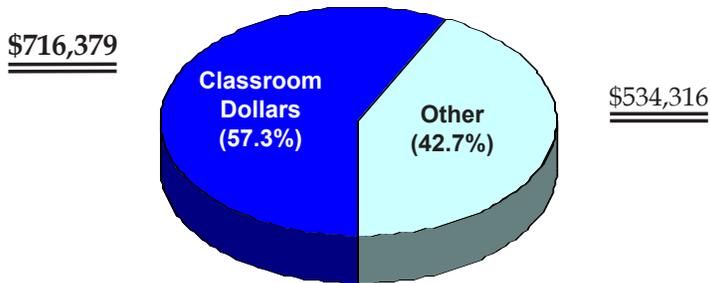
### Performance Pay (\$19,172):

The District has budgeted approximately \$1,812 in performance pay per eligible employee. The performance pay plan's criteria include student achievement, teacher development, and school improvement factors. Specifically, classroom teachers and counselors must complete projects that involve such things as improving student achievement by aligning curriculum, instruction, and student assessments; reviewing student needs and progress; and modifying lesson design and delivery. Monies will be paid in biannual installments as goals are met.

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*.

# Patagonia Union High School District

Grades served: 9-12  
 Number of schools: 1  
 Students attending: 103  
 Number of certified teachers: 6

## Proposition 301 Dollars

Base pay:	\$ 8,710
Performance pay:	17,420
Menu options:	<u>17,420</u>
Total Proposition 301 dollars:	<u><u>\$ 43,550</u></u>
Total budgeted expenditures for fiscal year 2002:	\$6,784,395

## Comparative Information

	District	State
Student/teacher ratio:	17.1	18
Average teacher salary:	\$32,042	\$37,176
Beginning teacher salary:	\$25,658	\$26,516
Percentage of dollars spent in the classroom:	39.8%	57.7%

### Base Pay (\$8,710):

The District has estimated that classroom teachers and counselors could each receive approximately \$842 in additional base pay. The monies have been used to increase starting pay. Pay increases are distributed during the normal payroll cycle, starting in December 2001, with payments being retroactive to August 2001.

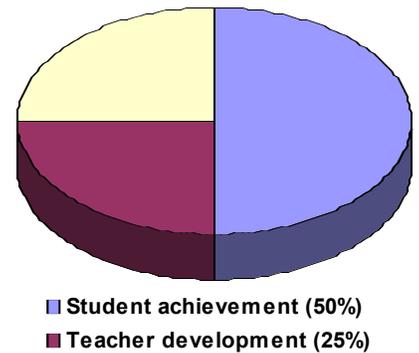
### Menu Options (\$17,420):

A committee of district administrators, school principals, teachers, and site councils divided the menu monies into three sections. The majority will be used for an AIMS intervention program designed to improve instruction by analyzing lesson designs and resulting student work. Remaining monies will be used to pay for sick- and personal-leave buy-back, and for teacher development activities.

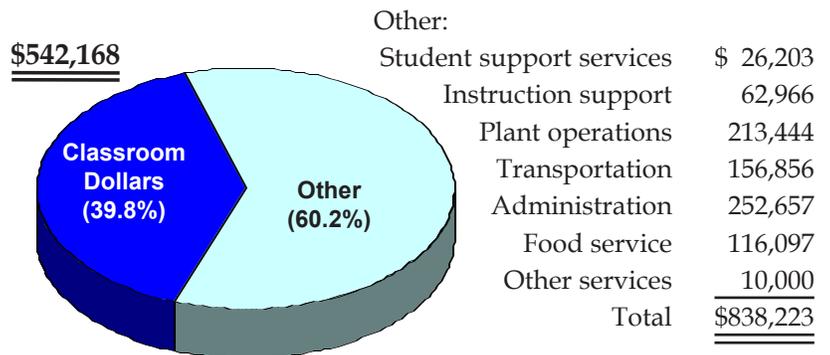
### Performance Pay (\$17,420):

The District estimates that its classroom teachers and counselor will be eligible for approximately \$1,685 each in performance pay. The performance pay plan's criteria include student achievement, teacher development, and school improvement factors. Specifically, eligible employees must complete projects that involve such things as improving student achievement by aligning curriculum, instruction, and student assessments; reviewing student needs and progress; and modifying lesson design and delivery. Performance pay will be distributed in biannual installments as goals are met.

#### 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*.

# Payson Unified School District

Grades served: PreK-12  
 Number of schools: 6  
 Students attending: 2,759  
 Number of certified teachers: 153

## Proposition 301 Dollars

Base pay:	\$ 176,414
Performance pay:	352,828
Menu options:	<u>352,828</u>
Total Proposition 301 dollars:	<u><u>\$ 882,070</u></u>
Total budgeted expenditures for fiscal year 2002:	\$22,674,915

## Comparative Information

	District	State
Student/teacher ratio:	18	18
Average teacher salary:	\$30,217	\$37,176
Beginning teacher salary:	\$27,000	\$26,516
Percentage of dollars spent in the classroom:	57.8%	57.7%

### Base Pay (\$175,414):

The District's 160 classroom teachers, 3 counselors, and 5 librarians are eligible to receive pay increases, estimated to range between \$387 and \$1,447, based on experience. Only 15 other districts have allocated base pay increases based on experience. The District is paying the increases during the normal payroll cycle.

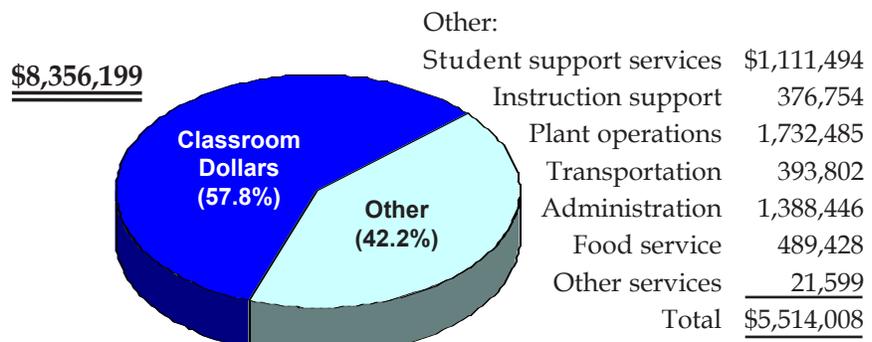
### Menu Options (\$352,828):

A committee of board members, district administrators, teachers, and school principals determined that the majority of the District's menu monies should be used for compensation increases. Classroom teachers, counselors, librarians, and speech therapists are eligible to receive base pay increases. Monies will also be used to pay for employee benefits and an intersession. In addition, the District plans to hire a teacher to reduce class sizes.

### Performance Pay (\$352,828):

A committee composed of district administrators and teachers designed the performance pay plan to include three components: student achievement, teacher evaluation, and teacher development. Under the plan, classroom teachers, counselors, and librarians are awarded points if 70 percent of students, or higher, demonstrate competency in at least 10 areas. Points are also awarded to employees who receive adequate performance evaluations, and to those who participate in such things as training, tutoring and coaching students, and working on school and district committees. Performance pay monies will be divided among those employees who attain 80 points. Estimated performance pay is \$1,870 per employee, and will be paid with the 2002 school year's final check.

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



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

# Peach Springs Unified School District

Grades served: PreK-12  
 Number of schools: 2  
 Students attending: 326  
 Number of certified teachers: 21

## Proposition 301 Dollars

Base pay:	\$ 145,652
Performance pay:	291,304
Menu options:	<u>291,304</u>
Total Proposition 301 dollars:	<u>\$ 728,260</u>
Total budgeted expenditures for fiscal year 2002:	\$16,893,718

## Comparative Information

	District	State
Student/teacher ratio:	15.5	18
Average teacher salary:	\$35,583	\$37,176
Beginning teacher salary:	\$28,000	\$26,516
Percentage of dollars spent in the classroom:	57.2%	57.7%

### Base Pay (\$145,652):

Full-time teachers each received an estimated \$809 base pay increase in December 2001. Part-time teachers and those who have not been with the District for the full year received a prorated amount.

### Menu Options (\$291,304):

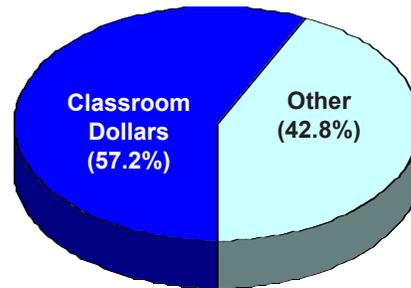
A committee of district administrators, school principals, and teachers determined that 100 percent of the menu monies should be used for performance-based compensation increases for classroom teachers.

### Performance Pay (\$291,304):

Classroom teachers and teachers' aides could each receive approximately \$1,081 or \$1,000, respectively, for participating in the District's performance pay plan. The plan's goals are related to student achievement, teacher performance evaluations, school improvement factors, and teacher attendance. Monies tied to student achievement goals will be paid if student standardized test scores improve. However, earnings will be reduced for employees who are absent from work for more than 5 days. To be eligible to participate in the plan, employees must receive satisfactory performance evaluations and must return to work for the District during the 2003 school year.

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

\$1,785,906



\$1,336,853

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

**District Planned Uses of Proposition 301 Monies**

# Pearce Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 135  
 Number of certified teachers: 12

## Proposition 301 Dollars

Base pay:	\$ 10,223
Performance pay:	20,446
Menu options:	<u>20,446</u>
Total Proposition 301 dollars:	<u><u>\$ 51,115</u></u>
Total budgeted expenditures for fiscal year 2002:	\$1,574,376

## Comparative Information

	District	State
Student/teacher ratio:	11.3	18
Average teacher salary:	\$27,277	\$37,176
Beginning teacher salary:	\$22,145	\$26,516
Percentage of dollars spent in the classroom:	56.9%	57.7%

### Base Pay (\$10,223):

The District's 12 classroom teachers received base pay increases of approximately \$534 each in December 2001.

### Menu Options (\$20,446):

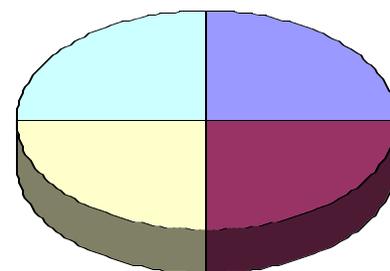
A committee composed of board members, district administrators, and teachers chose to use the menu monies solely for compensation increases. Twelve classroom teachers will receive the monies in two installments.

### Performance Pay (\$20,446):

The District has budgeted approximately \$1,170 per employee for performance pay increases.

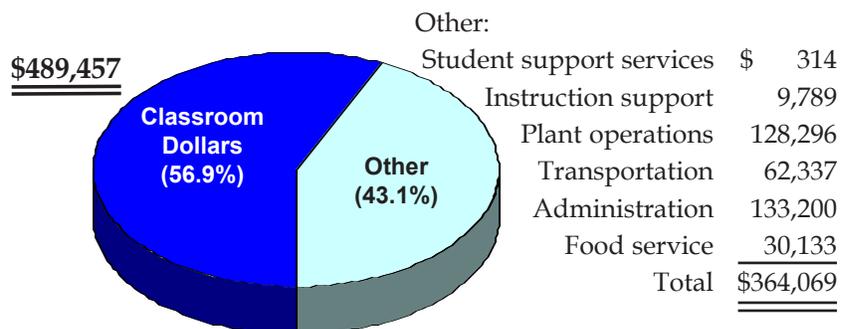
Monies will be paid if goals are met in four areas: student achievement, teacher evaluation, teacher development, and additional teacher responsibility. Goals in these areas relate to such things as increased teacher training and education; participating in extracurricular activities such as coaching and chaperoning activities; and developing student assessments.

#### What Is the Plan Based On?



- Student achievement (25%)
- Teacher evaluation (25%)
- Teacher development (25%)
- Additional teacher responsibility (25%)

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



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

# Pendergast Elementary School District

Grades served: PreK-8  
 Number of schools: 9  
 Students attending: 7,683  
 Number of certified teachers: 426

## Proposition 301 Dollars

Base pay:	\$ 485,471
Performance pay:	970,942
Menu options:	<u>970,942</u>
Total Proposition 301 dollars:	<u><u>\$ 2,427,355</u></u>
Total budgeted expenditures for fiscal year 2002:	\$78,144,305

## Comparative Information

	District	State
Student/teacher ratio:	18	18
Average teacher salary:	\$32,099	\$37,176
Beginning teacher salary:	\$30,500	\$26,516
Percentage of dollars spent in the classroom:	58.9%	57.7%

### Base Pay (\$485,471):

The District has allocated equal base pay increases of approximately \$960 to each of its 435 classroom teachers, 9 counselors, 9 librarians, and 11 speech therapists. Monies are being paid out during the normal payroll cycle.

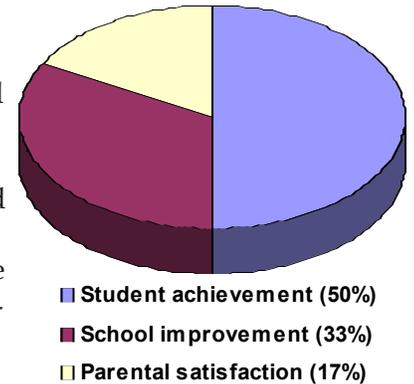
### Menu Options (\$970,942):

A committee of board members, district administrators, and school principals decided to allocate half of the menu monies to teacher development and AIMS intervention activities. Monies designated for AIMS intervention will pay for intersession and summer school programs to improve student test scores. The remaining monies are allocated to schools to pay for activities and events that support the performance pay plan.

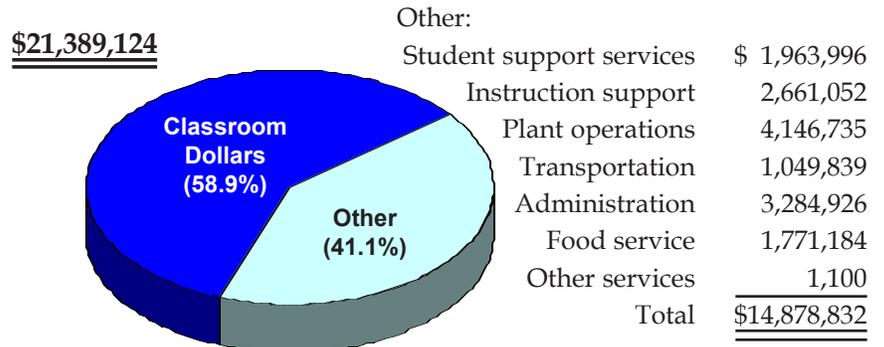
### Performance Pay (\$970,942):

The District anticipates paying classroom teachers, counselors, librarians, and speech therapists an estimated \$1,920 each in performance pay, if goals are met. Eligible employees will receive any performance pay they have earned in the first paycheck of the 2003 school year; however, they are not required to work for the District during that year to receive payment. Half of the performance pay is tied to improved student performance on standardized tests. The remaining monies are linked to increased parental satisfaction and to achievement of school-level goals.

### 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*.

# Peoria Unified School District

Grades served: PreK-12  
 Number of schools: 33  
 Students attending: 32,616  
 Number of certified teachers: 1,672

## Proposition 301 Dollars

Base pay:	\$ 2,116,549
Performance pay:	4,233,099
Menu options:	4,233,099
Total Proposition 301 dollars:	<u>\$ 10,582,747</u>
Total budgeted expenditures for fiscal year 2002:	\$274,843,536

## Comparative Information

	District	State
Student/teacher ratio:	19.5	18
Average teacher salary:	\$37,513	\$37,176
Beginning teacher salary:	\$29,750	\$26,516
Percentage of dollars spent in the classroom:	61.9%	57.7%

### Base Pay (\$2,116,549):

The District is using the base pay monies to increase starting pay and other salaries based on employee experience levels. Classroom teachers, counselors, librarians, psychologists, and teachers who are on special assignments are eligible for base pay increases, as well as for performance pay and menu-money compensation. Base pay increases are estimated to be between \$850 and \$2,000 each, and are being paid out during the normal payroll cycle.

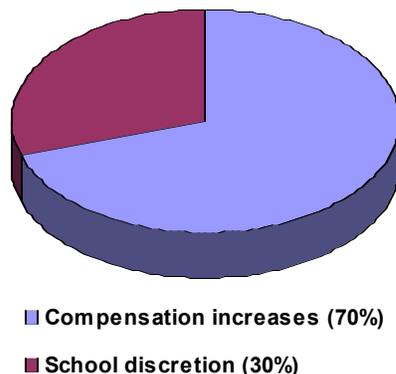
### Performance Pay (\$4,233,099):

Eligible employees can earn an additional \$1,700 each through the District's performance pay plan. To receive performance pay, eligible employees must receive a satisfactory performance evaluation. In addition, they must design and successfully complete a professional development goal that focuses on student achievement. Monies will be paid out during the 2002 school year.

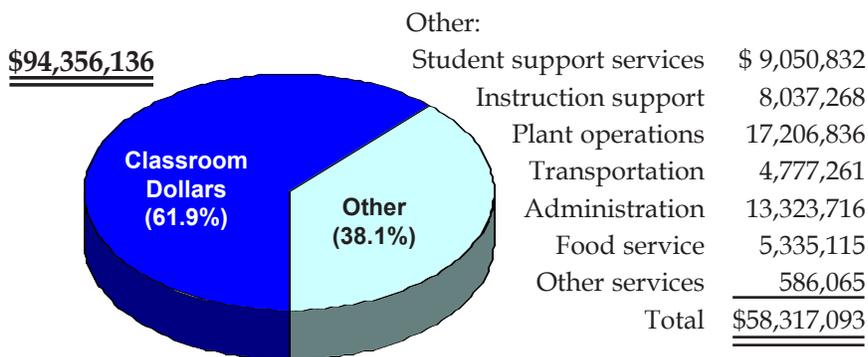
### Menu Options (\$4,233,099):

A committee of district administrators, support staff, school principals, and teachers determined that 70 percent of menu monies will be used to increase salaries and to pay employees to develop curriculum. The remaining monies have been allocated to schools to address school-level needs such as AIMS intervention, dropout prevention, or teacher development.

Which Options Did the District Choose?



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



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

# Phoenix Elementary School District

Grades served: PreK-8  
 Number of schools: 20  
 Students attending: 8,136  
 Number of certified teachers: 504

## Proposition 301 Dollars

Base pay:	\$	513,888
Performance pay:		1,027,775
Menu options:		1,027,775
Total Proposition 301 dollars:	\$	<u>2,569,438</u>
Total budgeted expenditures for fiscal year 2002:		\$102,091,468

## Comparative Information

	District	State
Student/teacher ratio:	16.1	18
Average teacher salary:	\$36,402	\$37,176
Beginning teacher salary:	\$29,747	\$26,516
Percentage of dollars spent in the classroom:	54.8%	57.7%

### Base Pay (\$513,888):

The District considered various factors, both experience and non-experience related, in awarding base pay increases. Classroom teachers, counselors, and district-based teachers are eligible to receive pay increases, which are estimated to be between \$500 and \$1,321 each. The monies are being paid out during the normal payroll cycle.

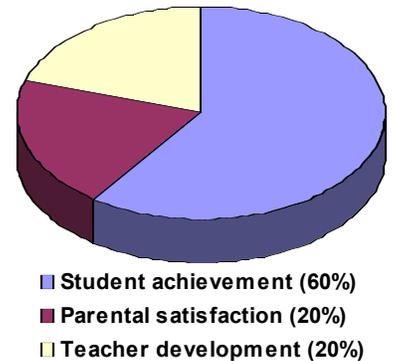
### Menu Options (\$1,027,775):

District meet-and-confer teams decided that 100 percent of the menu option monies should be spent to increase salary and benefits for classroom teachers.

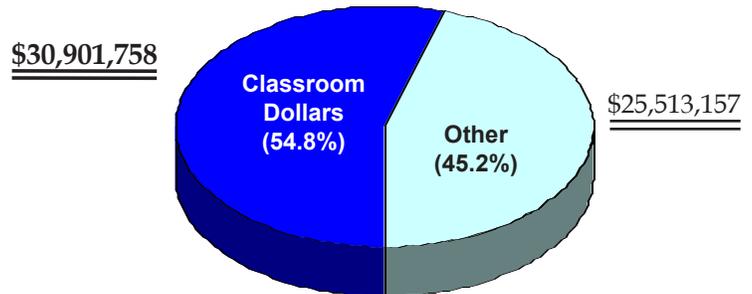
### Performance Pay (\$1,027,775):

The District anticipates paying approximately \$1,616 each to classroom teachers, counselors, and district-based teachers who successfully accomplish performance goals. Monies will be paid out in the 2002 school year's final paycheck. As shown in the figure, the most important element of the performance pay plan is student achievement on standardized tests. Other goals require schools to receive satisfactory ratings on parent surveys and require employees to attend additional training or take additional course-work.

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*.

# Phoenix Union High School District

Grades served: 9-12  
 Number of schools: 14  
 Students attending: 21,183  
 Number of certified teachers: 1,191

## Proposition 301 Dollars

Base pay:	\$ 1,463,419
Performance pay:	2,926,839
Menu options:	<u>2,926,839</u>
Total Proposition 301 dollars:	<u>\$ 7,317,097</u>
Total budgeted expenditures for fiscal year 2002:	\$281,458,875

## Comparative Information

	District	State
Student/teacher ratio:	17.8	18
Average teacher salary:	\$43,887	\$37,176
Beginning teacher salary:	\$28,455	\$26,516
Percentage of dollars spent in the classroom:	52.5%	57.7%

### Base Pay (\$1,463,419):

The District increased base salaries for classroom teachers, counselors, librarians, psychologists, and social workers by varying amounts, depending on where each employee is on the salary schedule. The range of increases was approximately \$525 to \$1,083 each. Eligible employees are receiving this increase in their regular paychecks.

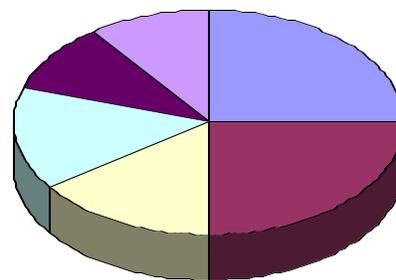
### Menu Options (\$2,926,839):

A committee composed of district administrators, support staff, teachers, and school principals developed the menu monies spending plan. The plan designates monies for base pay increases and for additional teacher training in reading, writing, and mathematics. Monies will also be used to compensate employees for working longer instructional days and for an additional day added to the school calendar.

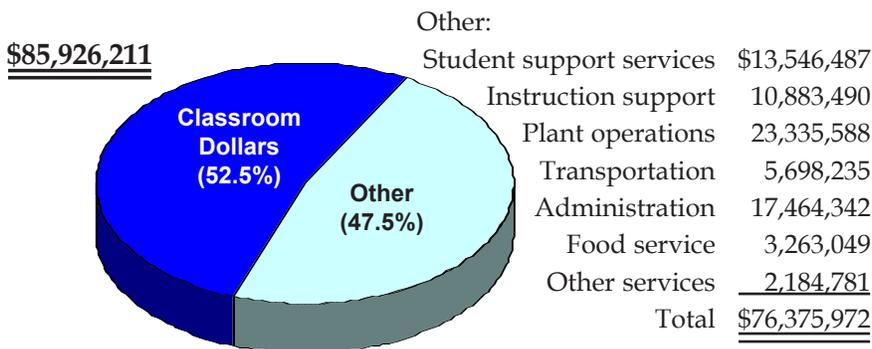
### Performance Pay (\$2,926,839):

Classroom teachers, counselors, librarians, psychologists, social workers, and nurses can each earn up to an additional \$1,500 in performance pay, to be paid out in June 2002, if goals are accomplished. As shown in the figure, there are several performance criteria, including student achievement on standardized tests, and student and teacher attendance.

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*.

# Picacho Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 179  
 Number of certified teachers: 11

## Proposition 301 Dollars

Base pay:	\$ 13,389
Performance pay:	26,778
Menu options:	<u>26,778</u>
Total Proposition 301 dollars:	<u><u>\$ 66,945</u></u>
Total budgeted expenditures for fiscal year 2002:	\$1,665,827

## Comparative Information

	District	State
Student/teacher ratio:	16.3	18
Average teacher salary:	\$28,614	\$37,176
Beginning teacher salary:	\$24,180	\$26,516
Percentage of dollars spent in the classroom:	55%	57.7%

### Base Pay (\$13,389):

Twelve classroom teachers and a librarian will receive base pay increases of approximately \$769 each. The monies will be paid in two installments, one in December 2001 and one in May 2002.

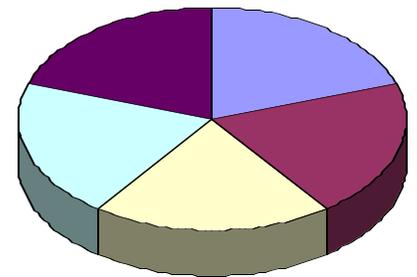
### Menu Options (\$26,778):

A committee of district administrators, teachers, and parents decided that 100 percent of the menu monies will be used to increase classroom teacher and librarian base pay.

### Performance Pay (\$26,778):

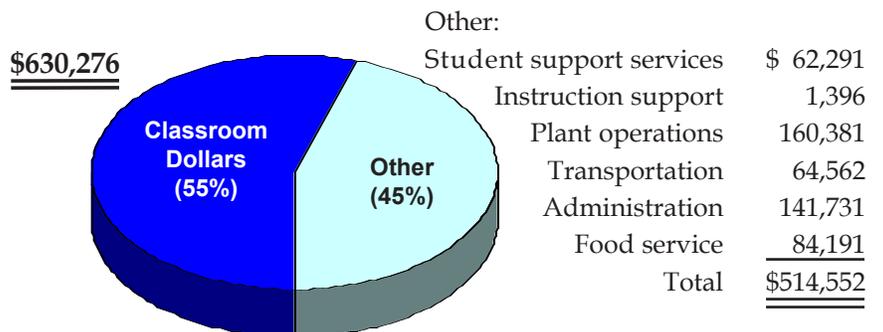
The District's classroom teachers and librarian are eligible to participate in the performance plan, and could earn up to \$1,538 each if goals are accomplished. The performance plan designates monies for goals in five areas. Specific goals include such things as involving all parents in one to two activities per year; participating in at least one extracurricular activity or club; and signing a contract to return to work at the District for the 2003 school year.

#### What Is the Plan Based On?



- Parental satisfaction (20%)
- Teacher evaluation (20%)
- Additional teacher responsibility (20%)
- Teacher attendance (20%)

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



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

# Pima Accommodation School District

Grades served:	PreK-12
Number of schools:	4
Students attending:	263
Number of certified teachers:	13

## Proposition 301 Dollars

Base pay:	\$ 21,379
Performance pay:	42,758
Menu options:	<u>42,758</u>
Total Proposition 301 dollars:	<u><u>\$ 106,895</u></u>
Total budgeted expenditures for fiscal year 2002:	\$8,520,474

## Comparative Information

	District	State
Student/teacher ratio:	20.3	18
Average teacher salary:	\$31,961	\$37,176
Beginning teacher salary:	\$26,500	\$26,516
Percentage of dollars spent in the classroom:	56.3%	57.7%

### Base Pay (\$21,379):

The District has budgeted approximately \$1,406 per classroom teacher for base pay increases. Amounts will vary, however, depending on whether the teacher is employed full-time. Base pay increases are being paid in two installments.

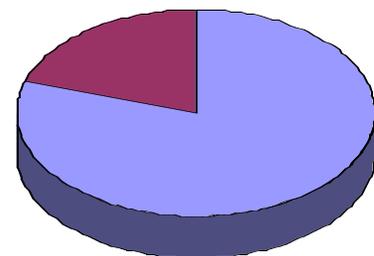
### Menu Options (\$42,758):

A committee composed of district administrators and teachers decided to allocate 100 percent of the menu monies to increase classroom teachers' base salaries and benefits.

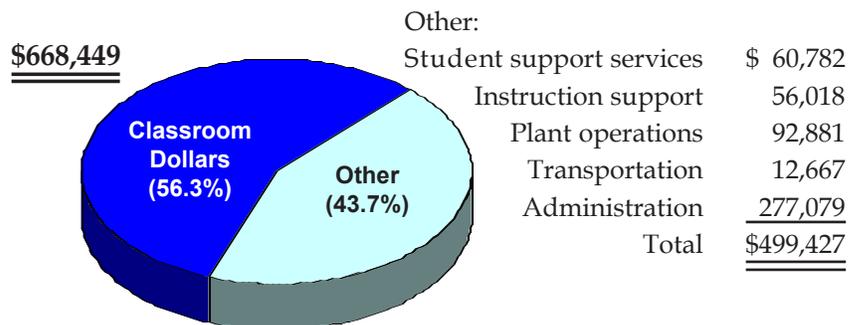
### Performance Pay (\$42,758):

Classroom teachers who accomplish performance goals can earn an estimated \$2,607 each in performance pay. Student achievement goals comprise the majority of the performance pay plan. Specific goals include a requirement for students to accurately complete classwork, and to improve scores on reading tests. The performance plan also establishes a goal requiring teachers to acquire 30 hours of professional development throughout the school year. Monies earned will be paid with the 2002 school year's final paycheck.

#### 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*.

# Pima Unified School District

Grades served:	PreK-12
Number of schools:	2
Students attending:	670
Number of certified teachers:	37

## Proposition 301 Dollars

Base pay:	\$52,132
Performance pay:	104,263
Menu options:	<u>104,263</u>
Total Proposition 301 dollars:	<u><u>\$260,658</u></u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	18.1	18
Average teacher salary:	\$28,402	\$37,176
Beginning teacher salary:	\$24,500	\$26,516
Percentage of dollars spent in the classroom:	59.9%	57.7%

### Base Pay (\$52,132):

The District has budgeted an estimated base pay increase of \$1,181 per classroom teacher, counselor, and librarian. Monies are being paid out during the normal payroll cycle. To obtain the increase, employees are required to perform additional work such as obtaining additional training and developing curriculum. Only 15 other districts require employees to perform additional work to obtain base pay increases.

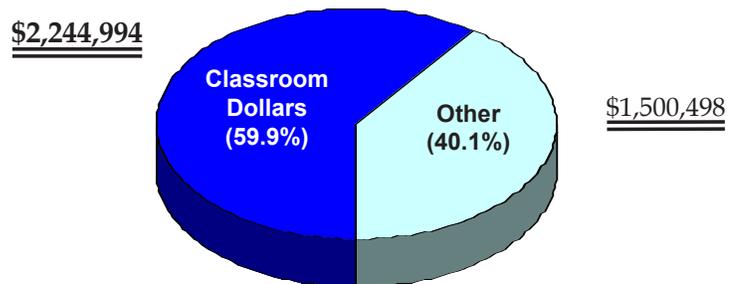
### Menu Options (\$104,263):

Classroom teachers and school principals decided to use menu monies for expenses associated with teacher development activities. The monies will also be used to pay each classroom teacher, counselor, and librarian \$200 per day to attend 6 days of training.

### Performance Pay (\$104,263):

The District's performance pay plan establishes goals relating to student achievement and teacher performance. Half of the available performance monies will be distributed if the percentage of students demonstrating one-year's academic progress on standardized tests increases, and if AIMS test scores improve by a specified amount. The District's ultimate goal is for student scores to be at the state average within 3 years. The other half of the monies will be paid to employees who receive performance evaluations indicating they are meeting or exceeding district expectations. By accomplishing all of these goals, classroom teachers, the counselor, and the librarian can earn approximately \$2,361 each. Monies will be paid out as goals are met.

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



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

# Pine Strawberry Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 209  
 Number of certified teachers: 15

## Proposition 301 Dollars

Base pay:	\$ 17,106
Performance pay:	34,211
Menu options:	<u>34,211</u>
Total Proposition 301 dollars:	<u>\$ 85,528</u>
Total budgeted expenditures for fiscal year 2002:	\$2,943,928

## Comparative Information

	District	State
Student/teacher ratio:	13.9	18
Average teacher salary:	\$30,991	\$37,176
Beginning teacher salary:	\$26,891	\$26,516
Percentage of dollars spent in the classroom:	51.5%	57.7%

### Base Pay (\$17,106):

The District has budgeted base pay increases of approximately \$900 for each of its 19 classroom teachers. Monies are being paid out monthly.

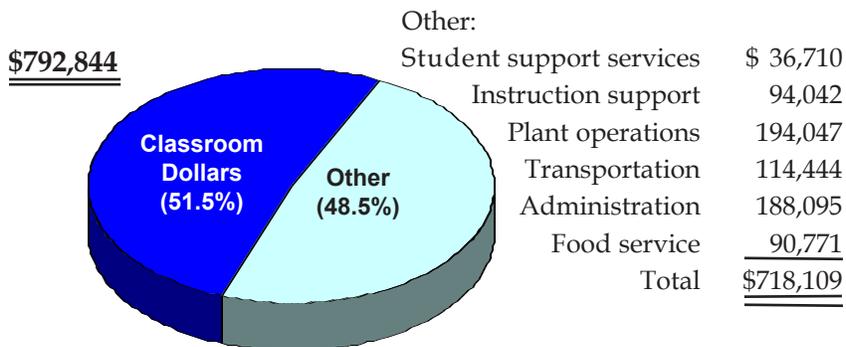
### Menu Options (\$34,211):

A committee of board members, district administrators, teachers, and school principals decided to use menu monies to compensate teachers who attend all of the staff development sessions provided by the District.

### Performance Pay (\$34,211):

The District has budgeted performance incentives of approximately \$1,800 per classroom teacher. To receive all of the monies, teachers must accomplish all four of the District's goals, which require that students demonstrate they have mastered certain writing skills, and require improved student achievement on standardized tests in reading, mathematics, and language arts. If all goals are not accomplished, performance pay amounts will be prorated. Monies will be distributed as goals are met.

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



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

# Piñon Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 1,570  
 Number of certified teachers: 71

## Proposition 301 Dollars

Base pay:	\$107,243
Performance pay:	214,487
Menu options:	214,487
Total Proposition 301 dollars:	<u>\$536,217</u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	22.1	18
Average teacher salary:	\$31,482	\$37,176
Beginning teacher salary:	\$27,000	\$26,516
Percentage of dollars spent in the classroom:	44.9%	57.7%

### Base Pay (\$107,243):

Base pay increases of approximately \$1,000 each are being paid to 104 classroom teachers, 1 counselor, and 1 librarian. Monies are being distributed during the normal payroll cycle.

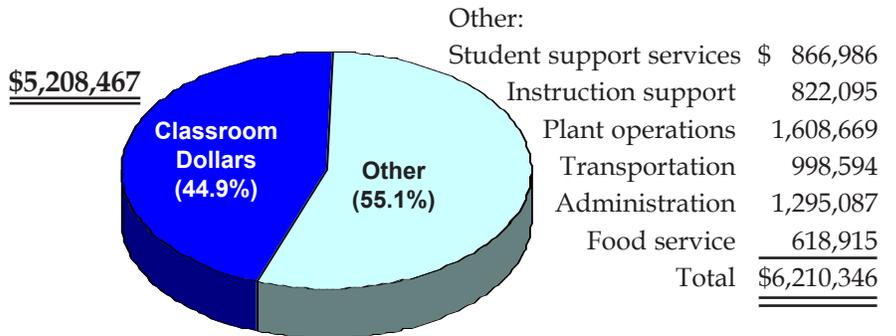
### Menu Options (\$214,487):

District administrators determined that menu monies would be used to increase base pay and benefits for classroom teachers, counselors, and librarians, and to hire additional teaching staff.

### Performance Pay (\$214,487):

The District's performance pay plan is focused on student achievement. Although goals vary somewhat among schools, each school has established goals designed to improve students' reading skills. Other common goals require teachers to integrate reading, writing, and mathematics into their lesson plans, and to improve student scores on standardized tests. If the goals are accomplished, classroom teachers, the counselor, and the librarian are expected to earn between \$1,700 and \$2,000 each. Monies will be distributed as goals are met.

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



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

# Pomerene Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 117  
 Number of certified teachers: 7

## Proposition 301 Dollars

Base pay:	\$	8,879
Performance pay:		17,758
Menu options:		17,758
Total Proposition 301 dollars:	\$	<u>44,395</u>
Total budgeted expenditures for fiscal year 2002:	\$	1,441,743

## Comparative Information

	District	State
Student/teacher ratio:	16.7	18
Average teacher salary:	\$37,159	\$37,176
Beginning teacher salary:	\$24,955	\$26,516
Percentage of dollars spent in the classroom:	56.9%	57.7%

### Base Pay (\$8,879):

Full-time classroom teachers are receiving base pay increases of approximately \$648 each. The increases are prorated for part-time teachers. Monies were to be distributed in December 2001 and May 2002.

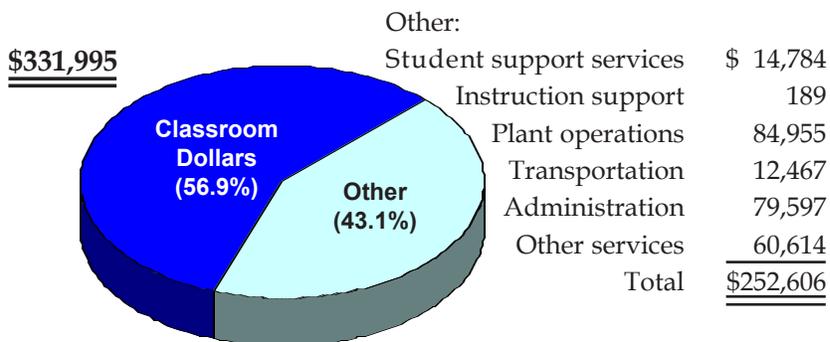
### Menu Options (\$17,758):

A committee of board members, district administrators, support staff, teachers, and school principals determined that menu monies would be used to compensate teachers for additional work. With prior approval by the superintendent, teachers can receive \$20 per hour for attending up to 2 days of workshops and trainings that are not part of the required 180 workdays. Teachers can also be compensated for work completed before and after the official workday and for taking on additional responsibilities such as coaching.

### Performance Pay (\$17,758):

Classroom teachers can earn between \$960 and \$1,560 each in performance incentives if goals are met. The District's plan earmarks \$800 per full-time teacher to be paid if 50 percent of students demonstrate one-year's academic progress on standardized tests. Teachers can earn another \$400 if 50 percent of surveys administered to teachers, students, and parents indicate satisfaction with the District. Further, the District will pay teachers \$60 for each educational credit earned, up to \$360.

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



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

# Prescott Unified School District

Grades served: PreK-12  
 Number of schools: 8  
 Students attending: 4,802  
 Number of certified teachers: 257

## Proposition 301 Dollars

Base pay:	\$ 312,764
Performance pay:	625,528
Menu options:	<u>625,528</u>
Total Proposition 301 dollars:	<u><u>\$ 1,563,820</u></u>
Total budgeted expenditures for fiscal year 2002:	\$36,468,607

## Comparative Information

	District	State
Student/teacher ratio:	18.7	18
Average teacher salary:	\$35,164	\$37,176
Beginning teacher salary:	\$24,000	\$26,516
Percentage of dollars spent in the classroom:	61.3%	57.7%

### Base Pay (\$312,764):

Base pay increases, estimated to be between \$685 and \$1,261 per eligible employee, depending on experience, are being distributed during the normal payroll cycle. Those receiving pay increases include 293 classroom teachers, 8 counselors, 1 librarian, 1 occupational therapist, and 1 physical therapist.

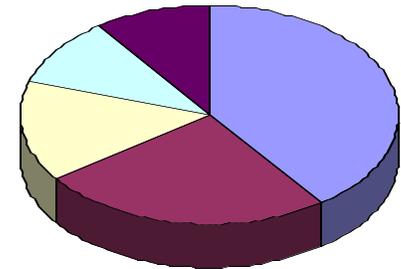
### Menu Options (\$625,528):

Site councils determined how the District would allocate menu monies. Most of the monies, 70 percent, will be used to increase salaries and pay health insurance costs for the District's classroom teachers, counselors, librarian, and occupational and physical therapists. Remaining monies will be used to hire a teacher to reduce class sizes, hire staff for dropout prevention programs, and pay for teacher development activities.

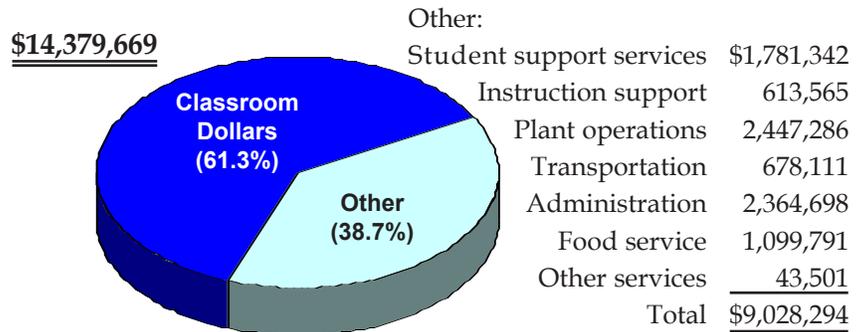
### Performance Pay (\$625,528):

Performance pay, estimated to be \$1,778 per eligible employee, will be distributed at the end of the 2002 school year. Board members, district administrators, classroom teachers, school principals, and parents developed the pay plan, which incorporates goals in several areas. Specific goals relate to such things as student achievement on standardized tests, reading examinations, and portfolio work; parent contacts through newsletters, surveys, and e-mail; and teacher participation on committees and in workshops.

#### 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*.

# Quartzsite Elementary School District

Grades served: PreK-8  
 Number of schools: 2  
 Students attending: 314  
 Number of certified teachers: 16

## Proposition 301 Dollars

Base pay:	\$ 22,855
Performance pay:	45,710
Menu options:	<u>45,710</u>
Total Proposition 301 dollars:	<u>\$ 114,275</u>
Total budgeted expenditures for fiscal year 2002:	\$2,851,324

## Comparative Information

	District	State
Student/teacher ratio:	19.6	18
Average teacher salary:	\$34,442	\$37,176
Beginning teacher salary:	\$26,820	\$26,516
Percentage of dollars spent in the classroom:	47.3%	57.7%

### Base Pay (\$22,855):

The District's 16 classroom teachers are receiving base pay increases, estimated at \$1,418 each, paid at the end of each semester.

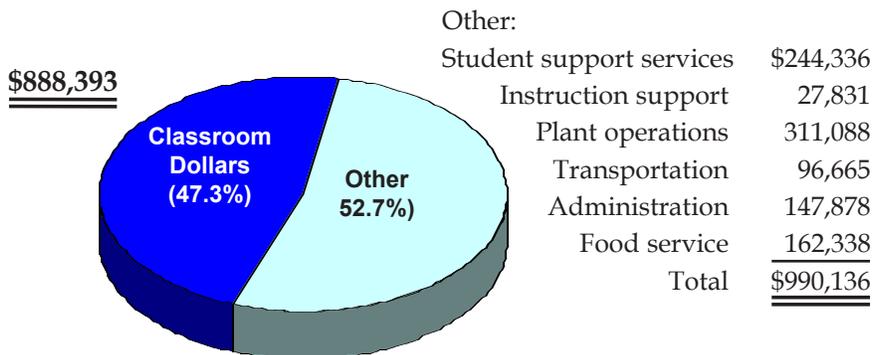
### Menu Options (\$45,710):

A committee of board members, district administrators, and teachers determined that menu monies will be used to increase classroom teacher compensation. Monies will be paid as a stipend at the end of each semester.

### Performance Pay (\$45,710):

Classroom teachers can earn an estimated \$2,837 each in performance pay if, at the end of each semester, they are performing all duties and delivering instruction in a satisfactory manner, as indicated by the latest teacher evaluations.

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



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

# Queen Creek Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 1,521  
 Number of certified teachers: 92

## Proposition 301 Dollars

Base pay:	\$ 102,521
Performance pay:	205,043
Menu options:	<u>205,043</u>
Total Proposition 301 dollars:	<u>\$ 512,607</u>
Total budgeted expenditures for fiscal year 2002:	\$41,903,985

## Comparative Information

	District	State
Student/teacher ratio:	16.5	18
Average teacher salary:	\$29,131	\$37,176
Beginning teacher salary:	\$29,000	\$26,516
Percentage of dollars spent in the classroom:	50.5%	57.7%

### Base Pay (\$102,521):

The District indicated base pay increases, estimated to be approximately \$1,000 each, will be paid to the District's 113 classroom teachers, 3 counselors, and librarian in their regular paychecks. The District is also using base pay monies to increase starting pay levels.

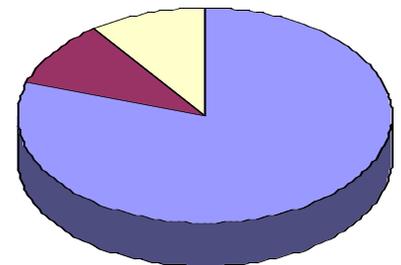
### Menu Options (\$205,043):

A committee of support staff, district administrators, and school principals determined that menu monies would be used to increase base pay for the District's classroom teachers, counselors, and librarian.

### Performance Pay (\$205,043):

Performance pay, estimated to be \$1,000 per eligible employee, will be distributed in July 2002 to employees who accomplish performance goals. The district plan focuses on student achievement, as measured by standardized tests. Other goals relate to parental satisfaction and teacher development.

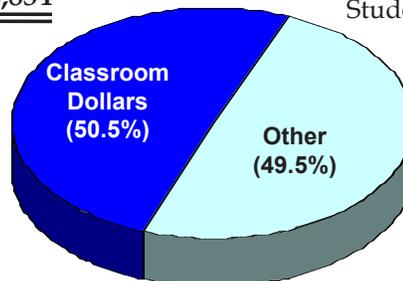
What Is the Plan Based On?



- Student achievement (80%)
- Parental satisfaction (10%)
- Teacher development (10%)

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

\$4,328,854



Other:

Student support services	\$ 465,037
Instruction support	299,744
Plant operations	1,153,822
Transportation	601,926
Administration	1,141,527
Food service	<u>758,419</u>
Total	<u>\$4,420,475</u>

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

# Rainbow Accommodation School District

Grades served: PreK-12  
 Number of schools: 1  
 Students attending: 10  
 Number of certified teachers: 1

## Proposition 301 Dollars

Base pay:	\$ 725
Performance pay:	1,450
Menu options:	1,450
<b>Total Proposition 301 dollars:</b>	<b><u>\$ 3,625</u></b>
Total budgeted expenditures for fiscal year 2002:	\$332,652

## Comparative Information

	District	State
Student/teacher ratio:	9.5	18
Average teacher salary:	\$19,500	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	60.7%	57.7%

### Base Pay (\$725):

The District's one teacher is eligible for a base pay increase, estimated at \$684. Monies are being paid during the normal payroll cycle.

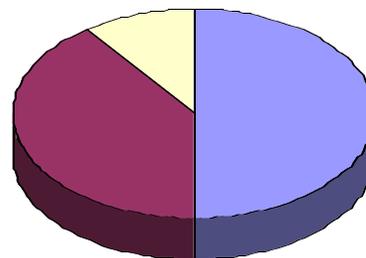
### Menu Options (\$1,450):

Board members and district administrators determined menu monies would be used to increase teacher compensation.

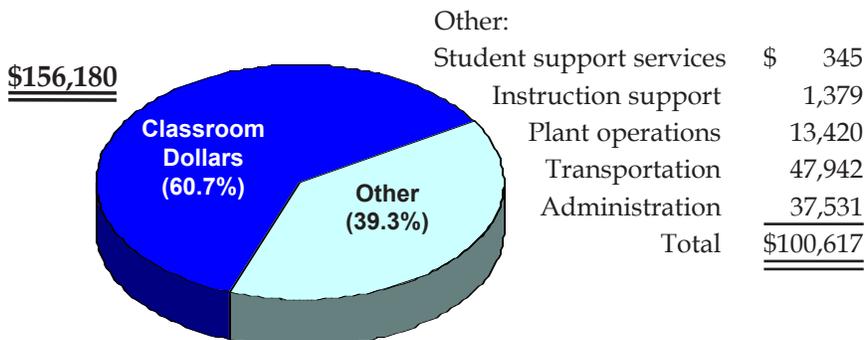
### Performance Pay (\$1,450):

The teacher is eligible for performance pay of approximately \$1,369 if goals are met. Goals relate to student achievement, teacher development, and teacher performance. For example, the teacher is required to complete 15 hours of professional development during the year, and to maintain appropriate student records.

#### 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*.

# Ray Unified School District

Grades served: PreK-12  
 Number of schools: 3  
 Students attending: 681  
 Number of certified teachers: 52

## Proposition 301 Dollars

Base pay:	\$ 50,426
Performance pay:	100,853
Menu options:	<u>100,853</u>
Total Proposition 301 dollars:	<u><u>\$252,132</u></u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	13.1	18
Average teacher salary:	\$32,748	\$37,176
Beginning teacher salary:	\$26,950	\$26,516
Percentage of dollars spent in the classroom:	55%	57.7%

### Base Pay (\$50,426):

Base pay increases, estimated to be between \$831 and \$1,054 per eligible employee, will be distributed during the normal payroll cycle. Eligible employees include the District's classroom teachers, counselor, and librarian.

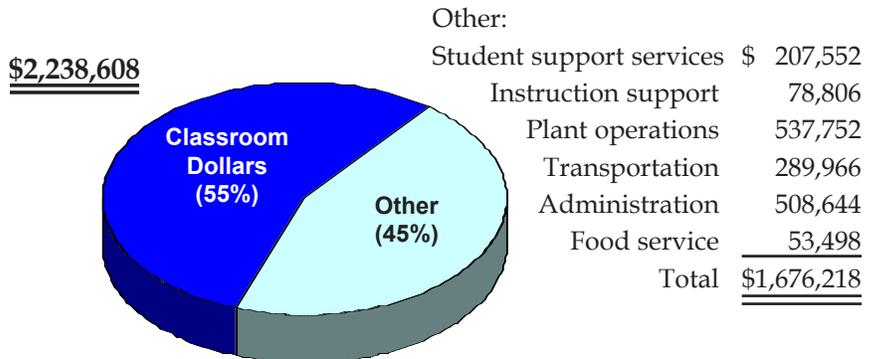
### Menu Options (\$100,853):

Teachers and school principals determined that 60 percent of menu monies would be spent for AIMS intervention activities, such as tutoring, and for teacher development. The remaining monies were allocated to schools to spend at their discretion.

### Performance Pay (\$100,853):

The District's classroom teachers, counselor, and librarian are eligible to participate in the performance pay plan, and can earn between \$1,732 and \$2,109 each if goals are met. Goals vary somewhat between the District's schools; however, all schools will reward employees for successfully implementing the Six Trait Writing program. The elementary and primary schools also have school improvement goals that promote such things as student attendance, punctuality, and preparation for classes. The high school will reward teachers for successfully implementing a sustained silent reading program designed to improve student reading skills.

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



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

# Red Mesa Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 866  
 Number of certified teachers: 55

## Proposition 301 Dollars

Base pay:	\$ 62,074
Performance pay:	124,148
Menu options:	124,148
<b>Total Proposition 301 dollars:</b>	<b>\$ 310,370</b>
Total budgeted expenditures for fiscal year 2002:	\$29,693,014

## Comparative Information

	District	State
Student/teacher ratio:	15.7	18
Average teacher salary:	\$30,396	\$37,176
Beginning teacher salary:	\$28,000	\$26,516
Percentage of dollars spent in the classroom:	43.6%	57.7%

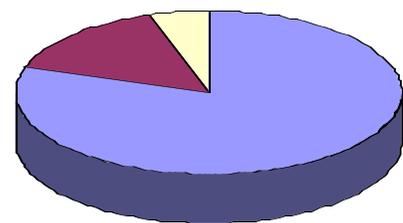
### Base Pay (\$62,074):

Classroom teachers, counselors, librarians, and certified staff who are not administrators are eligible to receive base pay increases. These same types of employees are also eligible to receive performance pay and compensation from menu monies. Base pay increases vary, based on experience, but are estimated to average about \$940 each. Monies are being paid out during the normal payroll cycle.

### Performance Pay (\$124,148):

The District's performance pay plan is primarily focused on improving student reading skills as measured by the State's AIMS test and other assessments. Other goals encourage employees to obtain endorsements in areas such as bilingual education, gifted education, and reading. Under the plan, employees can also be rewarded for taking on additional responsibilities.

#### What Is the Plan Based On?

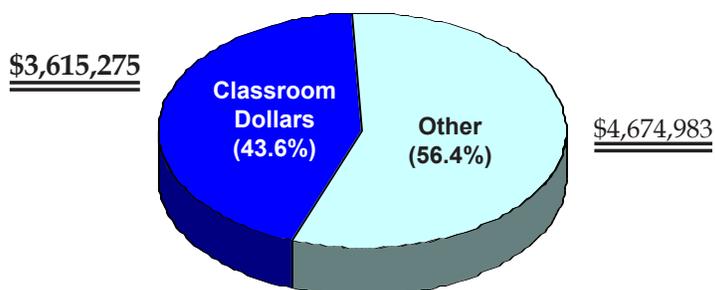


- Student achievement (80%)
- Teacher development (15%)
- Additional responsibility (5%)

### Menu Options (\$124,148):

A committee of district administrators, teachers, and school principals determined that all menu monies will be used to increase employee base pay.

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



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

# Red Rock Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 77  
 Number of certified teachers: 6

## Proposition 301 Dollars

Base pay:	\$ 5,831
Performance pay:	11,663
Menu options:	<u>11,663</u>
Total Proposition 301 dollars:	<u><u>\$29,157</u></u>
 Total budgeted expenditures for fiscal year 2002:	 NA

## Comparative Information

	District	State
Student/teacher ratio:	12.8	18
Average teacher salary:	\$35,368	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	58.5%	57.7%

### Base Pay (\$5,831):

Base pay increases for the District's six classroom teachers and one speech therapist are estimated to be between \$500 and \$832 each. Base pay monies were divided equally, but are prorated for employees who are not full-time. Monies are being distributed quarterly.

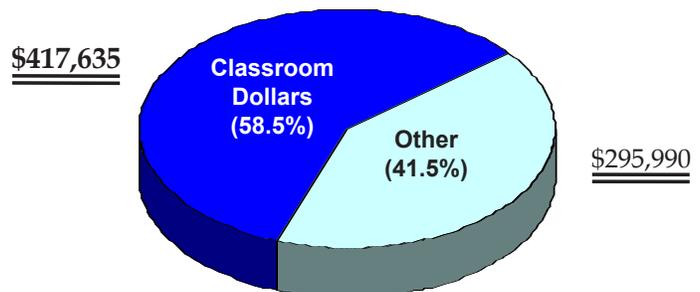
### Menu Options (\$11,663):

Board members, district administrators, and school principals decided to hire a teachers' aide with menu monies to reduce class sizes.

### Performance Pay (\$11,663):

Classroom teachers, teachers' aides, and the speech therapist are eligible to participate in the performance pay plan. The plan allocates half of available monies based on student-achievement goals. Standardized tests will be used to measure the progress of students who are proficient in English. Other students' progress will be evaluated by a committee consisting of the classroom teacher, a bilingual employee, and an administrator. The remaining monies will be used to reward employees if parents indicate they are satisfied with the school, and if communication with parents is increased. Employees must also receive satisfactory performance evaluations to receive performance pay. Earnings, estimated to be between \$750 and \$1,250 per employee, will be paid out in June 2002 if goals are met.

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



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

# Riverside Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 198  
 Number of certified teachers: 12

## Proposition 301 Dollars

Base pay:	\$	14,758
Performance pay:		29,516
Menu options:		29,516
Total Proposition 301 dollars:	\$	<u>73,790</u>
Total budgeted expenditures for fiscal year 2002:	\$	12,397,047

## Comparative Information

	District	State
Student/teacher ratio:	16.5	18
Average teacher salary:	\$33,133	\$37,176
Beginning teacher salary:	\$30,132	\$26,516
Percentage of dollars spent in the classroom:	48.5%	57.7%

### Base Pay (\$14,758):

Classroom teachers are receiving base pay increases of approximately \$1,094 each in their regular paychecks.

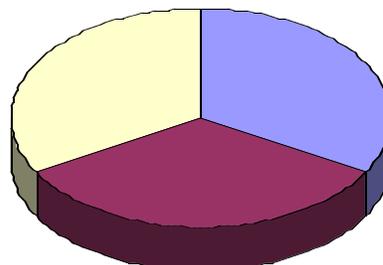
### Menu Options (\$29,516):

District administrators decided to hire a teacher with menu monies to reduce class sizes.

### Performance Pay (\$29,516):

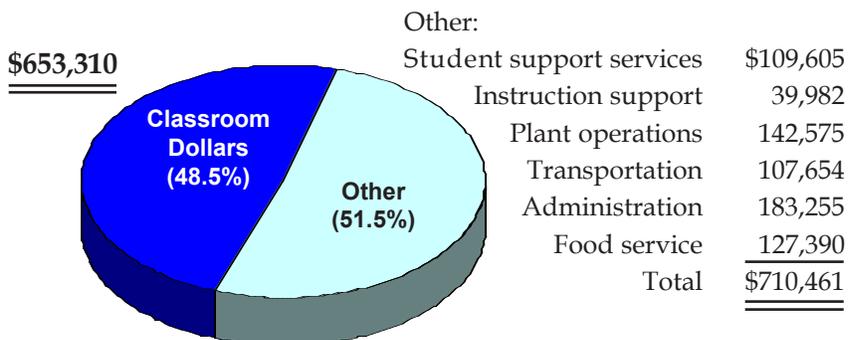
Classroom teachers could earn an additional \$2,036 each if they accomplish performance goals. The District's plan includes three goals: improved student reading scores; participation in training courses or college classes; and high levels of parental participation in parent/teacher conferences.

### What Is the Plan Based On?



- Student achievement (33.3%)
- Parent involvement (33.3%)
- Teacher development (33.3%)

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



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

# Roosevelt Elementary School District

Grades served: PreK-8  
 Number of schools: 20  
 Students attending: 10,840  
 Number of certified teachers: 665

## Proposition 301 Dollars

Base pay:	\$ 684,731
Performance pay:	1,369,461
Menu options:	<u>1,369,461</u>
Total Proposition 301 dollars:	<u><u>\$ 3,423,653</u></u>
Total budgeted expenditures for fiscal year 2002:	\$100,327,329

## Comparative Information

	District	State
Student/teacher ratio:	16.3	18
Average teacher salary:	\$33,497	\$37,176
Beginning teacher salary:	\$29,200	\$26,516
Percentage of dollars spent in the classroom:	55.9%	57.7%

### Base Pay (\$684,731):

The District indicated its 630 classroom teachers, 20 librarians, and 1 counselor are eligible for base pay increases of approximately \$1,060 each. Monies are being paid out during the normal payroll cycle.

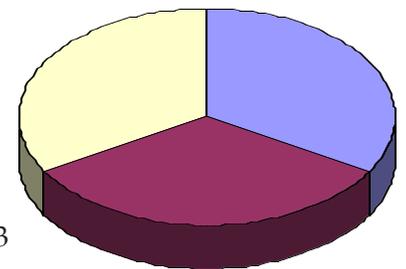
### Menu Options (\$1,369,461):

A committee of board members, support staff, district administrators, teachers, and school principals determined that 90 percent of menu monies would be used to increase compensation for teachers, counselors, and librarians. The remaining monies are allocated to schools for supplies.

### Performance Pay (\$1,369,461):

The District's performance pay plan calls for schools to submit action plans that include student achievement, teacher development, and school improvement goals that are focused on improving students' reading skills. Eligible employees can earn an estimated \$2,120 each if the school goals are met. However, to receive 2002 performance pay, employees are required to be employed by the District for the 2003 school year.

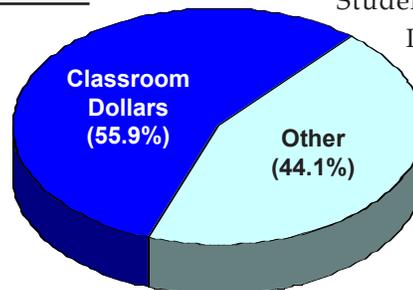
### What Is the Plan Based On?



- Student achievement (33.3%)
- Teacher development (33.3%)
- School improvement (33.3%)

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

\$37,897,176



Other:

Student support services	\$ 1,958,814
Instruction support	3,444,938
Plant operations	9,047,904
Transportation	1,707,277
Administration	8,794,035
Food service	4,833,035
Other services	<u>26,376</u>
<b>Total</b>	<u><u>\$29,812,379</u></u>

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

# Round Valley Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 1,482  
 Number of certified teachers: 87

## Proposition 301 Dollars

Base pay:	\$ 106,357
Performance pay:	212,714
Menu options:	<u>212,714</u>
Total Proposition 301 dollars:	<u><u>\$ 531,785</u></u>
Total budgeted expenditures for fiscal year 2002:	\$16,525,591

## Comparative Information

	District	State
Student/teacher ratio:	17	18
Average teacher salary:	\$32,258	\$37,176
Beginning teacher salary:	\$25,557	\$26,516
Percentage of dollars spent in the classroom:	58.3%	57.7%

### Base Pay (\$106,357):

Pay increases of approximately \$785 each are paid to the District's 95 classroom teachers, 2 counselors, 1 librarian, and 1 speech therapist during the normal payroll cycle. These same employees are also eligible for compensation increases from menu monies.

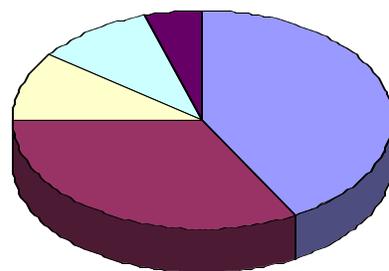
### Menu Options (\$212,714):

District administrators and school principals determined that all menu monies will be used to increase base pay for eligible employees.

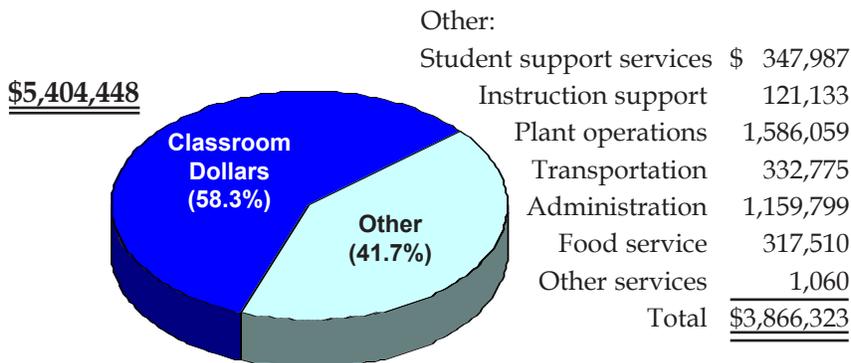
### Performance Pay (\$212,714):

Performance pay, estimated to be \$1,570 per eligible employee, will be distributed in a separate check at the end of the 2002 school year if goals are met. District administrators, teachers, and school principals developed the pay plan. Specific goals vary by school, but may incorporate measures such as student test scores and attendance rates; communication with parents; and additional duties such as tutoring, work on school committees, and involvement in extracurricular activities.

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*.

# Sacaton Elementary School District

Grades served: PreK-8  
 Number of schools: 2  
 Students attending: 563  
 Number of certified teachers: 42

## Proposition 301 Dollars

Base pay:	\$	36,882
Performance pay:		73,764
Menu options:		73,764
Total Proposition 301 dollars:	\$	<u>184,410</u>
Total budgeted expenditures for fiscal year 2002:		\$11,143,761

## Comparative Information

	District	State
Student/teacher ratio:	13.4	18
Average teacher salary:	\$30,249	\$37,176
Beginning teacher salary:	\$25,300	\$26,516
Percentage of dollars spent in the classroom:	45.5%	57.7%

The District's Proposition 301 questionnaire was not returned to the Office of the Auditor General in time to be included in this report. Information about performance pay and menu options was obtained from the District's Proposition 301 spending plan.

### Performance Pay (\$73,764):

The District's performance pay plan rewards teachers for such things as using 12 or fewer sick-leave hours per semester; receiving performance ratings of "effective" or "outstanding"; and acting as grade-level representatives or chairing committees. Monies are distributed as semester-end and year-end bonuses.

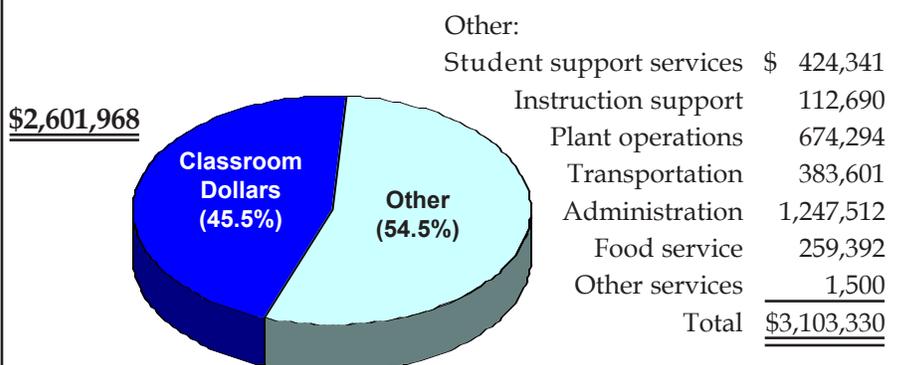
### Base Pay (\$36,882):

Information not available.

### Menu Options (\$73,764):

The District plans to use menu monies to hire two full-time substitute teachers, and to increase substitute pay to \$100 per day. Monies will also be used to compensate teachers for lost classroom preparation time, and to "buy back" sick leave from employees who have accumulated 1,000 hours or more. Those employees would be able to receive payment for up to 10 sick-leave days per year at \$100 per day. In addition, the District hopes to use the monies to increase personal-leave hours to 24 per year.

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



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

# Saddle Mountain Unified School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 407  
 Number of certified teachers: 22

## Proposition 301 Dollars

Base pay:	\$ 28,980
Performance pay:	57,960
Menu options:	57,960
<b>Total Proposition 301 dollars:</b>	<b>\$ 144,900</b>
Total budgeted expenditures for fiscal year 2002:	\$5,584,211

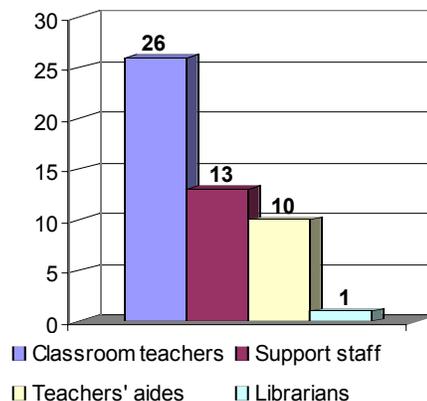
## Comparative Information

	District	State
Student/teacher ratio:	18.5	18
Average teacher salary:	\$31,239	\$37,176
Beginning teacher salary:	\$27,342	\$26,516
Percentage of dollars spent in the classroom:	52.6%	57.7%

### Base Pay (\$28,980):

Base pay increases, which will total approximately \$1,115, will be paid quarterly to each of 26 classroom teachers.

Who's Receiving Pay Increases?



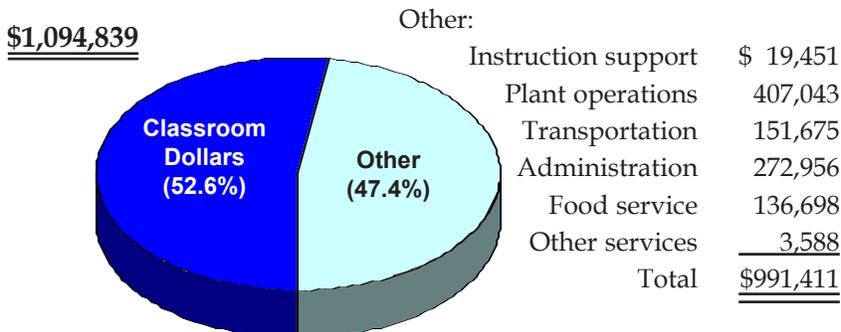
### Performance Pay (\$57,960):

The District's performance pay plan focuses on teacher performance on 20 different components. Possible ratings include "Unsatisfactory," "Basic," and "Proficient." Classroom teachers will receive between 20 percent and 100 percent of available performance incentives, up to an estimated \$2,230 each, depending on the ratings they receive.

### Menu Options (\$57,960):

A committee of district administrators, teachers, and support staff, determined how the District would allocate menu monies. Under the plan, 75 percent of monies will be used to provide compensation increases and performance pay incentives for improving student reading skills. The District indicated that 13 support staff, in addition to classroom teachers, teachers' aides, and librarians are eligible for menu money pay increases. Support staff include office staff and maintenance, custodial, transportation, and food service workers. The remaining monies will be used to provide after-school tutoring to students and for teacher development activities.

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



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

# Safford Unified School District

Grades served: PreK-12  
 Number of schools: 6  
 Students attending: 2,792  
 Number of certified teachers: 148

## Proposition 301 Dollars

Base pay:	\$	185,569
Performance pay:		371,139
Menu options:		<u>371,139</u>
Total Proposition 301 dollars:	\$	<u><u>927,847</u></u>
Total budgeted expenditures for fiscal year 2002:		\$27,912,765

## Comparative Information

	District	State
Student/teacher ratio:	18.9	18
Average teacher salary:	\$32,448	\$37,176
Beginning teacher salary:	\$22,500	\$26,516
Percentage of dollars spent in the classroom:	58.3%	57.7%

### Base Pay (\$185,569):

Base pay increases of approximately \$1,017 are paid to each classroom teacher, counselor, and librarian during the normal payroll cycle. These same types of employees are eligible for performance pay and compensation from menu monies.

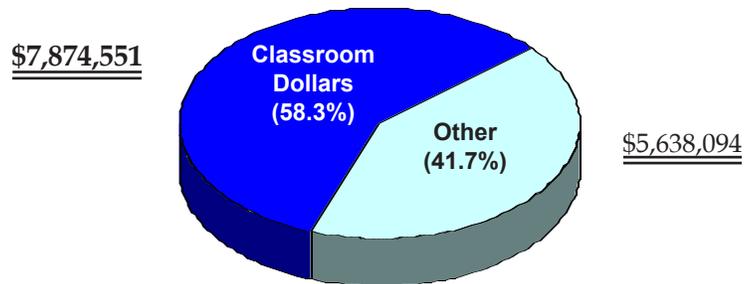
### Menu Options (\$371,139):

A committee of board members, district administrators, teachers, school principals, and parents determined how the District would allocate menu monies. The monies will be used to increase salary and benefits for eligible employees who demonstrate technology-related competencies. For example, employees must demonstrate effective use of computers and software programs; understanding of legal issues, such as copyright laws; and operation of copy machines and overhead projectors.

### Performance Pay (\$371,139):

Performance pay, estimated to be \$2,034 per eligible employee, will be distributed with the 2002 school year's final paycheck. To receive these monies, eligible employees must accomplish individual goals related to student academic achievement.

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



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

# Sahuarita Unified School District

Grades served: PreK-12  
 Number of schools: 5  
 Students attending: 1,939  
 Number of certified teachers: 119

## Proposition 301 Dollars

Base pay:	\$ 126,993
Performance pay:	253,985
Menu options:	253,985
<b>Total Proposition 301 dollars:</b>	<b>\$ 634,963</b>
Total budgeted expenditures for fiscal year 2002:	\$16,392,268

## Comparative Information

	District	State
Student/teacher ratio:	16.3	18
Average teacher salary:	\$30,670	\$37,176
Beginning teacher salary:	\$24,650	\$26,516
Percentage of dollars spent in the classroom:	50.3%	57.7%

### Base Pay (\$126,993):

Base pay increases of approximately \$800 are being paid to each of 125 classroom teachers, 4 counselors, 1 librarian, and 4 other employees, including speech and language therapists and psychologists. These employees are also eligible for performance pay and compensation from menu monies.

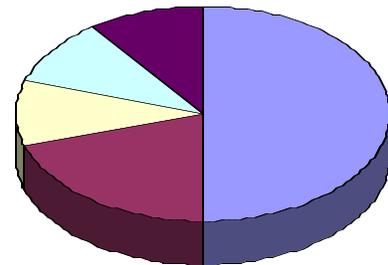
### Menu Options (\$253,985):

A committee of district administrators, teachers, and school principals participated in determining how the District would allocate menu monies. The monies will primarily be used to increase salaries and benefits for eligible employees. In addition, the District plans to compensate the psychologist for participating in after-school AIMS intervention and dropout prevention programs.

### Performance Pay (\$253,985):

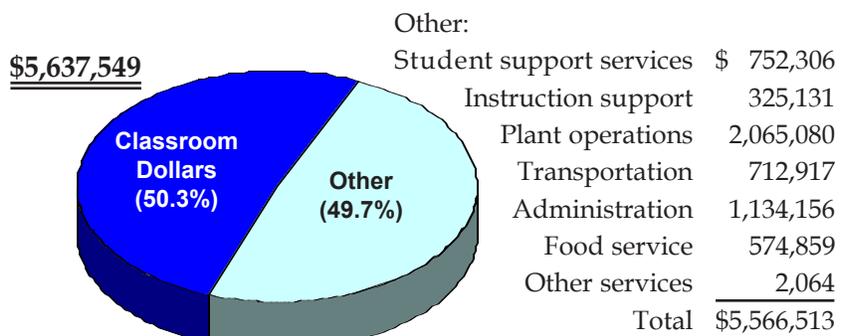
Performance pay, estimated to be \$1,600 per eligible employee, will be distributed with the 2002 school year's final paycheck. To receive these monies, eligible employees must accomplish goals in five areas, as shown in the figure. Specific goals require employees to administer student assessments and submit scores; increase professional development by attending workshops, observing classes, or obtaining additional certifications or endorsements; take on additional responsibilities such as tutoring or sponsoring student clubs; and create plans for increasing student attendance. In addition, employees must not be on a plan for improvement.

What Is the Plan Based On?



- Performance evaluation (50%)
- Student assessment (20%)
- Professional development (10%)
- Additional responsibility (10%)
- Student attendance (10%)

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



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

# Salome Consolidated School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 108  
 Number of certified teachers: 10

## Proposition 301 Dollars

Base pay:	\$ 8,246
Performance pay:	16,493
Menu options:	<u>16,493</u>
Total Proposition 301 dollars:	<u><u>\$ 41,232</u></u>
Total budgeted expenditures for fiscal year 2002:	\$1,388,067

## Comparative Information

	District	State
Student/teacher ratio:	10.8	18
Average teacher salary:	\$34,250	\$37,176
Beginning teacher salary:	\$25,900	\$26,516
Percentage of dollars spent in the classroom:	48.9%	57.7%

### Base Pay (\$8,246):

Base pay increases of approximately \$614 are paid to each of 11 classroom teachers at the end of the second and fourth quarters of the school year.

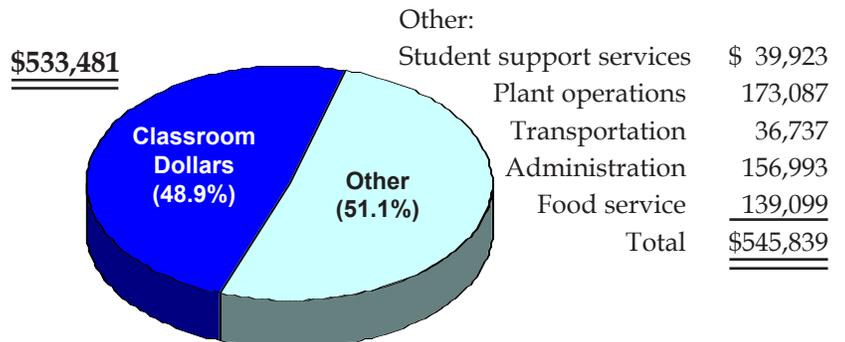
### Menu Options (\$16,493):

District administrators decided to use all menu monies to increase classroom teacher compensation.

### Performance Pay (\$16,493):

Performance pay, estimated to total \$1,228 per classroom teacher, will be distributed at the end of the second and fourth school quarters to teachers whose performance evaluations are satisfactory.

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



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

# San Carlos Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 1,463  
 Number of certified teachers: 91

## Proposition 301 Dollars

Base pay:	\$ 97,916
Performance pay:	195,831
Menu options:	<u>195,831</u>
Total Proposition 301 dollars:	<u>\$ 489,578</u>
Total budgeted expenditures for fiscal year 2002:	\$40,979,988

## Comparative Information

	District	State
Student/teacher ratio:	16.1	18
Average teacher salary:	\$29,289	\$37,176
Beginning teacher salary:	\$25,232	\$26,516
Percentage of dollars spent in the classroom:	48.7%	57.7%

### Base Pay (\$97,916):

Classroom teachers, counselors, and librarians are eligible for base pay increases estimated to be between \$705 and \$729 each.

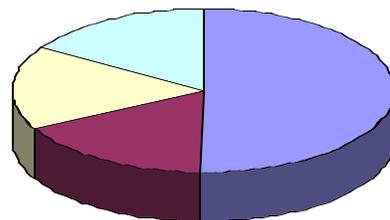
### Menu Options (\$195,831):

A committee of board members, district administrators, teachers, and school principals decided to use menu monies to increase salary and benefits for eligible employees.

### Performance Pay (\$195,831):

Performance pay, estimated to be \$1,480 per eligible employee, will be paid in June 2002 after a review of goals is completed. To receive the monies, classroom teachers, counselors, and librarians must accomplish goals in four areas. Although specific goals vary by school, some examples include improving student performance on standardized tests; achieving an 80 percent approval rating from parents; increasing student and teacher attendance; and improving the dropout rate by 1 percent.

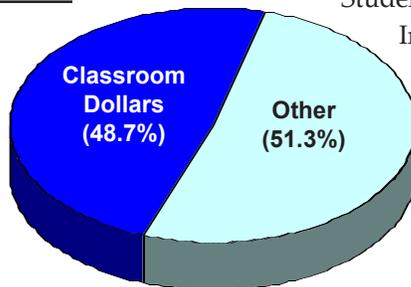
#### What Is the Plan Based On?



- Student achievement (50%)
- Parental satisfaction (16.7%)
- Student / teacher attendance (16.7%)
- Dropout rate (16.6%)

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

\$5,011,681



Other:

Student support services	\$ 680,454
Instruction support	259,658
Plant operations	1,482,442
Transportation	517,083
Administration	1,736,018
Food service	<u>600,859</u>
<b>Total</b>	<u><b>\$5,276,514</b></u>

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

# San Fernando Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 26  
 Number of certified teachers: 3

## Proposition 301 Dollars

Base pay:	\$ 2,222
Performance pay:	4,444
Menu options:	<u>4,444</u>
Total Proposition 301 dollars:	<u><u>\$11,110</u></u>
 Total budgeted expenditures for fiscal year 2002:	 NA

## Comparative Information

	District	State
Student/teacher ratio:	8.6	18
Average teacher salary:	\$25,250	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	45.5%	57.7%

### Base Pay (\$2,222):

The District has allocated a base pay increase of approximately \$926 per eligible employee. Actual amounts will vary depending on whether an employee works part-time or full-time. All classroom teachers are eligible for the base pay stipend, which will be paid in two installments.

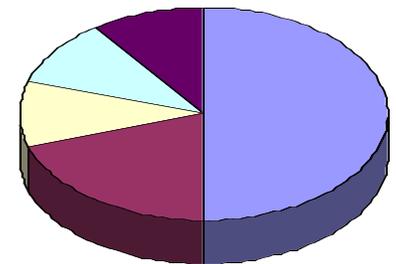
### Menu Options (\$4,444):

A committee of board members, support staff, and teachers determined that all menu monies would be used to increase classroom teacher compensation.

### Performance Pay (\$4,444):

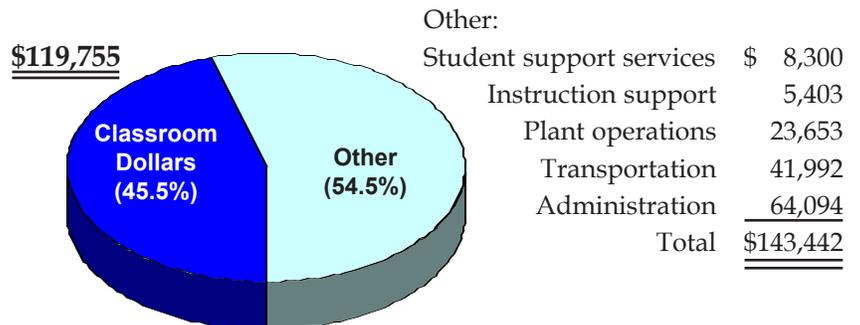
Classroom teachers who accomplish performance goals can each earn an estimated \$1,638 in performance pay incentives. A committee of board members, support staff, and teachers developed the performance pay plan, which incorporates goals in a number of categories. Specific goals include a requirement for teachers to receive satisfactory performance evaluations. Monies will be paid out at the end of the 2002 school year.

#### What Is the Plan Based On?



- Teacher evaluation (50%)
- District improvement (20%)
- Additional teacher responsibilities (10%)
- Student attendance (10%)
- Teacher development (10%)

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



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

# San Simon Unified School District

Grades served: PreK-12  
 Number of schools: 2  
 Students attending: 130  
 Number of certified teachers: 16

## Proposition 301 Dollars

Base pay:	\$10,773
Performance pay:	21,546
Menu options:	<u>21,546</u>
Total Proposition 301 dollars:	<u><u>\$53,865</u></u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	8.1	18
Average teacher salary:	\$48,997	\$37,176
Beginning teacher salary:	\$23,500	\$26,516
Percentage of dollars spent in the classroom:	52.2%	57.7%

### Base Pay (\$10,773):

The District increased base pay by \$500 for each eligible employee. Eligible employees include 16 classroom teachers, a counselor, and a librarian. All increases will be paid during the normal payroll cycle.

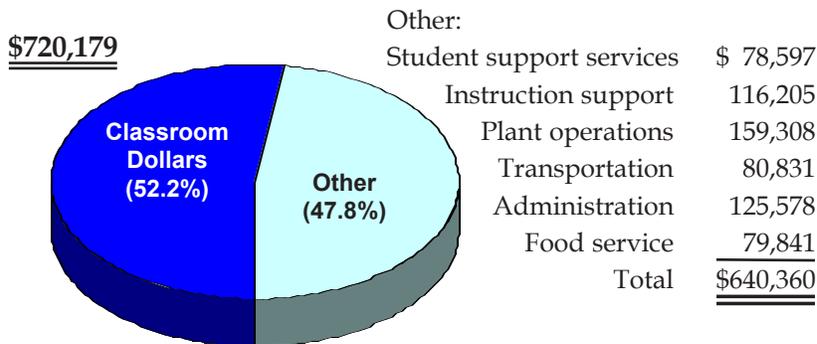
### Menu Options (\$21,546):

A committee comprised of district administrators, school principals, teachers, and support staff determined that menu monies would be divided equally between additional compensation and teacher development. Classroom teachers, teachers' aides, counselors, and librarians are required to attend professional development and curriculum workshops to be eligible for the additional compensation.

### Performance Pay (\$21,546):

Classroom teachers, counselors, librarians, and teachers' aides can earn up to \$1,000 each in performance pay. To be eligible, employees must be under contract to return to work with the District for the 2003 school year. Only 24 other districts have a similar requirement. All performance pay will be included in employees' first paychecks when they return for the 2003 school year. The performance pay plan is based equally on student achievement and parental satisfaction goals. Employees are rewarded if students, on average, achieve one-year's academic progress on at least 27 of 33 standardized test subsections. Performance pay can also be earned if at least 75 percent of parent satisfaction surveys rate schools as either "Excellent" or "Satisfactory."

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



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

# Sanders Unified School District

Grades served: PreK-12  
 Number of schools: 3  
 Students attending: 1,156  
 Number of certified teachers: 75

## Proposition 301 Dollars

Base pay:	\$	80,339
Performance pay:		160,677
Menu options:		<u>160,677</u>
Total Proposition 301 dollars:	\$	<u><u>401,693</u></u>
Total budgeted expenditures for fiscal year 2002:	\$	24,219,593

## Comparative Information

	District	State
Student/teacher ratio:	15.4	18
Average teacher salary:	\$30,677	\$37,176
Beginning teacher salary:	\$25,000	\$26,516
Percentage of dollars spent in the classroom:	41.3%	57.7%

### Base Pay (\$80,339):

The District increased base salaries by approximately \$750 for each classroom teacher, counselor, and librarian. A total of 85 employees are eligible for the increase. Base pay increases are paid during the normal payroll cycle.

### Menu Options (\$160,677):

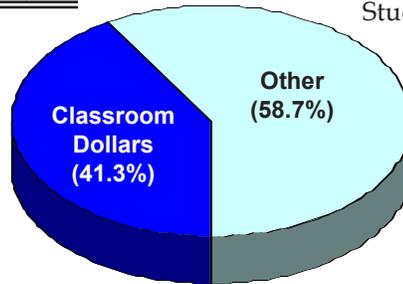
A committee consisting of board members, district administrators, school principals, and teachers determined how the menu monies would be allocated. The committee elected to use 80 percent of the menu monies for classroom teacher, counselor, and librarian compensation increases. The remaining 20 percent of menu monies will be used to pay eligible employees \$200 per semester for acquiring and demonstrating new skills.

### Performance Pay (\$160,677):

The District has budgeted an average of \$1,789 in performance pay for each classroom teacher, librarian, and counselor. Eligible employees have several ways to earn this additional pay. First, they can participate in different teacher development programs to acquire additional certifications and endorsements. Second, they can take on additional responsibilities, such as leading after-school extracurricular activities and tutoring or mentoring programs. Third, employees at each school can be rewarded if the school meets its particular student achievement goal. Student achievement goals are based on improving standardized test scores. Performance pay monies are distributed monthly as goals are achieved.

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

\$4,087,455



Other:

Student support services	\$	396,001
Instruction support		787,817
Plant operations		1,407,770
Transportation		728,095
Administration		1,241,759
Other services		<u>1,091,840</u>
<b>Total</b>		<u><u>\$5,653,282</u></u>

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

# Santa Cruz Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 100  
 Number of certified teachers: 8

## Proposition 301 Dollars

Base pay:	\$ 7,632
Performance pay:	15,264
Menu options:	<u>15,264</u>
Total Proposition 301 dollars:	<u>\$ 38,160</u>
Total budgeted expenditures for fiscal year 2002:	\$1,291,444

## Comparative Information

	District	State
Student/teacher ratio:	12.5	18
Average teacher salary:	\$35,882	\$37,176
Beginning teacher salary:	\$24,765	\$26,516
Percentage of dollars spent in the classroom:	68.6%	57.7%

### Base Pay (\$7,632):

The District divided the base pay monies equally among ten classroom teachers. Each eligible employee is receiving approximately \$763, which is paid out during the normal payroll cycle.

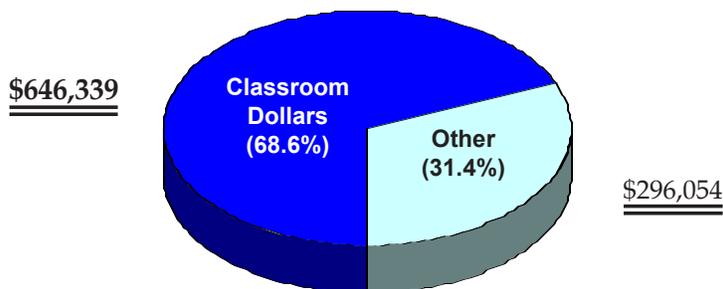
### Menu Options (\$15,264):

A committee of board members, district administrators, and teachers decided to hire an additional middle-school English teacher with menu monies to reduce class sizes.

### Performance Pay (\$15,264):

A committee consisting of board members, district administrators, and teachers developed the performance pay plan. According to the District, all classroom teachers will receive an estimated \$960 in performance pay incentives if goals are met. To be eligible for the additional compensation, each classroom teacher will be required to participate in developing standards in core areas such as math and reading. Teachers will also be required to track student progress in the core areas. Additional performance pay incentives, estimated to be between \$426 and \$1,279, can be earned by teachers who also act as curriculum leaders. Curriculum leaders work with other teachers to develop student assessments and record progress. Performance pay monies will be distributed in biannual installments.

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



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

# Santa Cruz Valley Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 2,363  
 Number of certified teachers: 107

## Proposition 301 Dollars

Base pay:	\$ 152,983
Performance pay:	305,966
Menu options:	<u>305,966</u>
Total Proposition 301 dollars:	<u><u>\$ 764,915</u></u>
Total budgeted expenditures for fiscal year 2002:	\$18,456,786

## Comparative Information

	District	State
Student/teacher ratio:	22.1	18
Average teacher salary:	\$31,249	\$37,176
Beginning teacher salary:	\$24,962	\$26,516
Percentage of dollars spent in the classroom:	58.2%	57.7%

### Base Pay (\$152,983):

The District has budgeted base pay increases of approximately \$1,077 per eligible employee. Classroom teachers, counselors, and librarians are eligible to receive this base pay increase, which is paid during the normal payroll cycle.

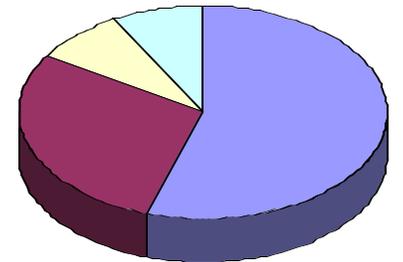
### Performance Pay (\$305,966):

Classroom teachers, counselors, and librarians can earn up to approximately \$2,154 each in additional performance pay incentives. The performance pay monies have been incorporated into the District's existing Performance Incentive Program. Performance pay is awarded based on students' academic progress in both math and reading on standardized tests. The monies will be distributed as these academic goals are met.

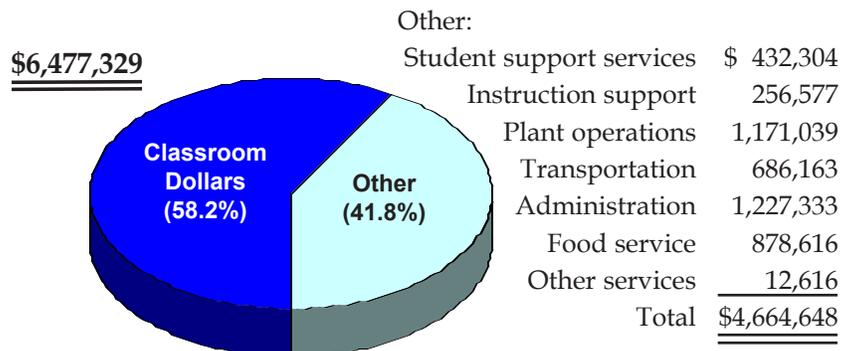
### Menu Options (\$305,966):

A committee of board members, district administrators, school principals, teachers, and parents determined how menu monies would be allocated. As shown in the figure, the majority of the monies will be used for performance-based compensation increases for classroom teachers, counselors, and librarians. Another portion of the menu monies will be used to hire two additional teachers to reduce class sizes.

#### Which Options Did the District Choose?



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



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

# Santa Cruz Valley Union High School District

Grades served: 9-12  
 Number of schools: 1  
 Students attending: 500  
 Number of certified teachers: 27

## Proposition 301 Dollars

Base pay:	\$ 46,801
Performance pay:	93,602
Menu options:	<u>93,602</u>
Total Proposition 301 dollars:	<u>\$ 234,005</u>
Total budgeted expenditures for fiscal year 2002:	\$5,069,115

## Comparative Information

	District	State
Student/teacher ratio:	18.5	18
Average teacher salary:	\$28,488	\$37,176
Beginning teacher salary:	\$24,267	\$26,516
Percentage of dollars spent in the classroom:	54.7%	57.7%

### Base Pay (\$46,801):

The District has allocated base pay increases ranging from \$500 to \$1,333 per eligible employee to increase the starting salary and other salaries, based on experience. Classroom teachers, counselors, and librarians are eligible to receive this increase, which is paid during the normal payroll cycle.

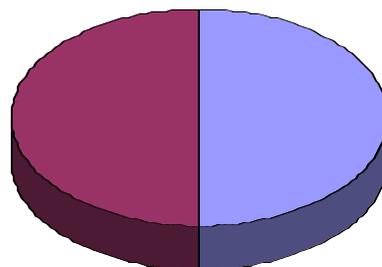
### Menu Options (\$93,602):

A committee composed of district administrators and teachers elected to use menu monies for base pay increases and insurance. Classroom teachers, librarians, and counselors will receive these increases in biannual stipends.

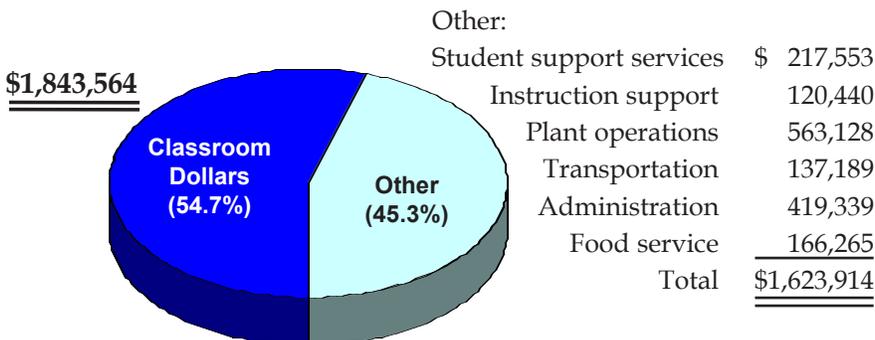
### Performance Pay (\$93,602):

Classroom teachers, counselors, and librarians can earn up to an estimated \$2,000 each in performance pay, to be distributed at the end of the 2002 school year. Performance monies are equally divided between eligible employees based on student achievement and parental satisfaction goals. The District requires that at least 75 percent of students achieve a satisfactory rating on their writing assignments and that end-of-year parent satisfaction surveys show an improved score on issues that were identified at the beginning of the year. Both goals must be achieved before performance monies will be paid.

#### 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*.

# Scottsdale Unified School District

Grades served: PreK-12  
 Number of schools: 32  
 Students attending: 26,114  
 Number of certified teachers: 1,534

## Proposition 301 Dollars

Base pay:	\$ 1,704,892
Performance pay:	3,409,784
Menu options:	<u>3,409,784</u>
Total Proposition 301 dollars:	<u><u>\$ 8,524,460</u></u>
Total budgeted expenditures for fiscal year 2002:	\$298,995,209

## Comparative Information

	District	State
Student/teacher ratio:	17	18
Average teacher salary:	\$38,237	\$37,176
Beginning teacher salary:	\$31,143	\$26,516
Percentage of dollars spent in the classroom:	58.6%	57.7%

### Base Pay (\$1,704,892):

The District is increasing classroom teacher, counselor, and librarian base pay by approximately \$467 to \$899 each, depending on experience. To receive this salary increase, each employee must work additional days beyond the 176 days included in the contract period, and must obtain additional training. The monies are distributed during the normal payroll cycle.

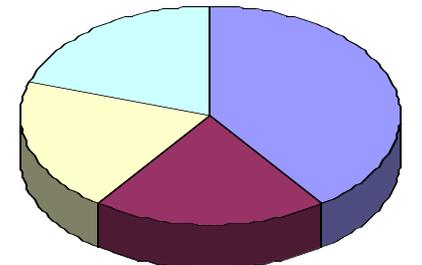
### Menu Options (\$3,409,784):

A broad-based committee, including board members, support staff, district administrators, teachers, parents, school principals, and community members, participated in determining how menu monies were allocated. The committee determined that all of the money would be used for compensation increases. To receive these increases, classroom teachers, counselors, and librarians are required to work an additional 4 days.

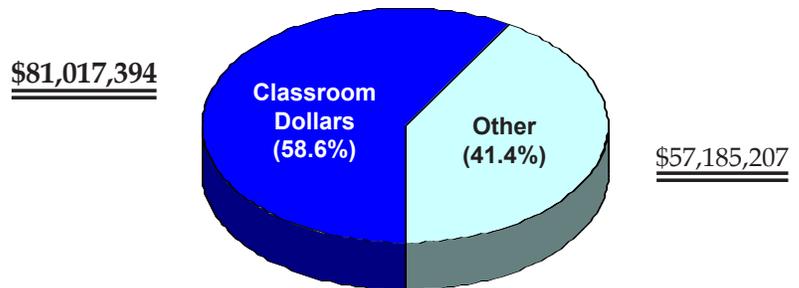
### Performance Pay (\$3,409,784):

Classroom teachers, counselors, and librarians can earn up to an additional \$1,500 each in performance pay. The performance pay plan is based on the District's already existing Career Ladder program. There are only six other districts using the Career Ladder program as a foundation for their Proposition 301 performance pay plan. The largest single criteria of the plan is based on students achieving higher test scores and grades, and demonstrating yearly academic progress. As shown in the figure, there are several other performance factors that are also included in the plan.

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*.

# Sedona-Oak Creek Joint Unified School District

Grades served: PreK-12  
 Number of schools: 5  
 Students attending: 1,365  
 Number of certified teachers: 76

## Proposition 301 Dollars

Base pay:	\$ 95,169
Performance pay:	190,339
Menu options:	190,339
<b>Total Proposition 301 dollars:</b>	<b>\$ 475,847</b>
Total budgeted expenditures for fiscal year 2002:	\$11,816,534

## Comparative Information

	District	State
Student/teacher ratio:	18	18
Average teacher salary:	\$32,124	\$37,176
Beginning teacher salary:	\$25,062	\$26,516
Percentage of dollars spent in the classroom:	49%	57.7%

### Base Pay (\$95,169):

The District is paying approximately \$765 per eligible employee for base pay increases. Eligible employees include classroom teachers, counselors, and librarians. This additional compensation is distributed during the normal payroll cycle.

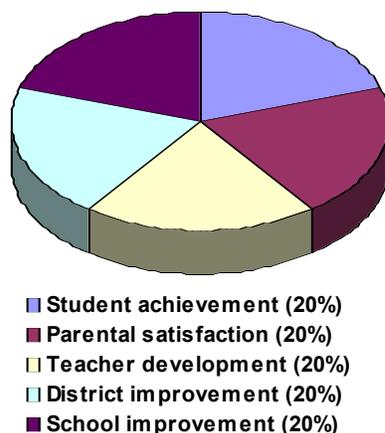
### Menu Options (\$190,339):

A committee of board members, district administrators, school principals, and teachers elected to spend most of the menu monies to increase base pay and benefits for classroom teachers, counselors, and librarians. The remaining menu monies will be used to hire additional staff to reduce class sizes.

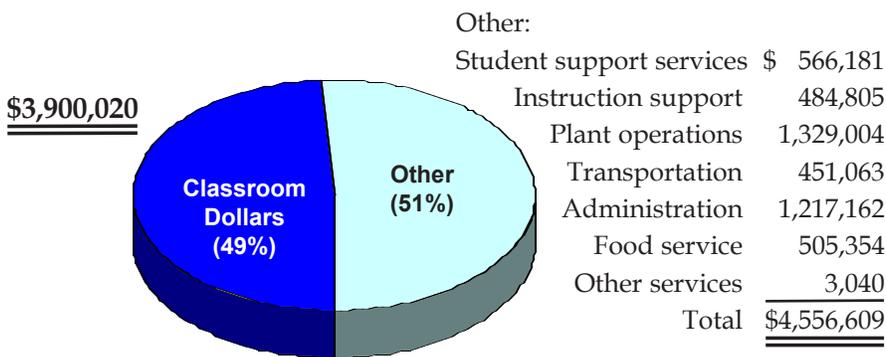
### Performance Pay (\$190,339):

Classroom teachers, counselors, and librarians are eligible to receive approximately \$1,585 in performance pay incentives. As shown in the figure, the performance pay plan is divided equally into five measurement criteria. The District will use standardized test scores to measure student achievement and will track parental satisfaction through a series of surveys throughout the school year. All performance pay monies will be distributed at the end of the 2002 school year.

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*.

# Seligman Unified School District

Grades served: PreK-12  
 Number of schools: 2  
 Students attending: 169  
 Number of certified teachers: 19

## Proposition 301 Dollars

Base pay:	\$13,284
Performance pay:	26,567
Menu options:	<u>26,567</u>
Total Proposition 301 dollars:	<u><u>\$66,418</u></u>
 Total budgeted expenditures for fiscal year 2002:	 NA

## Comparative Information

	District	State
Student/teacher ratio:	8.9	18
Average teacher salary:	\$29,962	\$37,176
Beginning teacher salary:	\$25,757	\$26,516
Percentage of dollars spent in the classroom:	56.8%	57.7%

### Base Pay (\$13,284):

The District equally divided base pay monies among 19 classroom teachers. They will receive this base increase during the normal payroll cycle as the money is received.

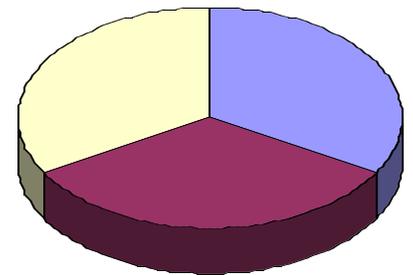
### Menu Options (\$26,567):

A committee of board members, support staff, district administrators, school principals, and teachers participated in determining how menu monies would be allocated. The committee elected to use most of the available money for classroom teacher compensation increases, with the remaining portion divided between an AIMS intervention summer program and teacher development workshops and trainings. To receive the full compensation increase, classroom teachers must work 40 additional hours on sponsorship programs or serving on committees.

### Performance Pay (\$26,567):

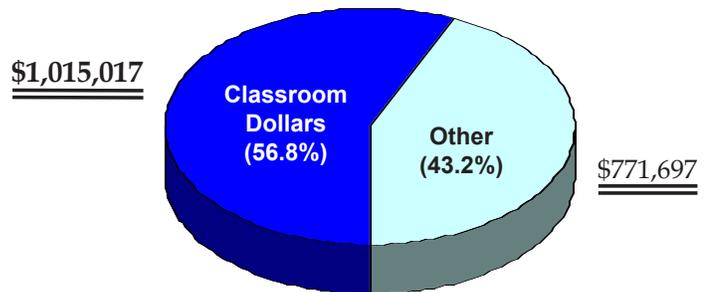
Classroom teachers can earn up to an additional \$1,500 in performance pay, which will be distributed biannually. To receive this money, teachers must fulfill all of the following criteria: receive a satisfactory evaluation, attend two in-service training days, and develop an approved personal growth plan.

#### What Is the Plan Based On?



- Teacher evaluation (33.3%)
- Teacher development (33.3%)
- School improvement (33.3%)

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



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

# Sentinel Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 34  
 Number of certified teachers: 4

## Proposition 301 Dollars

Base pay:	\$ 2,562
Performance pay:	5,124
Menu options:	<u>5,124</u>
Total Proposition 301 dollars:	<u><u>\$12,810</u></u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	8.4	18
Average teacher salary:	\$34,632	\$37,176
Beginning teacher salary:	\$28,000	\$26,516
Percentage of dollars spent in the classroom:	42.6%	57.7%

### Base Pay (\$2,562):

The District's three classroom teachers are each receiving a base pay increase of approximately \$854, which is being distributed during the normal payroll cycle.

### Menu Options (\$5,124):

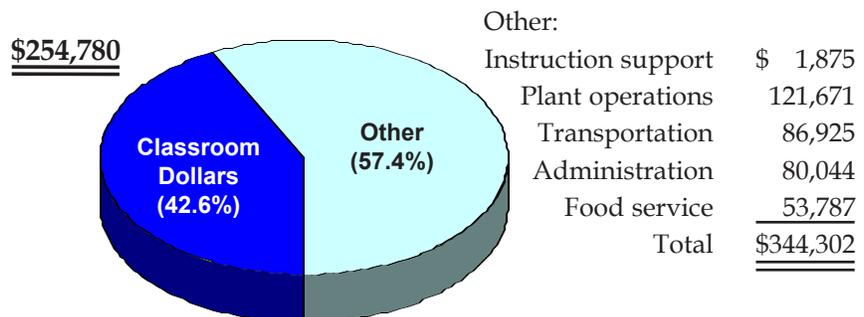
A committee of board members, district administrators, support staff, school principals, teachers, and parents determined that most of the menu monies will be used for teacher development. The remaining monies will be used to pay for an AIMS intervention tutoring program, and to pay two teachers \$200 each to coordinate and work with students on publishing the yearbook.

### Performance Pay (\$5,124):

A committee of board members, support staff, district administrators, teachers, school principals, and parents developed the District's performance pay plan. Classroom teachers and teachers' aides will be eligible for the performance pay increase, which is estimated to be between \$640 and \$1,281. The money will be distributed with the 2002 school year's final paycheck. The performance plan focuses on three main performance goals, which require that:

- Students reach specified achievement levels on standardized tests;
- Teachers assess each student based on the state standards in mathematics, reading, and writing, and provide additional help to those students who do not meet the standards; and
- Teachers document a minimum of eight parent contacts per student per year.

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



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

# Show Low Unified School District

Grades served: PreK-12  
 Number of schools: 9  
 Students attending: 2,386  
 Number of certified teachers: 138

## Proposition 301 Dollars

Base pay:	\$ 163,204
Performance pay:	326,409
Menu options:	<u>326,409</u>
Total Proposition 301 dollars:	<u>\$ 816,022</u>
Total budgeted expenditures for fiscal year 2002:	\$18,330,231

## Comparative Information

	District	State
Student/teacher ratio:	17.3	18
Average teacher salary:	\$32,472	\$37,176
Beginning teacher salary:	\$25,616	\$26,516
Percentage of dollars spent in the classroom:	57.9%	57.7%

### Base Pay (\$163,204):

The District divided base pay monies equally among its classroom teachers, counselors, and librarians. Each is receiving an estimated \$980 during the normal payroll cycle.

### Menu Options (\$326,409):

A committee comprising board members, district administrators, school principals, and teachers decided to direct all of the menu monies to classroom teacher, counselor, and librarian base pay and benefits increases.

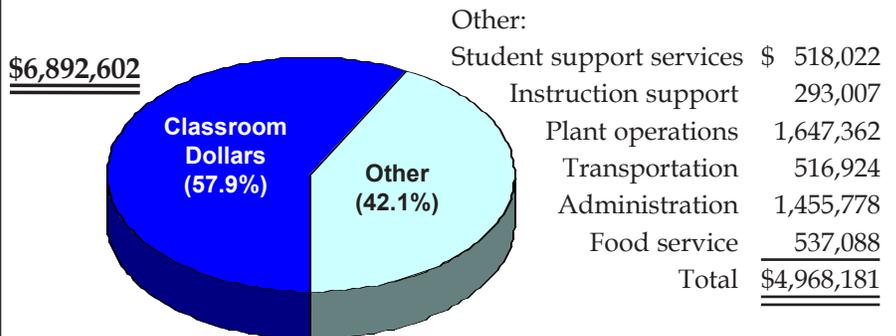
### Performance Pay (\$326,409):

A committee of district administrators, teachers, and school principals determined that classroom teachers, counselors, and librarians can earn up to an estimated \$1,960 in performance pay, which will be distributed in June 2002. The District designed the performance pay plan with three equally weighted goals, and all goals must be met before monies are paid.

Goals require that:

- Students demonstrate academic progress in math, reading, and language arts on standardized tests;
- High school attendance rates improve, especially for students who have a high historical absent rate; and
- The dropout rate for high school students stays at or below 6 percent.

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



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

# Sierra Vista Unified School District

Grades served: PreK-12  
 Number of schools: 10  
 Students attending: 6,479  
 Number of certified teachers: 354

## Proposition 301 Dollars

Base pay:	\$ 424,552
Performance pay:	849,104
Menu options:	<u>849,104</u>
Total Proposition 301 dollars:	<u>\$ 2,122,760</u>
Total budgeted expenditures for fiscal year 2002:	\$62,544,083

## Comparative Information

	District	State
Student/teacher ratio:	18.3	18
Average teacher salary:	\$35,453	\$37,176
Beginning teacher salary:	\$24,730	\$26,516
Percentage of dollars spent in the classroom:	53.4%	57.7%

### Base Pay (\$424,552):

The District budgeted average compensation increases of \$1,108 per classroom teacher, counselor, and librarian. These monies will be used to raise the starting salary and provide increases based on experience. Eligible employees are required to obtain additional training to qualify for the base pay monies, which will be distributed during the normal payroll cycle.

### Menu Options (\$849,104):

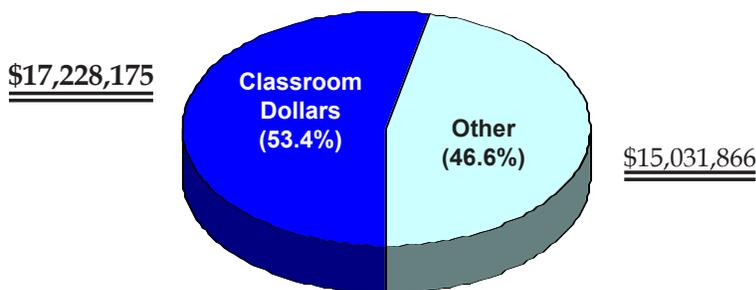
A committee comprising board members, district administrators, support staff, school principals, and teachers decided that half of the menu monies should be used for classroom teacher, counselor, and librarian compensation increases. To receive these monies, eligible employees must obtain an additional 6 hours of staff development. The remaining menu monies will be used for several different educational programs, with individual schools directing a portion to the programs that best suit their needs.

### Performance Pay (\$849,104):

Performance pay increases for classroom teachers, counselors, and librarians are estimated to range between \$1,400 and \$1,500, which will be distributed with the 2002 school year's final paycheck. The performance pay plan requires each school to work toward three performance goals, the first of which is to conduct a mandatory parent survey. The school can then choose two other goals from several options.

These other performance goals options include at least 75 percent of students demonstrating an improved academic performance; all teachers maintaining a parent contact log; standardized test scores ranking at or above the national average in math, reading, and language arts; reducing unexcused absences; increasing awards and recognition for student achievement; increasing student participation in school-related activities; and reducing the number of behavioral referrals.

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



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

# Skull Valley Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 21  
 Number of certified teachers: 2

## Proposition 301 Dollars

Base pay:	\$ 1,582
Performance pay:	3,164
Menu options:	3,164
Total Proposition 301 dollars:	<u>\$ 7,910</u>
Total budgeted expenditures for fiscal year 2002:	\$519,285

## Comparative Information

	District	State
Student/teacher ratio:	10.4	18
Average teacher salary:	\$30,762	\$37,176
Beginning teacher salary:	\$22,215	\$26,516
Percentage of dollars spent in the classroom:	53.3%	57.7%

### Base Pay (\$1,582):

The District divided the base pay monies among classroom teachers based on full- or part-time status. Eligible employees will receive an estimated \$168 to \$474 each. These stipends will be paid in monthly installments beginning January 2002.

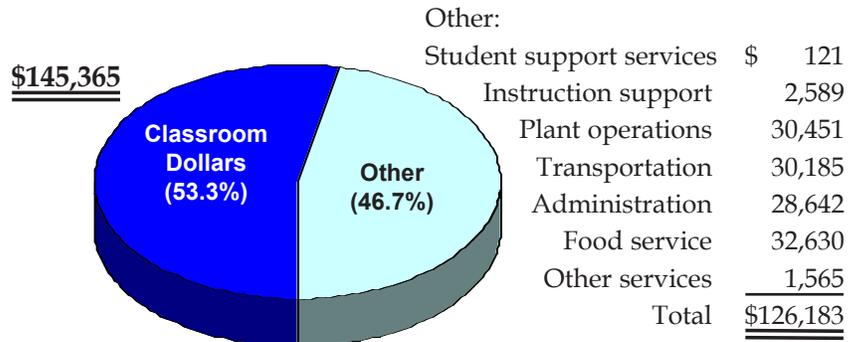
### Menu Options (\$3,164):

Board members and teachers decided that the menu monies should be used to compensate classroom teachers who develop and implement four family nights held throughout the 2002 school year. The purpose of these events is to bring together students, parents, and community members to participate in activities that involve reading, technology, mathematics, and writing.

### Performance Pay (\$3,164):

Board members and teachers developed the District's performance pay plan. The District budgeted approximately \$1,000 per classroom teacher for performance pay increases, which will be distributed with the 2002 school year's final paycheck. There are two school-wide goals that must be met for eligible employees to be paid. First, students must demonstrate at least one-year's academic progress; and, second, daily student attendance should increase by 5 percent. The full amount of performance incentive will be paid if at least 75 percent of these two goals are met. If 50 to 74 percent of the goals are achieved, half of the pay will be distributed; less than 50 percent achievement will yield no performance pay.

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



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

# Snowflake Unified School District

Grades served: PreK-12  
 Number of schools: 10  
 Students attending: 2,412  
 Number of certified teachers: 130

## Proposition 301 Dollars

Base pay:	\$ 218,513
Performance pay:	437,026
Menu options:	<u>437,026</u>
Total Proposition 301 dollars:	<u>\$ 1,092,565</u>
Total budgeted expenditures for fiscal year 2002:	\$28,474,997

## Comparative Information

	District	State
Student/teacher ratio:	18.6	18
Average teacher salary:	\$30,291	\$37,176
Beginning teacher salary:	\$24,089	\$26,516
Percentage of dollars spent in the classroom:	61.1%	57.7%

### Base Pay (\$218,513):

The District's classroom teachers, counselors, and librarians are receiving base pay increases estimated to be \$895 each. These monies are distributed during the normal payroll cycle.

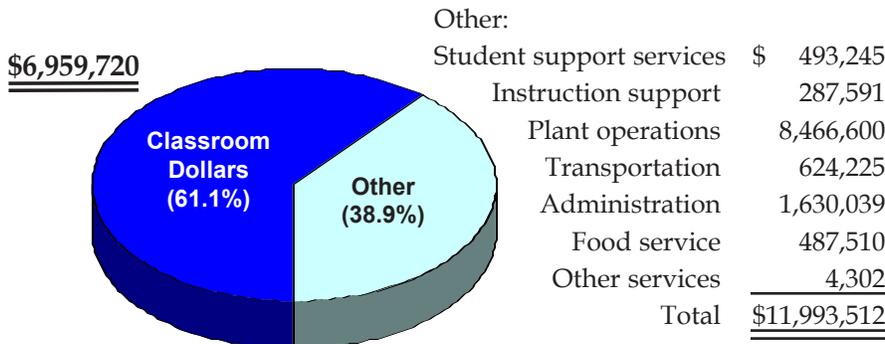
### Menu Options (\$437,026):

A committee composed of district administrators, teachers, and school principals determined that 75 percent of the menu monies would be directed to compensation increases and 25 percent to teacher development. The base compensation increases are included in employee contracts as additional salary applicable to the 2002 school year only. Teacher development is measured by participation in staff development and training outside of the normal workday.

### Performance Pay (\$437,026):

A committee of board members, district administrators, teachers, and school principals based the District's Proposition 301 performance pay plan on the existing Performance Incentive Program. Only 24 other districts used an existing pay-for-performance plan. Classroom teachers, counselors, and librarians can earn up to an estimated \$1,790 each in performance incentives, which will be distributed with the 2002 school year's final paycheck. Each eligible employee must design and implement a plan that measures student achievement according to a prescribed goal based on district, state, or other accepted standards. To receive the performance pay, employees will be evaluated on how many of their students achieve the academic goal and the overall development and execution of their plans.

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



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

# Solomon Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 160  
 Number of certified teachers: 12

## Proposition 301 Dollars

Base pay:	\$ 30,656
Performance pay:	61,312
Menu options:	<u>61,312</u>
Total Proposition 301 dollars:	<u><u>\$ 153,280</u></u>
Total budgeted expenditures for fiscal year 2002:	\$2,037,125

## Comparative Information

	District	State
Student/teacher ratio:	13.3	18
Average teacher salary:	\$27,746	\$37,176
Beginning teacher salary:	\$22,706	\$26,516
Percentage of dollars spent in the classroom:	49%	57.7%

### Base Pay (\$30,656):

Base pay increases, estimated to be between \$378 and \$757, will be distributed as mid-year stipends to the District's 13 classroom teachers. The teachers are required to work additional days and obtain additional training to qualify for the base pay monies.

### Menu Options (\$61,312):

A committee of district administrators, school principals, and teachers decided to spend all of the District's menu monies on teacher development. The District's 13 classroom teachers will receive stipends for attending workshops.

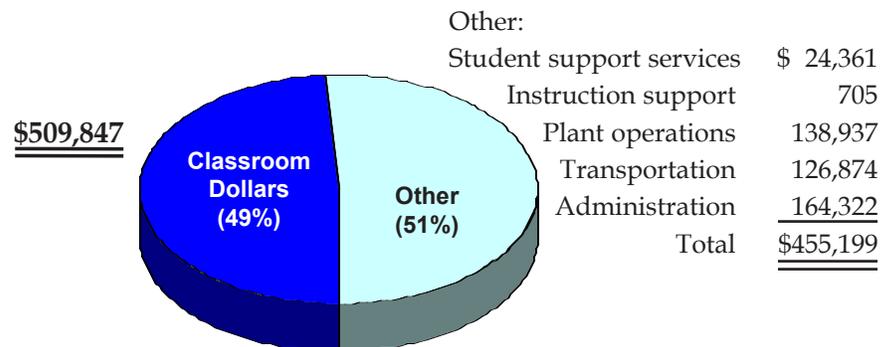
### Performance Pay (\$61,312):

Classroom teachers can earn between \$750 and \$1,500 each in performance incentives that will be distributed as goals are met.

The performance pay plan has two measurement criteria:

- Students either maintain or improve their standardized test scores, and
- At least two-thirds of parent survey responses rate the school's performance as satisfactory or better.

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



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

# Somerton Elementary School District

Grades served: PreK-8  
 Number of schools: 4  
 Students attending: 2,175  
 Number of certified teachers: 119

## Proposition 301 Dollars

Base pay:	\$ 137,671
Performance pay:	275,342
Menu options:	<u>275,342</u>
Total Proposition 301 dollars:	<u>\$ 688,355</u>
Total budgeted expenditures for fiscal year 2002:	\$18,711,714

## Comparative Information

	District	State
Student/teacher ratio:	18.3	18
Average teacher salary:	\$31,845	\$37,176
Beginning teacher salary:	\$25,341	\$26,516
Percentage of dollars spent in the classroom:	50.4%	57.7%

### Base Pay (\$137,671):

Classroom teachers and librarians are each receiving approximately \$1,050 as a base pay increase. This increase is paid out during the normal payroll cycle.

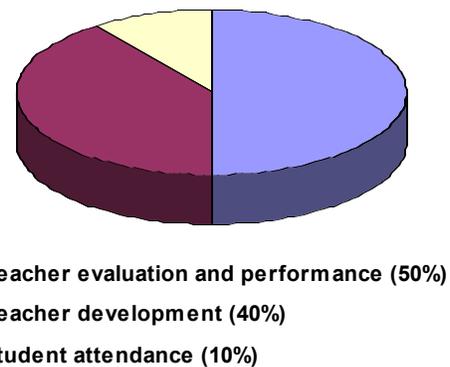
### Menu Options (\$275,342):

A broad-based committee consisting of board members, district administrators, teachers, and school principals determined that 64 percent of menu monies should be distributed to schools to use at their discretion. The District indicates that schools are using these monies for strategies to increase student achievement and for AIMS intervention. The remaining monies will be used for base compensation and continuing education salary increases for classroom teachers and librarians.

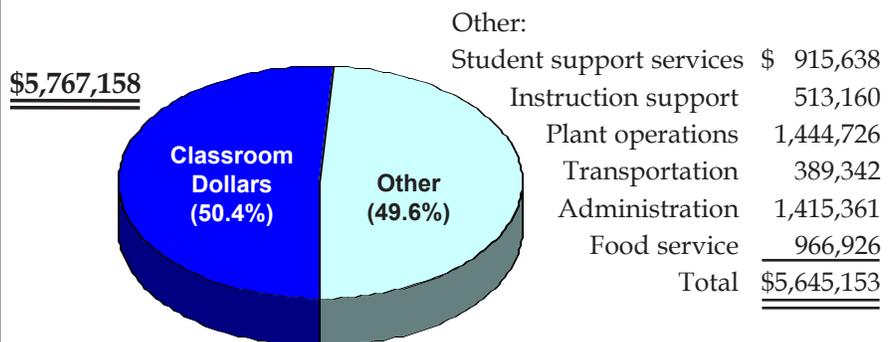
### Performance Pay (\$275,342):

A committee comprising board members, district administrators, teachers, and school principals determined that performance pay monies would be available to 114 classroom teachers, 3 counselors, and 2 librarians. Eligible employees are expected to earn an estimated \$1,631 each, paid with the 2002 school year's final paycheck. As shown, performance pay incorporates goals in three areas, including a goal for student attendance to reach at least 94.1 percent at both the district and school level.

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*.

# Sonoita Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 130  
 Number of certified teachers: 14

## Proposition 301 Dollars

Base pay:	\$ 9,868
Performance pay:	19,737
Menu options:	<u>19,737</u>
Total Proposition 301 dollars:	<u><u>\$49,342</u></u>
 Total budgeted expenditures for fiscal year 2002:	 NA

## Comparative Information

	District	State
Student/teacher ratio:	9.3	18
Average teacher salary:	\$34,655	\$37,176
Beginning teacher salary:	\$24,402	\$26,516
Percentage of dollars spent in the classroom:	65.5%	57.7%

### Base Pay (\$9,868):

The District plans to equally divide base pay monies among classroom teachers and a librarian. The pay raises, approximately \$769 each, were paid out as a stipend at the beginning of the 2002 school year.

### Menu Options (\$19,737):

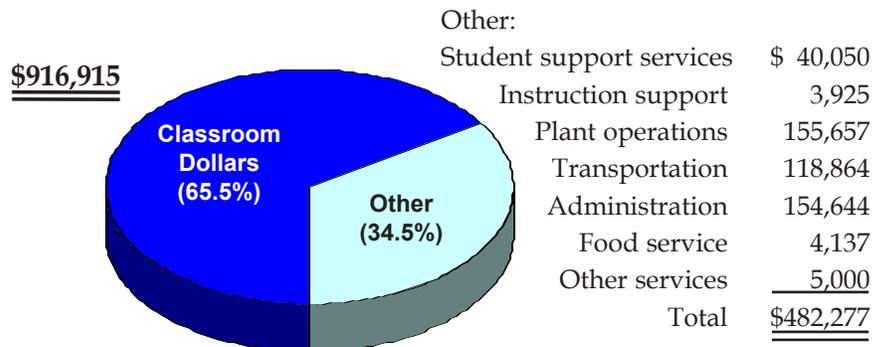
A committee of district administrators, school principals, teachers, and others determined that half of the menu monies would be used to hire a kindergarten teacher to help reduce class sizes. The remaining monies will be used for teacher professional development.

### Performance Pay (\$19,737):

Classroom teachers and a librarian can earn up to an estimated \$1,150 each in performance pay. To receive these monies, eligible employees must participate in at least one of the following activities:

- Complete student portfolios to track progress
- Attend workshops and in-service trainings
- Participate in a mentorship program for new teachers
- Improve curriculum plans for the schools
- Analyze and compare student test results
- Develop a math improvement plan

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



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

# St. David Unified School District

Grades served: PreK-12  
 Number of schools: 2  
 Students attending: 442  
 Number of certified teachers: 29

## Proposition 301 Dollars

Base pay:	\$ 36,292
Performance pay:	72,584
Menu options:	<u>72,584</u>
Total Proposition 301 dollars:	<u><u>\$181,460</u></u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	15.2	18
Average teacher salary:	\$28,988	\$37,176
Beginning teacher salary:	\$22,475	\$26,516
Percentage of dollars spent in the classroom:	49.1%	57.7%

### Base Pay (\$36,292):

The District divided the base pay monies equally among classroom teachers, counselors, and librarians.

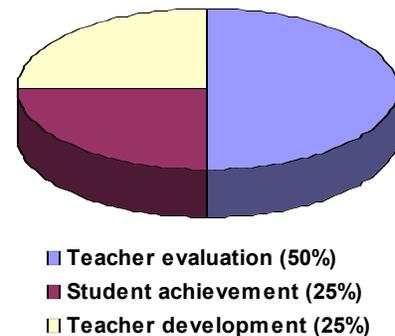
### Menu Options (\$72,584):

A committee comprising district administrators, school principals, and teachers determined that half of the menu monies would be used for classroom teacher, counselor, and librarian compensation increases and the other half would be used to pay for after-school tutorial and enrichment programs.

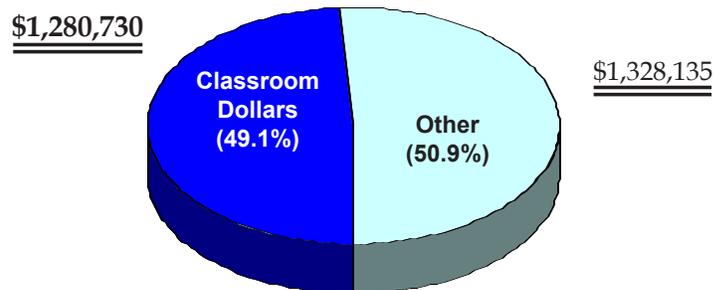
### Performance Pay (\$72,584):

Classroom teachers, counselors, and librarians can receive up to an estimated \$2,203 each in performance pay increases. The District's performance pay plan goals focus on teacher evaluation and development and on students' achieving one-year's academic progress on standardized tests. Eligible employees must receive a satisfactory evaluation and take 3 college credit hours or 45 developmental hours, such as workshops or in-service trainings.

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*.

# St. Johns Unified School District

Grades served: PreK-12  
 Number of schools: 3  
 Students attending: 981  
 Number of certified teachers: 68

## Proposition 301 Dollars

Base pay:	\$ 69,872
Performance pay:	139,744
Menu options:	139,744
Total Proposition 301 dollars:	<u>\$349,360</u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	14.4	18
Average teacher salary:	\$29,600	\$37,176
Beginning teacher salary:	\$24,775	\$26,516
Percentage of dollars spent in the classroom:	53.3%	57.7%

### Base Pay (\$69,872):

Classroom teacher, counselor, and librarian base pay is expected to increase by an estimated \$911 per eligible employee. This salary increase is distributed during the normal payroll cycle.

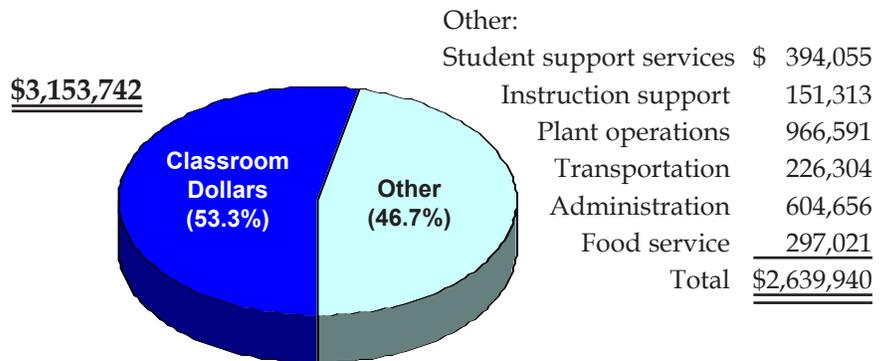
### Menu Options (\$139,744):

A committee composed of district administrators, teachers, and school principals determined that 100 percent of menu monies should be used for classroom teacher, counselor, and librarian base salary and health insurance increases.

### Performance Pay (\$139,744):

Classroom teachers, counselors, and librarians can earn up to approximately \$1,783 each in performance incentives. The District's performance pay plan is divided between student achievement and parental satisfaction measures. Student achievement monies will be paid out if the District's average scores on standardized tests exceed the state averages. Monies allocated to parent satisfaction are contingent upon a satisfactory rating from at least 75 percent of parents responding to a survey. All earned performance pay will be distributed in the final paycheck of the 2002 school year.

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



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

# Stanfield Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 650  
 Number of certified teachers: 40

## Proposition 301 Dollars

Base pay:	\$ 41,016
Performance pay:	82,033
Menu options:	82,033
Total Proposition 301 dollars:	<u>\$205,082</u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	16.3	18
Average teacher salary:	\$31,675	\$37,176
Beginning teacher salary:	\$29,000	\$26,516
Percentage of dollars spent in the classroom:	56%	57.7%

### Base Pay (\$41,016):

The District increased classroom teacher, counselor, and librarian base pay by approximately \$1,195 each. This increase is distributed during the normal payroll cycle.

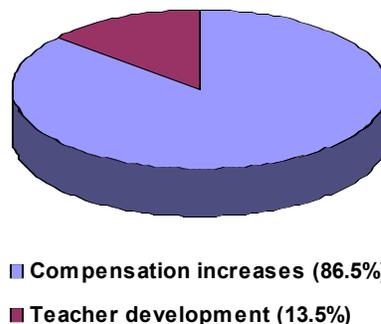
### Performance Pay (\$82,033):

A committee of district administrators, board members, and teachers determined that all of the performance pay monies would be distributed based on student achievement. Classroom teachers, counselors, and librarians will receive \$400 each for every subject area with improved standardized test scores, up to \$1,200 in total. Subject areas include math, reading, and language arts. The performance incentive will be distributed with the final paycheck of the 2002 school year.

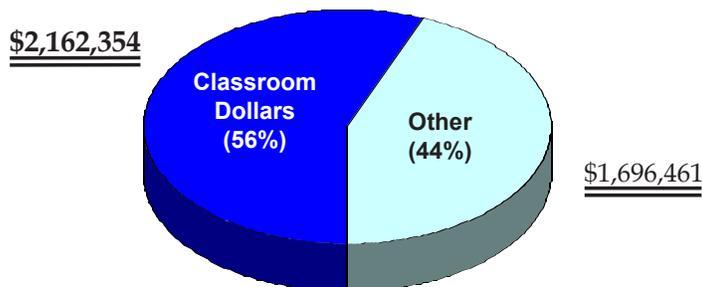
### Menu Options (\$82,033):

A committee of district administrators, board members, and teachers decided that the majority of menu monies will be used for classroom teacher, counselor, and librarian base pay and benefit increases. The remaining portion will be used for three additional teacher development training days.

Which Options Did the District Choose?



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



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

# Sunnyside Unified School District

Grades served: PreK-12  
 Number of schools: 24  
 Students attending: 13,967  
 Number of certified teachers: 807

## Proposition 301 Dollars

Base pay:	\$ 901,900
Performance pay:	1,803,799
Menu options:	<u>1,803,799</u>
Total Proposition 301 dollars:	<u>\$ 4,509,498</u>
Total budgeted expenditures for fiscal year 2002:	\$127,589,859

## Comparative Information

	District	State
Student/teacher ratio:	17.3	18
Average teacher salary:	\$35,061	\$37,176
Beginning teacher salary:	\$28,348	\$26,516
Percentage of dollars spent in the classroom:	56%	57.7%

### Base Pay (\$901,900):

The District equally divided base pay monies among its classroom teachers, counselors, librarians, resource teachers, nurses, and psychologists. These same types of employees are also eligible for performance pay and compensation from menu monies. The pay raises, approximately \$800 each, are paid out during the normal payroll cycle.

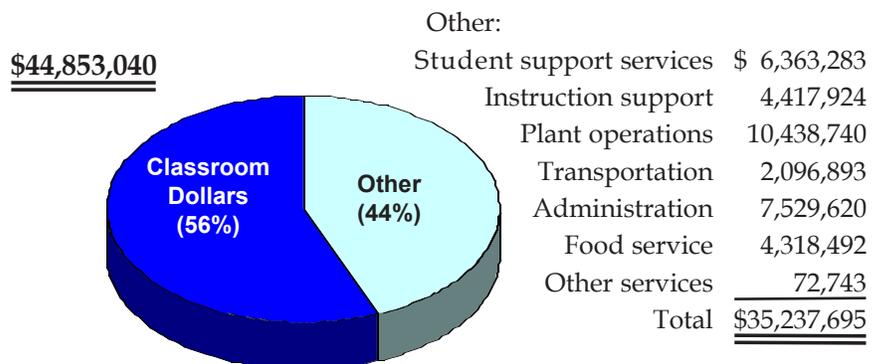
### Performance Pay (\$1,803,799):

The District based its Proposition 301 performance pay plan on an existing Career Ladder plan. Only 24 other districts used an existing pay-for-performance plan in a similar manner. Eligible employees can earn up to an estimated \$1,800 each in performance incentives for achieving goals related to student achievement on standardized tests and improvement in the dropout rate.

### Menu Options (\$1,803,799):

A committee of district administrators, support staff, school principals, and teachers decided to use all of the menu option monies for compensation increases. Eligible employees will receive between \$270 and \$508 as additional base pay for participation in two additional days of training. In addition, \$583 per eligible employee will be used to pay employee benefit costs.

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



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

# Superior Unified School District

Grades served: PreK-12  
 Number of schools: 3  
 Students attending: 605  
 Number of certified teachers: 45

## Proposition 301 Dollars

Base pay:	\$ 51,198
Performance pay:	102,396
Menu options:	<u>102,396</u>
Total Proposition 301 dollars:	<u><u>\$255,990</u></u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	13.5	18
Average teacher salary:	\$30,884	\$37,176
Beginning teacher salary:	\$25,175	\$26,516
Percentage of dollars spent in the classroom:	53.7%	57.7%

### Base Pay (\$51,198):

The District equally divided base pay monies among its classroom teachers, counselors, and librarians. The pay raises, approximately \$875 each, are paid out during the normal payroll cycle.

### Performance Pay (\$102,396):

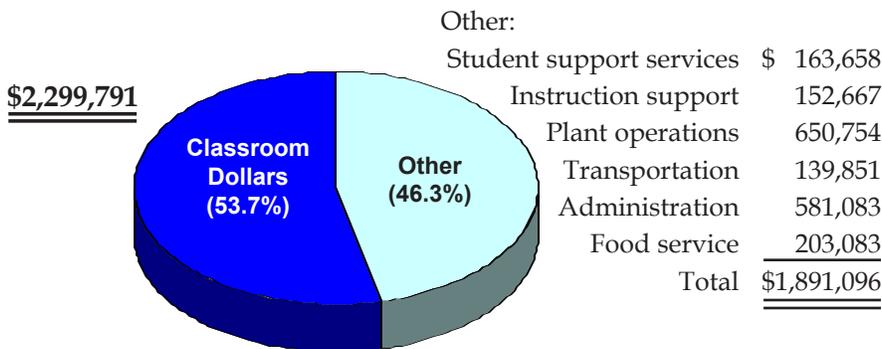
Classroom teachers, counselors, and librarians can earn up to an estimated \$1,944 each in performance incentives. To receive this pay, eligible employees must help students improve their writing assessment scores by the end of the school year.

### Menu Options (\$102,396):

A committee of board members, district administrators, school principals, and teachers decided that monies would be equally divided among eligible employees who complete one of the following activities:

- Attend a 3-hour college-level course
- Attend 20 hours of workshops or seminars, or conduct 13.33 hours of workshops or seminars
- Spend 20 hours mentoring other teachers
- Perform 20 hours of committee work, tutoring, or dropout prevention activities.

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



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

# Tanque Verde Unified School District

Grades served: PreK-12  
 Number of schools: 3  
 Students attending: 1,526  
 Number of certified teachers: 99

## Proposition 301 Dollars

Base pay:	\$ 99,573
Performance pay:	199,147
Menu options:	<u>199,147</u>
Total Proposition 301 dollars:	<u>\$ 497,867</u>
Total budgeted expenditures for fiscal year 2002:	\$23,247,655

## Comparative Information

	District	State
Student/teacher ratio:	15.4	18
Average teacher salary:	\$33,834	\$37,176
Beginning teacher salary:	\$25,286	\$26,516
Percentage of dollars spent in the classroom:	60.5%	57.7%

### Base Pay (\$99,573):

The District divided the base pay monies equally among its classroom teachers. Increases are estimated to be \$931 each, and are distributed during the normal payroll cycle.

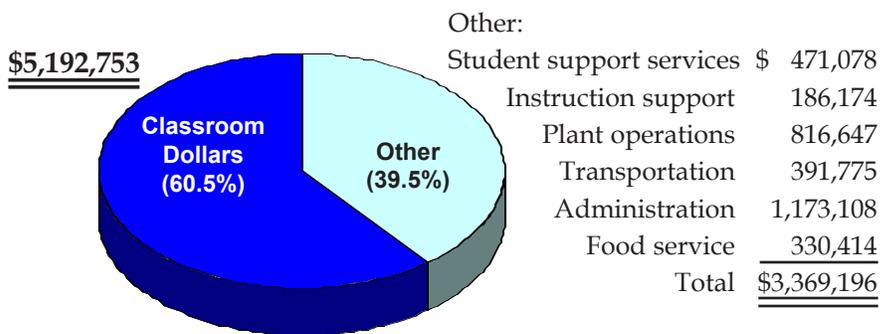
### Menu Options (\$199,147):

A committee of board members, district administrators, school principals, and teachers decided to use 100 percent of the menu option monies to further increase compensation for classroom teachers.

### Performance Pay (\$199,147):

The District based the Proposition 301 performance pay plan on its existing Career Ladder plan. Only 24 other districts used an existing pay-for-performance plan in a similar manner. Classroom teachers who accomplish performance goals can earn up to an estimated \$1,550 each in performance incentives. The District's plan is based on three criteria: student achievement, teacher evaluation, and teacher development. Participating employees design their own programs to assess student academic growth according to district-approved standards. Teachers must also receive satisfactory performance evaluations to qualify for the performance pay.

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



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

# Tempe Elementary School District

Grades served: PreK-8  
 Number of schools: 27  
 Students attending: 11,883  
 Number of certified teachers: 789

## Proposition 301 Dollars

Base pay:	\$ 750,843
Performance pay:	1,501,687
Menu options:	<u>1,501,687</u>
Total Proposition 301 dollars:	<u><u>\$ 3,754,217</u></u>
Total fiscal year 2002 budgeted expenditures:	\$126,601,454

## Comparative Information

	District	State
Student/teacher ratio:	15.1	18
Average teacher salary:	\$34,481	\$37,176
Beginning teacher salary:	\$28,923	\$26,516
Percentage of dollars spent in the classroom:	55.7%	57.7%

### Base Pay (\$750,843):

The District has increased classroom teacher, counselor, librarian, and other base pay salaries between \$800 and \$1,300, depending on experience. The other employees eligible to receive this base pay increase include specialists on the teacher salary schedule who work in the schools. The increases are paid out during the normal payroll cycle.

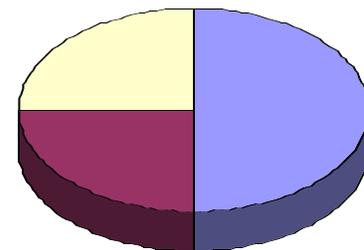
### Menu Options (\$1,501,687):

A committee of district administrators, support staff, school principals, and teachers decided to use menu monies to increase salaries and benefits for classroom teachers, counselors, librarians, and other specialists and to pay for two days of staff development activities.

### Performance Pay (\$1,501,687):

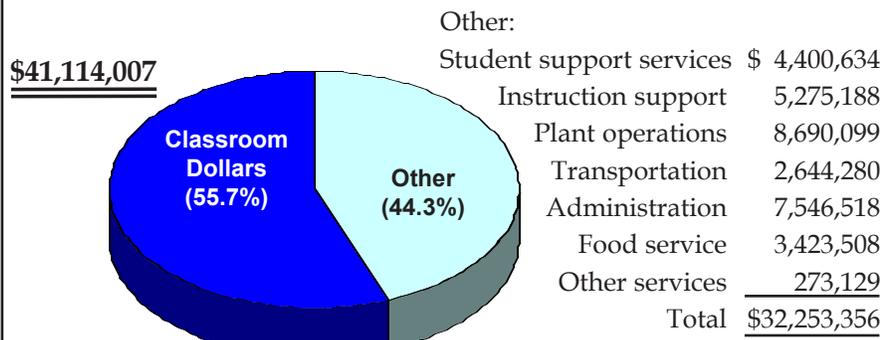
Eligible employees for performance incentives include classroom teachers, counselors, librarians, and other specialists, such as visual arts and technology specialists. These employees can earn between \$1,600 and \$1,800 each if the District meets three goals: increased student achievement in reading and math; improved parental satisfaction as demonstrated on a survey; and improved student attendance rates.

What Is the Plan Based On?



- Student achievement (50%)
- Parental satisfaction (25%)
- Student attendance (25%)

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



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

# Tempe Union High School District

Grades served: 9-12  
 Number of schools: 7  
 Students attending: 12,586  
 Number of certified teachers: 608

## Proposition 301 Dollars

Base pay:	\$ 871,282
Performance pay:	1,742,564
Menu options:	1,742,564
<b>Total Proposition 301 dollars:</b>	<b><u>\$ 4,356,410</u></b>
Total budgeted expenditures for fiscal year 2002:	\$154,544,756

## Comparative Information

	<b>District</b>	<b>State</b>
Student/teacher ratio:	20.7	18
Average teacher salary:	\$40,840	\$37,176
Beginning teacher salary:	\$26,989	\$26,516
Percentage of dollars spent in the classroom:	58%	57.7%

### Base Pay (\$871,282):

The District indicates that each classroom teacher, counselor, and librarian is receiving a base pay increase of approximately \$1,245. These monies are distributed during the normal payroll cycle.

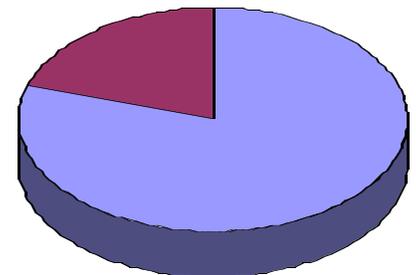
### Performance Pay (\$1,742,564):

Classroom teachers, counselors, and librarians can earn an estimated \$2,489 each in performance incentives. The performance pay plan is primarily based on student achievement. For performance pay to be distributed, students' scores for all areas of the AIMS test must be above the state average. Monies will also be paid to teachers who obtain additional education.

### Menu Options (\$1,742,564):

A committee of board members, district administrators, support staff, school principals, and teachers decided that the majority of menu option monies should be used for classroom teacher, counselor, and librarian compensation increases. The remaining portion will be used for dropout prevention programs.

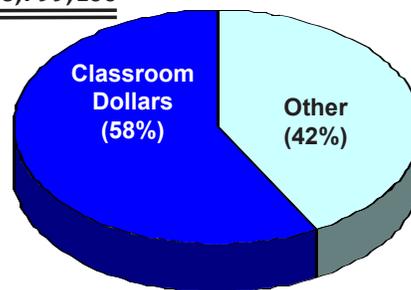
#### Which Options Did the District Choose?



■ Compensation increases (80%)  
 ■ Dropout prevention (20%)

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

\$38,799,400



Other:

Student support services	\$ 5,021,913
Instruction support	3,024,847
Plant operations	9,232,979
Transportation	1,373,831
Administration	6,992,094
Food service	2,797,469
Other services	281,686
<b>Total</b>	<b><u>\$28,724,819</u></b>

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

# Thatcher Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 1,268  
 Number of certified teachers: 67

## Proposition 301 Dollars

Base pay:	\$ 88,659
Performance pay:	177,319
Menu options:	177,319
<b>Total Proposition 301 dollars:</b>	<b><u>\$ 443,297</u></b>
Total budgeted expenditures for fiscal year 2002:	\$13,831,405

## Comparative Information

	District	State
Student/teacher ratio:	18.9	18
Average teacher salary:	\$29,432	\$37,176
Beginning teacher salary:	\$24,640	\$26,516
Percentage of dollars spent in the classroom:	58.8%	57.7%

### Menu Options (\$177,319):

A committee of board members, administrators, teachers, and school principals determined that 67 percent of menu monies will go toward salary and benefit increases for classroom teachers, counselors, and librarians. The remaining 33 percent will be used to pay for teacher development activities such as additional in-service days and peer training.

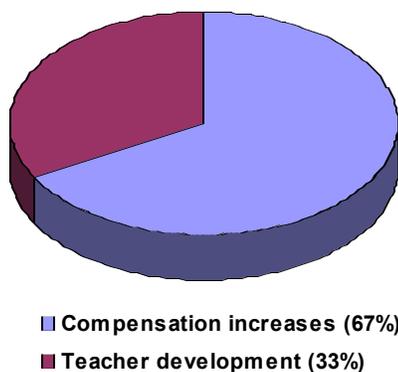
### Base Pay (\$88,659):

The District determined that base pay monies will be distributed to 69 classroom teachers and 1 librarian. Pay increases vary between \$740 and \$4,261. The District has also opted to increase starting pay. Monies are being distributed during the normal payroll cycle.

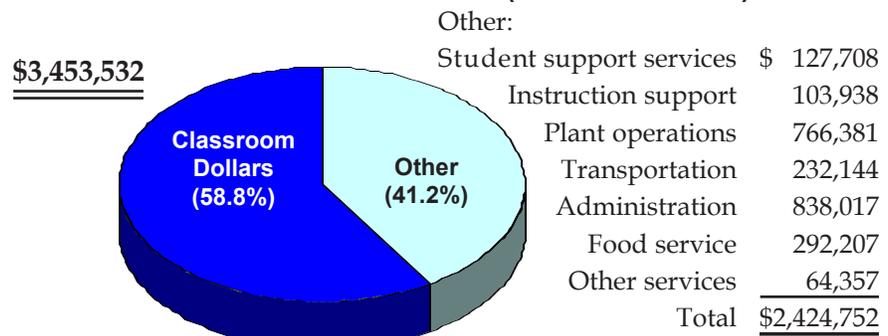
### Performance Pay (\$177,319):

The District determined that 73 classroom teachers, 2 counselors, and 1 librarian are eligible for performance pay monies, ranging from an estimated \$2,000 to \$2,200 per employee. The performance pay plan is based entirely on student achievement on standardized tests for grades K-8, and on students' meeting District grade point average and course requirements in grades 9-12. The District plans to distribute the monies with the 2003 school year's first paycheck, and is one of only 25 districts that require eligible employees to be employed by the District during the 2003 school year to obtain monies earned.

Which Options Did the District Choose?



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



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

# Tolleson Elementary School District

Grades served: PreK-8  
 Number of schools: 3  
 Students attending: 1,329  
 Number of certified teachers: 74

## Proposition 301 Dollars

Base pay:	\$ 83,955
Performance pay:	167,910
Menu options:	<u>167,910</u>
Total Proposition 301 dollars:	<u>\$ 419,775</u>
Total budgeted expenditures for fiscal year 2002:	\$22,882,009

## Comparative Information

	District	State
Student/teacher ratio:	18	18
Average teacher salary:	\$33,883	\$37,176
Beginning teacher salary:	\$30,100	\$26,516
Percentage of dollars spent in the classroom:	54.9%	57.7%

### Base Pay (\$83,955):

The District is dividing base pay monies equally among its 85 classroom teachers and 1 librarian. The base pay increases are estimated to be \$867 per eligible employee and are distributed during the normal payroll cycle. These same types of employees are also eligible for performance pay and compensation increases from menu monies.

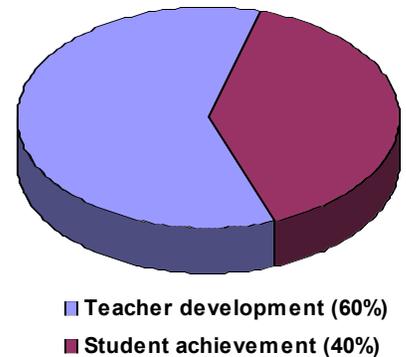
### Menu Options (\$167,910):

A committee of district administrators, teachers, and school principals decided to use all menu monies to increase compensation. To receive the increases, eligible employees must work additional days.

### Performance Pay (\$167,910):

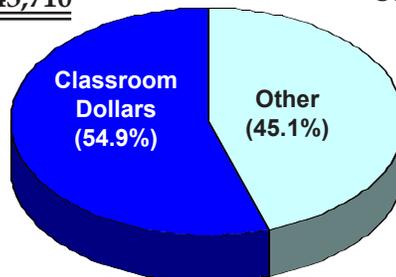
Eligible employees may each earn approximately \$1,733 in performance pay. The District determined that 60 percent of these monies will be paid based on teacher development activities, such as seminars and classes, while the remaining 40 percent will be paid based on student achievement on standardized tests. Monies earned will be paid with the 2003 school year's first paycheck. Eligible employees must be District employees during the following school year to receive the performance pay monies. The District is one of only 25 districts that require eligible employees to be employed by the District during the 2003 school year to obtain the monies.

What Is the Plan Based On?



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

\$3,843,710



Other:

Student support services	\$ 233,990
Instruction support	270,146
Plant operations	730,383
Transportation	238,755
Administration	1,116,972
Food service	<u>460,571</u>
<b>Total</b>	<b><u>\$3,050,817</u></b>

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

# Tolleson Union High School District

Grades served: 9-12  
 Number of schools: 2  
 Students attending: 4,351  
 Number of certified teachers: 223

## Proposition 301 Dollars

Base pay:	\$ 300,564
Performance pay:	601,129
Menu options:	<u>601,129</u>
Total Proposition 301 dollars:	<u>\$ 1,502,822</u>
Total budgeted expenditures for fiscal year 2002:	\$69,355,277

## Comparative Information

	District	State
Student/teacher ratio:	19.5	18
Average teacher salary:	\$35,880	\$37,176
Beginning teacher salary:	\$31,100	\$26,516
Percentage of dollars spent in the classroom:	54.7%	57.7%

### Base Pay (\$300,564):

The District's 223 classroom teachers, 10 counselors, 2 librarians, and 4 social workers are eligible for a \$1,000 base pay increase, on average, based on each employee's full-time equivalent status. These employees are also eligible for performance pay and compensation increases from menu monies. Monies are being paid out during the normal payroll cycle.

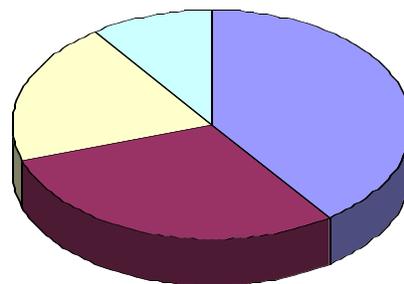
### Menu Options (\$601,129):

A committee of district administrators, teachers, school principals, and department chairpersons determined that menu monies will be allocated to each school to be used for performance-based compensation increases. Each department at each school created a menu item of additional educational strategies that will be used to meet the District's performance pay objectives.

### Performance Pay (\$601,129):

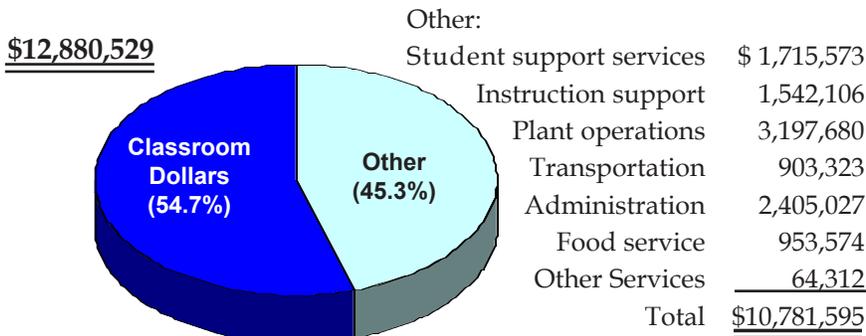
The District estimated that eligible employees may each earn up to \$2,275 in performance pay, to be distributed at the end of the 2002 school year, if goals are accomplished. Student achievement is measured in a variety of ways, including standardized tests and grade point average. Other factors relate to a reduction in student suspensions and results of parent/student surveys.

What Is the Plan Based On?



- Dropout/completion rate (40%)
- Student achievement (30%)
- Other (20%)
- Student attendance (10%)

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



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

# Toltec Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 792  
 Number of certified teachers: 44

## Proposition 301 Dollars

Base pay:	\$ 50,055
Performance pay:	100,109
Menu options:	100,109
Total Proposition 301 dollars:	<u>\$ 250,273</u>
Total budgeted expenditures for fiscal year 2002:	\$5,770,829

## Comparative Information

	District	State
Student/teacher ratio:	18	18
Average teacher salary:	\$28,337	\$37,176
Beginning teacher salary:	\$25,500	\$26,516
Percentage of dollars spent in the classroom:	61%	57.7%

### Base Pay (\$50,055):

The District determined that its classroom teachers and librarian will receive equal percentage base pay increases, averaging approximately \$1,077 per employee. These same employees are also eligible for performance pay and compensation increases from menu monies. Employees will receive the monies at the end of the 2002 school year.

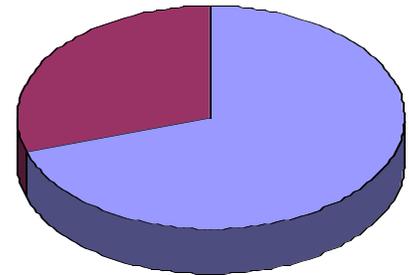
### Menu Options (\$100,109):

A committee of district administrators, teachers, and school principals determined that menu monies will be used entirely to increase eligible employees' compensation.

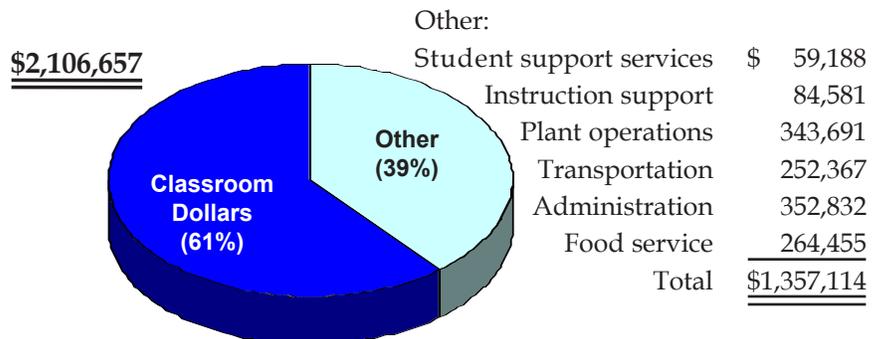
### Performance Pay (\$100,109):

The District has budgeted \$2,108 per eligible employee for performance pay increases. Seventy percent of the increase will be based on student achievement, as measured by a point system linked to standardized test results, with the remaining 30 percent based on teacher evaluations. These monies will be distributed as goals are met or with the 2002 school year's final paycheck.

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*.

# Tombstone Unified School District

Grades served: PreK-12  
 Number of schools: 3  
 Students attending: 1,033  
 Number of certified teachers: 70

## Proposition 301 Dollars

Base pay:	\$ 75,413
Performance pay:	150,826
Menu options:	150,826
<b>Total Proposition 301 dollars:</b>	<b>\$ 377,065</b>
Total budgeted expenditures for fiscal year 2002:	\$15,901,415

## Comparative Information

	District	State
Student/teacher ratio:	14.8	18
Average teacher salary:	\$30,878	\$37,176
Beginning teacher salary:	\$23,935	\$26,516
Percentage of dollars spent in the classroom:	57.6%	57.7%

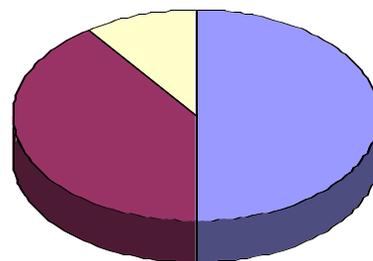
### Base Pay (\$75,413):

The District indicates that it plans to equally divide base pay monies among its 71 classroom teachers, 3 counselors, and 2 librarians. The pay raises, approximately \$885 each, will be paid out during the normal payroll cycle. These same types of employees are also eligible to receive performance pay and compensation increases from menu monies.

### Menu Options (\$150,826):

A committee of district administrators, teachers, and school principals determined that 50 percent of the monies will be used to increase eligible employee base pay by about \$885 each. Another 40 percent of the monies will be used to hire two teachers to reduce class sizes, and 10 percent will be used for teacher development, such as staff in-service days.

Which Options Did the District Choose?

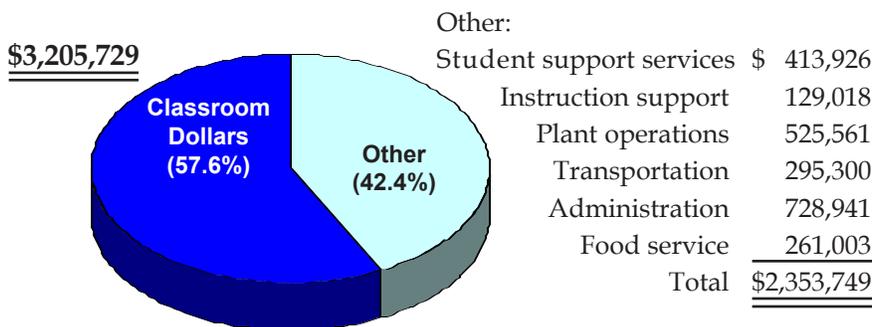


- Compensation increases (50%)
- Class size reduction (40%)
- Teacher development (10%)

### Performance Pay (\$150,826):

Eligible employees may earn up to \$1,770 each in performance pay, which will be distributed with the 2002 school year's final paycheck. The District's performance plan is equally based on students' academic growth on standardized tests and student behavioral improvement plans.

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



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

# Tonto Basin Elementary School District

Grades served: K-8  
 Number of schools: 1  
 Students attending: 57  
 Number of certified teachers: 4

## Proposition 301 Dollars

Base pay:	\$ 4,855
Performance pay:	9,710
Menu options:	9,710
Total Proposition 301 dollars:	<u>\$ 24,275</u>
Total budgeted expenditures for fiscal year 2002:	\$729,053

## Comparative Information

	District	State
Student/teacher ratio:	14.3	18
Average teacher salary:	\$32,425	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	59.3%	57.7%

### Base Pay (\$4,855):

The District indicated that it has equally divided base pay monies between four classroom teachers. The pay raises are being distributed during the normal payroll cycle, and are expected to be approximately \$1,214 per classroom teacher.

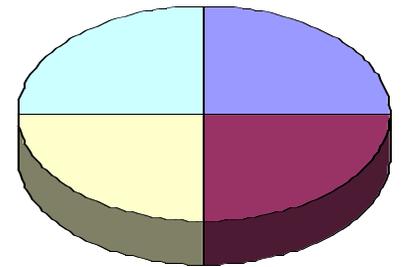
### Menu Options (\$9,710):

A committee of board members, classroom teachers, and parents determined that menu monies would be used to add a part-time instructional aid and for support staff increases if full funding is received.

### Performance Pay (\$9,710):

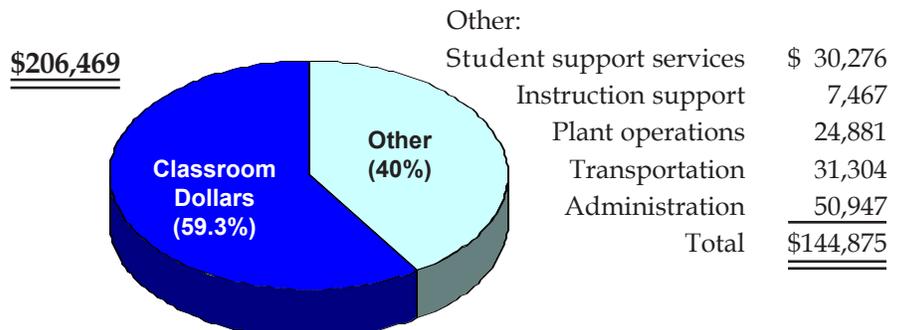
Classroom teachers and school principals developed the District's performance pay plan, under which each of the four classroom teachers will be eligible to receive approximately \$2,428 if goals are met. The plan is based on four equal measurement items: student achievement on standardized tests; biannual parent and student surveys; teacher performance evaluations; and taking on additional teacher responsibilities, such as after-school tutoring. The District plans to distribute these monies prior to July 1, 2002.

What Is the Plan Based On?



- Student achievement (25%)
- Parental satisfaction (25%)
- Teacher evaluation (25%)
- Additional teacher responsibility (25%)

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



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

# Topock Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 151  
 Number of certified teachers: 12

## Proposition 301 Dollars

Base pay:	\$ 11,381
Performance pay:	22,762
Menu options:	22,762
<b>Total Proposition 301 dollars:</b>	<b><u>\$ 56,905</u></b>
Total budgeted expenditures for fiscal year 2002:	\$1,629,598

## Comparative Information

	District	State
Student/teacher ratio:	12.6	18
Average teacher salary:	\$27,529	\$37,176
Beginning teacher salary:	\$26,450	\$26,516
Percentage of dollars spent in the classroom:	62.3%	57.7%

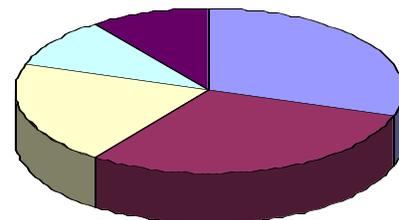
### Base Pay (\$11,381):

The District has budgeted base pay increases of \$829, plus benefits, for each of its 12 classroom teachers. Monies will be paid at the end of the year in one lump sum. To receive the increase, teachers need to identify state curriculum standards, design and continually adapt a professional development plan, and collaborate with colleagues to achieve district goals. Only 16 other districts also required employees to perform additional work to receive base pay increases.

### Performance Pay (\$22,762):

Classroom teachers may receive up to an estimated \$1,333 each, plus benefits, in performance pay monies to be distributed with the 2002 school year's final paycheck. To receive these monies, teachers must accomplish goals in a number of areas. Specific goals include improved student performance on standardized tests, knowledge and delivery of state standards, development and implementation of improvement plans, and improved student attendance.

#### What Is the Plan Based

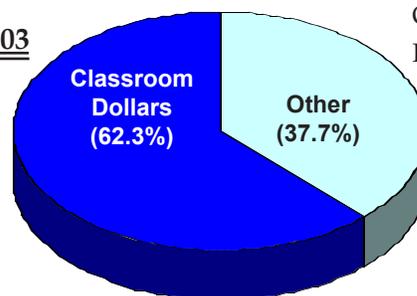


### Menu Options (\$22,762):

A committee of board members and district administrators determined that 93 percent of the menu monies will be used to increase teacher compensation. The remaining 7 percent will be used to pay for development-related activities, including workshops, professional journal subscriptions, and guest speakers.

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

\$594,803



Other:

Instruction support	\$ 14,933
Plant operations	119,384
Transportation	34,478
Administration	138,103
Food service	53,421
<b>Total</b>	<b><u>\$360,319</u></b>

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

# Tucson Unified School District

Grades served: PreK-12  
 Number of schools: 122  
 Students attending: 59,267  
 Number of certified teachers: 3,446

## Proposition 301 Dollars

Base pay:	\$ 3,840,913
Performance pay:	7,681,825
Menu options:	<u>7,681,825</u>
Total Proposition 301 dollars:	<u>\$ 19,204,563</u>
Total budgeted expenditures for fiscal year 2002:	\$495,878,751

## Comparative Information

	District	State
Student/teacher ratio:	17.2	18
Average teacher salary:	\$37,290	\$37,176
Beginning teacher salary:	\$26,918	\$26,516
Percentage of dollars spent in the classroom:	53.9%	57.7%

### Base Pay (\$3,840,913):

The District has chosen to give base pay increases to 2,839 classroom teachers, 137 counselors, 101 librarians, and 76 nurses, speech therapists, and social workers. These employees are also eligible for compensation increases from menu monies. Although dollar amounts per eligible employee vary, base pay raises are expected to range between \$1,012 and \$1,426 each.

### Menu Options (\$7,681,825):

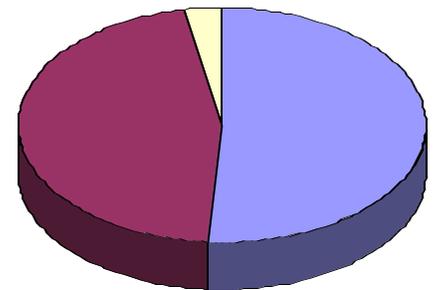
Board members, district administrators, and the Tucson Education Association determined that all menu monies would be used for eligible employee compensation increases.

### Performance Pay (\$7,681,825):

A variety of district employees and the Tucson Education Association developed the performance pay plan.

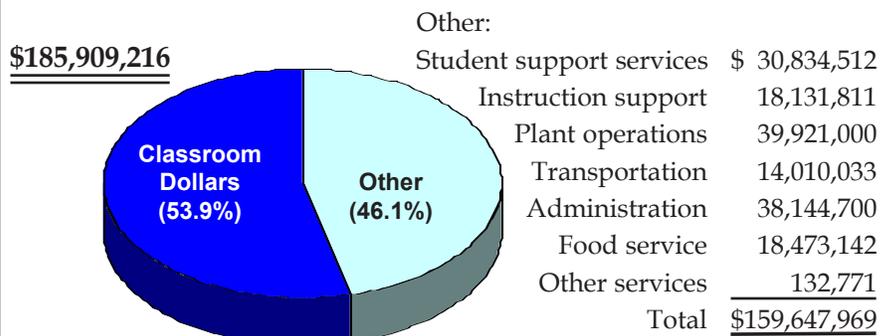
According to the District, 3,133 classroom teachers, 155 counselors, 101 librarians, and 156 nurses, speech therapists, and social workers are eligible to participate in the plan. The plan divides 97 percent of monies between teacher development and student achievement goals. The remaining 3 percent will be used to reward employees for accepting additional responsibilities. The District estimated that performance pay could range from \$1,350 to \$3,350 per eligible employee.

What Is the Plan Based On?



- Teacher development (51%)
- Student achievement (46%)
- Additional teacher responsibility (3%)

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



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

# Union Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 102  
 Number of certified teachers: 6

## Proposition 301 Dollars

Base pay:	\$ 7,790
Performance pay:	15,580
Menu options:	<u>15,580</u>
Total Proposition 301 dollars:	<u><u>\$38,950</u></u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	17.1	18
Average teacher salary:	\$37,362	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	51.5%	57.7%

### Base Pay (\$7,790):

The District has chosen to divide base pay monies equally between eight classroom teachers, for an increase of approximately \$678 per teacher. The District plans to distribute the raises quarterly.

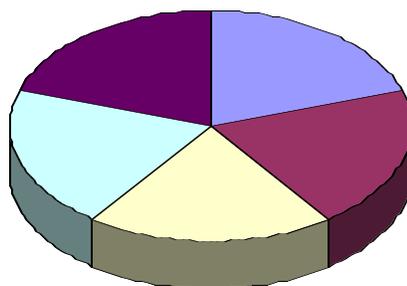
### Menu Options (\$15,580):

A committee of school principals, teachers, and support staff determined that all the menu monies would be used for additional compensation for classroom teachers.

### Performance Pay (\$15,580):

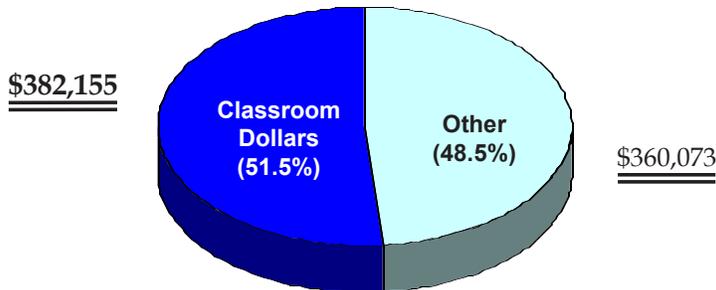
The District estimates that the eight eligible classroom teachers could earn up to \$1,000 each in performance pay. The District's plan includes a variety of performance measures, including student achievement on standardized tests, increased parental involvement, student achievement of reading goals, and increased student attendance. The District plans to distribute the monies with the 2002 school year's final paycheck.

What Is the Plan Based On?



- Student achievement (20%)
- Additional teacher responsibility (20%)
- District improvement (20%)
- School improvement (20%)
- Student attendance (20%)

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



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

# Vail Unified School District

Grades served:	PreK-12
Number of schools:	9
Students attending:	3,201
Number of certified teachers:	192

## Proposition 301 Dollars

Base pay:	\$ 187,481
Performance pay:	374,961
Menu options:	<u>374,961</u>
Total Proposition 301 dollars:	<u><u>\$ 937,403</u></u>
Total budgeted expenditures for fiscal year 2002:	\$50,127,374

## Comparative Information

	<b>District</b>	<b>State</b>
Student/teacher ratio:	16.7	18
Average teacher salary:	\$28,436	\$37,176
Beginning teacher salary:	\$27,556	\$26,516
Percentage of dollars spent in the classroom:	57.4%	57.7%

### Base Pay (\$187,481):

The District is equally dividing its base pay monies among 227 teachers, 3 counselors, and 4 technology coordinators. These types of employees are also eligible for performance pay and compensation increases from menu monies. The pay raises range between \$750 and \$880 each and are paid out during the District's normal payroll cycle.

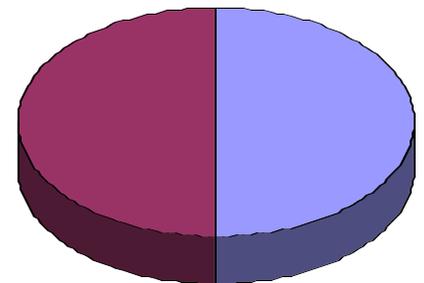
### Performance Pay (\$374,961):

Eligible employees could earn an estimated \$1,375 each in performance pay, which will be paid with the 2002 school year's final paycheck if goals are met. The performance pay plan is based on the District's existing Performance Incentive Program and includes performance factors that vary among the District's schools.

### Menu Options (\$374,961):

A committee of district administrators, school principals, teachers, and parents determined that half of the menu monies will be used for base compensation increases for eligible employees, with the other half being spent at the discretion of individual schools.

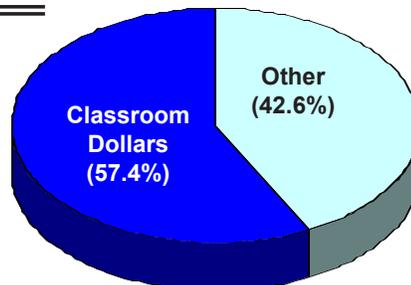
**Which Options Did the District Choose?**



■ Compensation increases (50%)  
■ School discretion (50%)

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

\$9,110,415



Other:	
Student support services	\$ 562,261
Instruction support	611,910
Plant operations	1,840,220
Transportation	1,224,121
Administration	1,730,300
Food service	785,404
Other services	<u>6,245</u>
<b>Total</b>	<u><u>\$6,760,461</u></u>

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

# Valentine Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 49  
 Number of certified teachers: 2

## Proposition 301 Dollars

Base pay:	\$ 3,727
Performance pay:	7,455
Menu options:	7,455
<b>Total Proposition 301 dollars:</b>	<b><u>\$ 18,637</u></b>
Total budgeted expenditures for fiscal year 2002:	\$511,295

## Comparative Information

	District	State
Student/teacher ratio:	24.5	18
Average teacher salary:	\$43,038	\$37,176
Beginning teacher salary:	\$30,250	\$26,516
Percentage of dollars spent in the classroom:	72.3%	57.7%

### Base Pay (\$3,727):

The District increased the base pay for its three classroom teachers by an estimated \$1,300 per teacher. The pay raises are being paid out during the normal payroll cycle.

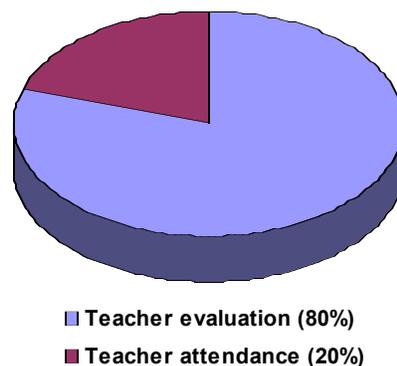
### Menu Options (\$7,455):

A committee of district administrators and board members determined that the menu monies would be used to hire a tutor to work with small groups of students in an effort to reduce class sizes.

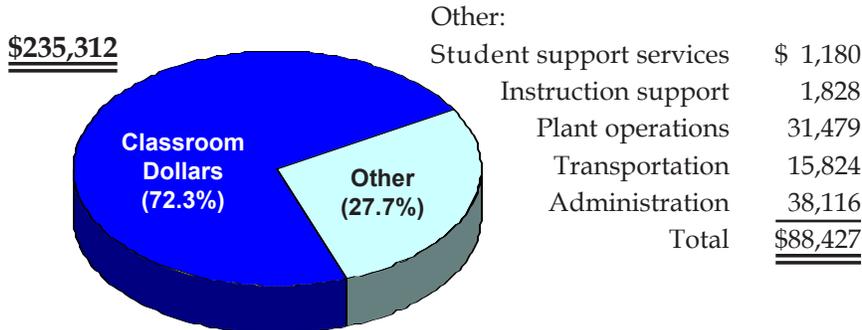
### Performance Pay (\$7,455):

The District determined that its three classroom teachers could earn up to \$2,630 per teacher, based on the teacher's evaluation and attendance. The District indicated that it would distribute the performance pay monies in equal installments, if goals are met, in December 2001 and March 2002.

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*.

# Valley Union High School District

Grades served: 9-12  
 Number of schools: 1  
 Students attending: 205  
 Number of certified teachers: 15

## Proposition 301 Dollars

Base pay:	\$ 19,488
Performance pay:	38,976
Menu options:	<u>38,976</u>
Total Proposition 301 dollars:	<u>\$ 97,440</u>
Total budgeted expenditures for fiscal year 2002:	\$2,770,322

## Comparative Information

	District	State
Student/teacher ratio:	13.7	18
Average teacher salary:	\$34,205	\$37,176
Beginning teacher salary:	\$23,300	\$26,516
Percentage of dollars spent in the classroom:	53.2%	57.7%

### Base Pay (\$19,488):

The District plans to divide its base pay monies equally among 16 classroom teachers, 1 counselor, 2 teachers' aides, and 1 librarian. These same types of employees are also eligible for performance pay and compensation increases from menu monies. The District has budgeted approximately \$823 per eligible employee, to be distributed with the 2002 school year's final paycheck.

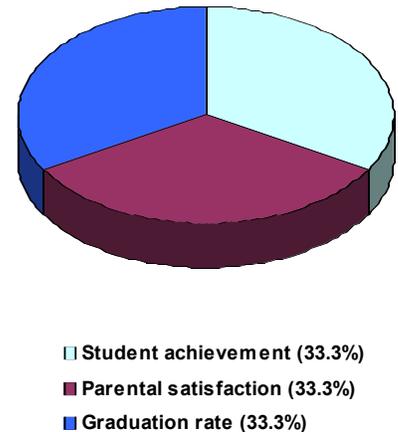
### Menu Options (\$38,976):

A committee of board members, administrators, and teachers determined that menu monies will be used to increase compensation levels and to provide additional pay for certified teaching staff who obtain professional development hours.

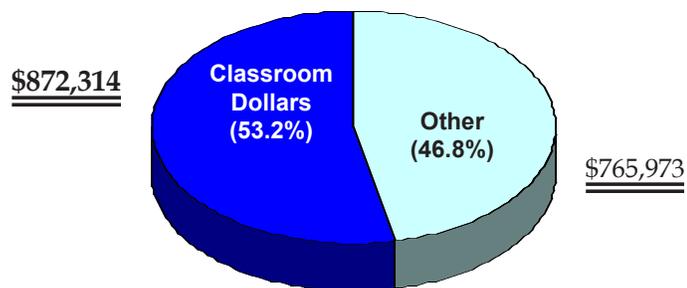
### Performance Pay (\$38,976):

The District has budgeted approximately \$1,646 per eligible employee for performance pay. The plan is based on the three factors shown in the figure. Specifically, eligible employees will earn performance pay if at least 85 percent of students pass the AIMS reading test, 65 percent of parent surveys give the school a grade of "B" or better, and if the graduation rate is at least 85 percent. The District plans to distribute the monies with the 2002 school year's final paycheck.

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*.

# Washington Elementary School District

Grades served: PreK-8  
 Number of schools: 32  
 Students attending: 23,621  
 Number of certified teachers: 1,350

## Proposition 301 Dollars

Base pay:	\$ 1,493,151
Performance pay:	2,986,303
Menu options:	2,986,303
Total Proposition 301 dollars:	<u>\$ 7,465,757</u>
Total budgeted expenditures for fiscal year 2002:	\$203,583,949

## Comparative Information

	District	State
Student/teacher ratio:	17.5	18
Average teacher salary:	\$39,113	\$37,176
Beginning teacher salary:	\$28,475	\$26,516
Percentage of dollars spent in the classroom:	64%	57.7%

### Base Pay (\$1,493,151):

The District indicated that classroom teachers, counselors, and librarians are receiving equal base pay percentage increases, estimated to be about \$1,013 each. These same types of employees are also eligible to receive performance pay and compensation increases from menu monies. The District is distributing these monies through its normal payroll cycle.

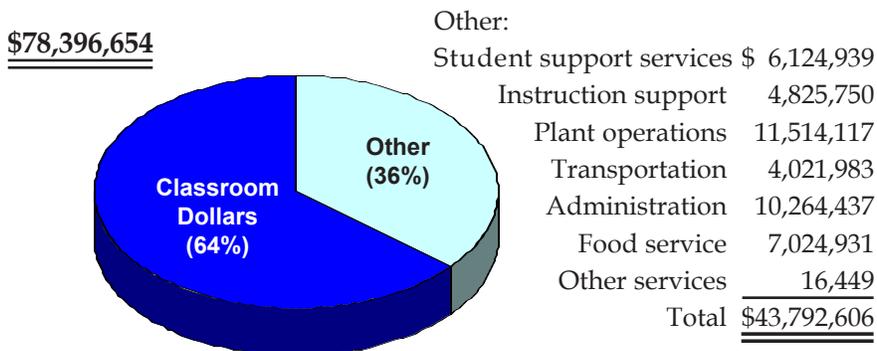
### Menu Options (\$2,986,303):

A committee of board members, administrators, support staff, teachers, and school principals determined that menu monies would be used to increase eligible employees' base pay.

### Performance Pay (\$2,986,303):

The District estimated that each eligible employee could receive up to \$1,815 in performance pay. The plan is based on the District's existing school improvement process and includes 23 measurement criteria, including student achievement, parental satisfaction and involvement, additional teacher responsibility, and various other improvement factors. The District plans to distribute performance pay monies with the 2002 school year's final paycheck.

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



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

# Wellton Elementary School District

Grades served:	PreK-8
Number of schools:	1
Students attending:	339
Number of certified teachers:	22

## Proposition 301 Dollars

Base pay:	\$ 24,506
Performance pay:	49,013
Menu options:	<u>49,013</u>
Total Proposition 301 dollars:	<u><u>\$ 122,532</u></u>
Total budgeted expenditures for fiscal year 2002:	\$2,736,745

## Comparative Information

	District	State
Student/teacher ratio:	15.4	18
Average teacher salary:	\$31,477	\$37,176
Beginning teacher salary:	\$24,450	\$26,516
Percentage of dollars spent in the classroom:	61.3%	57.7%

The District's Proposition 301 questionnaire was not returned to the Office of the Auditor General in time to be included in this report. Information about base pay, performance pay, and menu options was obtained from the District's Proposition 301 spending plan.

### Base Pay (\$24,506):

The District has chosen to divide the base pay monies equally among certified teaching staff.

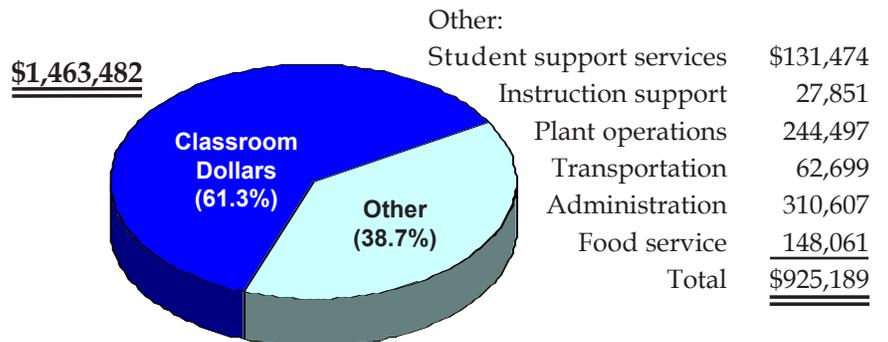
### Menu Options (\$49,013):

The District plans to use a large portion of the menu monies for performance pay objectives. The remaining balance will be used to pay instructors in extended-day and extended-year programs, and to either reduce class sizes or use instructional aides for one-on-one tutoring.

### Performance Pay (\$49,013):

The District's performance plan includes a number of components. Certified teachers may receive \$10 for each student achieving at least a 50 percent composite score on standardized tests and \$20 for each student achieving a 70 percent score or higher. Teachers may also receive \$200 for each approved endorsement, degree, or certification they earn. Additionally, each year, teachers will set a school-wide performance objective, which will include attendance goals, behavior goals, parent/student satisfaction surveys, and consideration of student growth. The total amount allocated per teacher for this objective will not exceed \$1,500.

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



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

# Wenden Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 96  
 Number of certified teachers: 8

## Proposition 301 Dollars

Base pay:	\$ 7,297
Performance pay:	14,594
Menu options:	<u>14,594</u>
Total Proposition 301 dollars:	<u><u>\$ 36,485</u></u>
Total budgeted expenditures for fiscal year 2002:	\$1,151,035

## Comparative Information

	District	State
Student/teacher ratio:	12	18
Average teacher salary:	\$32,791	\$37,176
Beginning teacher salary:	\$25,400	\$26,516
Percentage of dollars spent in the classroom:	50%	57.7%

### Base Pay (\$7,297):

The District is dividing its base pay monies equally among nine classroom teachers. Monies will be paid out in two installments totaling approximately \$800 per teacher.

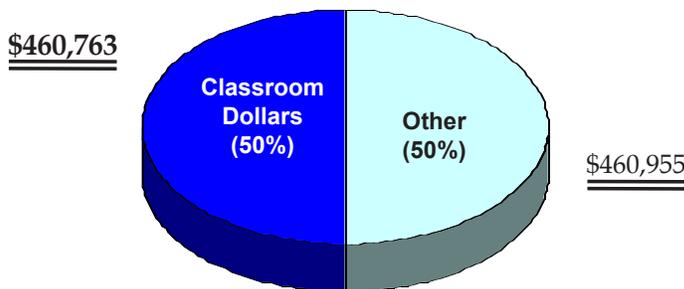
### Performance Pay (\$14,594):

District administrators have determined that performance pay will be distributed to classroom teachers who receive a satisfactory performance evaluation. Teachers meeting this goal will each be eligible for approximately \$1,600 in performance pay, which will be paid out in two installments.

### Menu Options (\$14,594):

A committee of board members and district administrators determined that all menu monies for the 2002 school year will be used to increase base salaries for the nine classroom teachers.

Dollars in the Classroom (Fiscal Year 2001)



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

# Whiteriver Unified School District

Grades served: PreK-12  
 Number of schools: 8  
 Students attending: 2,690  
 Number of certified teachers: 148

## Proposition 301 Dollars

Base pay:	\$174,343
Performance pay:	348,687
Menu options:	348,687
Total Proposition 301 dollars:	<u>\$871,717</u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	18.2	18
Average teacher salary:	\$28,736	\$37,176
Beginning teacher salary:	\$22,609	\$26,516
Percentage of dollars spent in the classroom:	54.9%	57.7%

### Base Pay (\$174,343):

Classroom teachers, counselors, and librarians are each receiving an equal base pay increase, estimated at \$990. The monies are being paid during the normal payroll cycle.

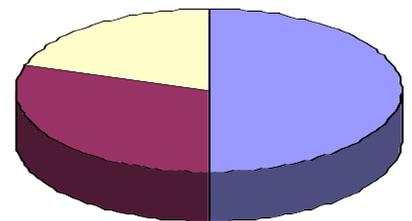
### Performance Pay (\$348,687):

Under the District's current year plan, classroom teachers, counselors, and librarians are eligible for performance pay and could earn up to \$1,979 each if all goals are met. Half of the district performance pay monies are allocated based on school improvement factors. For most of the District's schools, these improvement factors include goals relating to student attendance and parental involvement. The two remaining components of the plan are student achievement, as measured by standardized test scores, and teacher development. Performance monies will be paid with the 2002 school year's final paycheck.

### Menu Options (\$348,687):

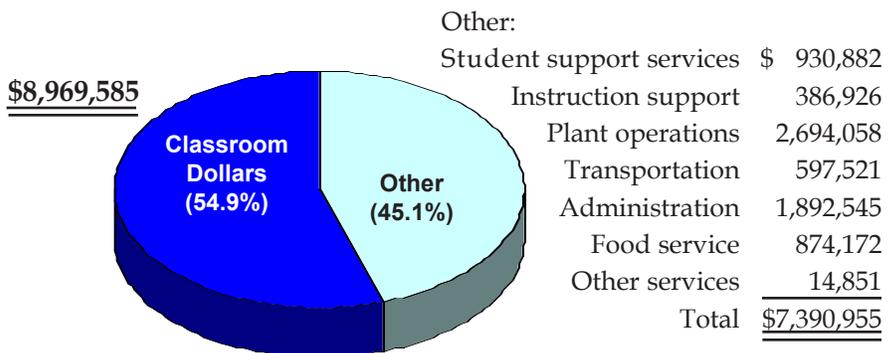
A committee of district administrators, school principals, and teachers determined how menu monies would be spent. Half of the monies will be used to increase classroom teacher, counselor, and librarian base pay. Another 30 percent will be used to provide tutoring in reading and math for elementary students. The remaining monies will pay for dropout prevention programs, including hiring an additional counselor.

Which Options Did the District Choose?



- Compensation increases (50%)
- AIMS intervention (30%)
- Dropout prevention (20%)

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



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

# Wickenburg Unified School District

Grades served: PreK-12  
 Number of schools: 5  
 Students attending: 1,483  
 Number of certified teachers: 92

## Proposition 301 Dollars

Base pay:	\$ 97,292
Performance pay:	194,584
Menu options:	194,584
<b>Total Proposition 301 dollars:</b>	<b>\$ 486,460</b>
Total budgeted expenditures for fiscal year 2002:	\$11,693,964

## Comparative Information

	District	State
Student/teacher ratio:	17.1	18
Average teacher salary:	\$32,932	\$37,176
Beginning teacher salary:	\$25,500	\$26,516
Percentage of dollars spent in the classroom:	56.1%	57.7%

### Base Pay (\$97,292):

The District's 90 classroom teachers, 4 counselors, and 1 librarian are eligible for base pay increases, estimated at \$1,024 per employee. These types of employees are also eligible to receive performance pay and compensation increases from menu monies. The monies are being paid out during the normal payroll cycle.

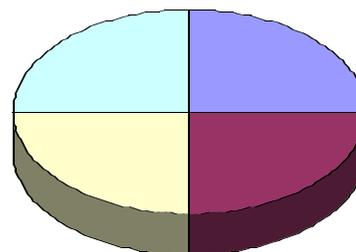
### Menu Options (\$194,584):

A committee of district administrators, school principals, and teachers worked together to determine how menu monies will be spent. Under the plan, 69 percent of the money will be used as a base pay increase for eligible employees. The remaining monies will be used for teacher development and training relating to topics such as AIMS intervention and dropout prevention.

### Performance Pay (\$194,584):

The District's performance pay plan is based on the factors shown in the figure. Goals associated with student achievement require more than half of the District standardized test scores to be at the 50th-percentile or better while the parent satisfaction goal will be considered to have been met if 80 percent of those surveyed give the District an "A" or "B" rating. Each school is also required to develop a School Enhancement Plan that is based on measurable student achievement. Eligible employees could earn up to \$2,048 each if they accomplish goals in three or more of the areas. If two goals are attained, eligible employees can earn 75 percent of the maximum pay; 25 percent can be earned if one goal is met.

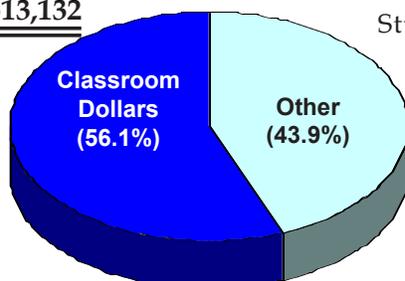
What Is the Plan Based On?



- Student achievement (25%)
- Parent satisfaction (25%)
- School enhancement plan (25%)
- Student attendance (25%)

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

\$4,513,132



Other:

Student support services	\$ 307,484
Instruction support	137,245
Plant operations	1,203,668
Transportation	442,530
Administration	957,782
Food service	377,647
<b>Total</b>	<b>\$3,426,356</b>

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

# Willcox Unified School District

Grades served: PreK-12  
 Number of schools: 3  
 Students attending: 1,524  
 Number of certified teachers: 89

## Proposition 301 Dollars

Base pay:	\$ 110,342
Performance pay:	220,685
Menu options:	<u>220,685</u>
Total Proposition 301 dollars:	<u>\$ 551,712</u>
Total budgeted expenditures for fiscal year 2002:	\$10,964,346

## Comparative Information

	District	State
Student/teacher ratio:	17.1	18
Average teacher salary:	\$28,691	\$37,176
Beginning teacher salary:	\$26,000	\$26,516
Percentage of dollars spent in the classroom:	58.2%	57.7%

### Base Pay (\$110,342):

The District budgeted for base pay increases \$1,264 per returning classroom teacher. These base pay increases will fluctuate each year depending on the amount of Proposition 301 base pay revenues. The District also increased the starting salary for new teachers by \$500. This year's base pay increases were paid during the first semester of the school year.

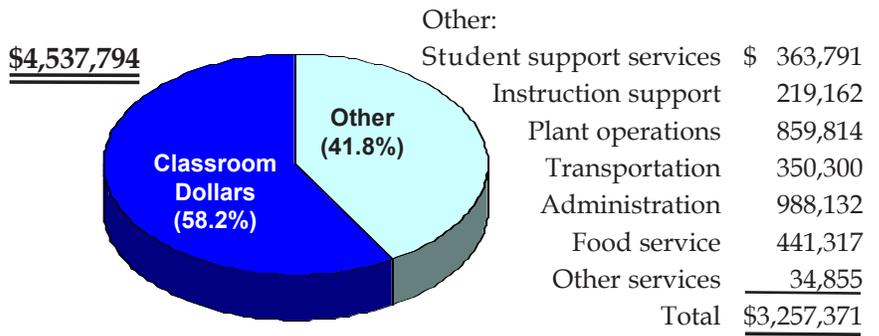
### Menu Options (\$220,685):

A committee of board members, district administrators, teachers, and school principals determined the allocation of menu monies. Specifically, the District plans to hire one additional teacher at the middle school, add three staff development days for specific trainings, and increase teacher compensation for additional responsibilities, such as serving as mentors and team leaders.

### Performance Pay (\$220,685):

The District budgeted performance pay of \$2,359, on average, for each of the District's 95 classroom teachers, 3 counselors, and 1 librarian. Three-quarters of the performance pay monies are based on students' improvement on standardized tests; one-quarter is based on site-goal options related to student performance. These include reading at the elementary school, parent contacts at the middle school, and staff attendance at the high school. To receive the full amount, eligible employees must remain employed with the District for the 2003 school year. Retiring and resigning teachers will receive prorated amounts. The District indicated it plans to distribute these monies as goals are met.

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



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

# Williams Unified School District

Grades served: PreK-12  
 Number of schools: 3  
 Students attending: 747  
 Number of certified teachers: 48

## Proposition 301 Dollars

Base pay:	\$ 59,020
Performance pay:	118,040
Menu options:	118,040
Total Proposition 301 dollars:	<u>\$ 295,100</u>
Total budgeted expenditures for fiscal year 2002:	\$6,515,358

## Comparative Information

	District	State
Student/teacher ratio:	15.6	18
Average teacher salary:	\$31,385	\$37,176
Beginning teacher salary:	\$24,438	\$26,516
Percentage of dollars spent in the classroom:	60.2%	57.7%

### Base Pay (\$59,020):

The District estimates that its classroom teachers, counselor, librarian, psychologist, and nurse will receive base pay increases of approximately \$906 each, on average. These same types of employees are also eligible to receive performance pay and compensation increases from menu monies. Raises vary among employees and are being paid out during the normal payroll cycle.

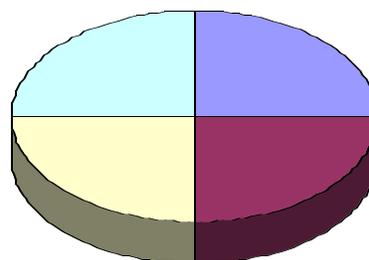
### Menu Options (\$118,040):

A committee of teachers and school principals determined that the menu monies will be used to increase eligible employee base pay.

### Performance Pay (\$118,040):

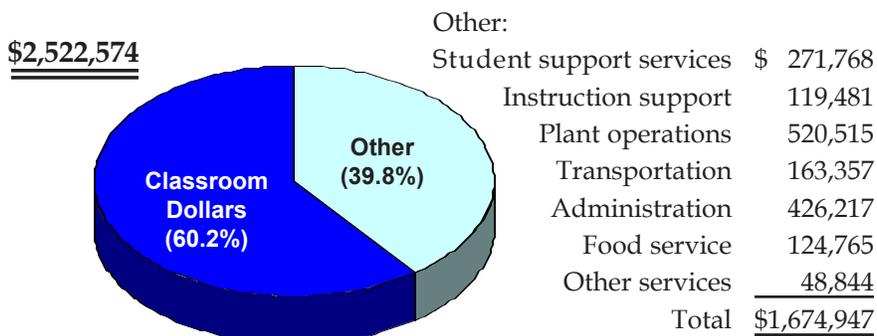
Eligible employees may each receive up to \$1,814 in performance pay based upon the factors shown in the figure. Student achievement will be measured using standardized tests at the elementary school level. High school students must meet state standards. Parental satisfaction and involvement includes conducting parent surveys and monitoring parental involvement through each school's Web site. Other goals include reducing student office referrals, establishing a plan to improve student behavior, and reducing the number of unexcused student absences and tardies by 5 percent. Monies will be distributed as goals are met.

What is the Plan Based On?



- Student achievement (25%)
- Parent involvement (25%)
- School improvement (25%)
- Student attendance (25%)

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



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

# Wilson Elementary School District

Grades served: PreK-8  
 Number of schools: 2  
 Students attending: 1,348  
 Number of certified teachers: 81

## Proposition 301 Dollars

Base pay:	\$ 85,143
Performance pay:	170,287
Menu options:	<u>170,287</u>
Total Proposition 301 dollars:	<u>\$ 425,717</u>
Total budgeted expenditures for fiscal year 2002:	\$14,070,800

## Comparative Information

	District	State
Student/teacher ratio:	16.6	18
Average teacher salary:	\$39,900	\$37,176
Beginning teacher salary:	\$34,167	\$26,516
Percentage of dollars spent in the classroom:	58.7%	57.7%

### Base Pay (\$85,143):

The District divided its base pay monies equally among its 55 classroom teachers, 1 counselor, 1 librarian, and 1 nurse. These types of employees are also eligible to receive performance pay and compensation increases from menu monies. The District estimated base pay increases to be \$875 per employee, and is paying the monies out during the normal payroll cycle.

### Performance Pay (\$170,287):

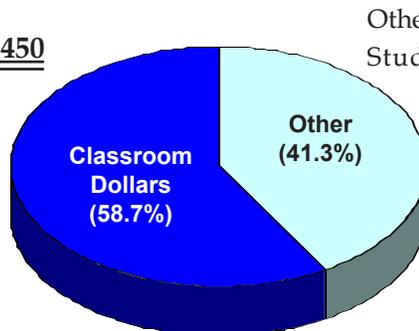
The District determined that performance pay increases would be based entirely on students' academic progress as measured by standardized tests. Increases are estimated to be \$1,750 per eligible employee, to be distributed in the last pay period in June 2002.

### Menu Options (\$170,287):

A committee of district administrators, teachers, school principals, and support staff determined that all menu monies would be used for salary increases for eligible employees.

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

\$5,808,450



Other:	
Student support services	\$ 297,864
Instruction support	389,384
Plant operations	1,243,395
Transportation	187,518
Administration	1,238,653
Food service	713,829
Other services	<u>55,093</u>
Total	<u>\$4,125,736</u>

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

# Window Rock Unified School District

Grades served: PreK-12  
 Number of schools: 6  
 Students attending: 2,935  
 Number of certified teachers: 196

## Proposition 301 Dollars

Base pay:	\$190,061
Performance pay:	380,122
Menu options:	<u>380,122</u>
Total Proposition 301 dollars:	<u>\$950,305</u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	15	18
Average teacher salary:	\$34,975	\$37,176
Beginning teacher salary:	\$28,810	\$26,516
Percentage of dollars spent in the classroom:	54.1%	57.7%

### Base Pay (\$190,061):

The District decided to divide base pay monies equally among 191 classroom teachers, 8 counselors, 4 librarians, and 18 other employees including speech therapists, social workers, nurses, peer evaluators, and mental health workers. These types of employees are also eligible to receive performance pay and compensation increases from menu monies. The base pay increases, estimated at \$829 per eligible employee, are being paid out during the normal payroll cycle.

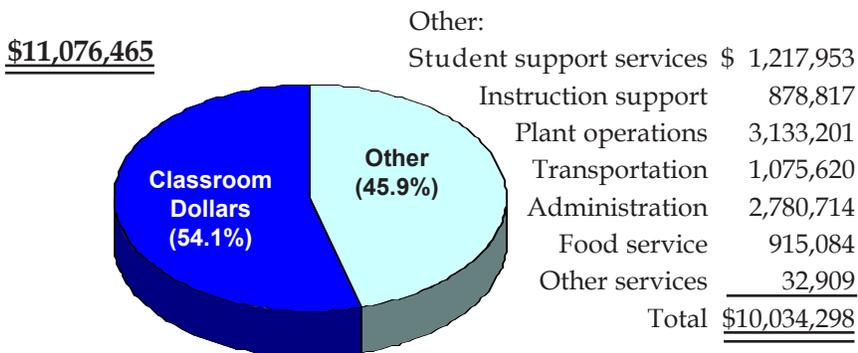
### Performance Pay (\$380,122):

The District estimates that eligible employees may earn up to \$1,600 each in performance pay, to be paid out in the 2002 school year's final paycheck. Each school was directed to base its performance pay on two goals. One of these goals must be student achievement, as indicated by improvement in average percentile rankings on standardized tests. The other performance goal could be based on factors such as student/teacher attendance, parental satisfaction, student discipline, or student retention/dropout rates.

### Menu Options (\$380,122):

A committee of district administrators, teachers, and school principals determined that menu monies will be used to increase eligible employee base pay.

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



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

# Winslow Unified School District

Grades served: PreK-12  
 Number of schools: 5  
 Students attending: 2,480  
 Number of certified teachers: 135

## Proposition 301 Dollars

Base pay:	\$ 161,486
Performance pay:	322,973
Menu options:	<u>322,973</u>
Total Proposition 301 dollars:	<u>\$ 807,432</u>
Total budgeted expenditures for fiscal year 2002:	\$26,798,810

## Comparative Information

	District	State
Student/teacher ratio:	18.4	18
Average teacher salary:	\$31,314	\$37,176
Beginning teacher salary:	\$25,000	\$26,516
Percentage of dollars spent in the classroom:	55.1%	57.7%

### Base Pay (\$161,486):

The District indicated that base pay increases between \$523 and \$1,046 each will be distributed to 140 classroom teachers, 4 counselors, and 1 librarian in August 2001. These types of employees are also eligible to receive performance pay.

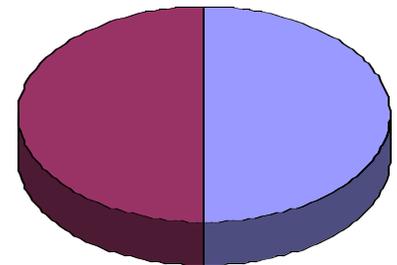
### Menu Options (\$322,973):

A committee of board members, district administrators, teachers, and school principals determined that menu monies would be used to pay eligible employees for successfully completing the Six Trait Writing Rubric training.

### Performance Pay (\$322,973):

The District estimated that eligible employees will each receive between \$1,046 and \$2,092 in performance pay, based upon the two factors shown in the figure. To receive the performance pay monies, employees must not receive any unsatisfactory marks on their performance evaluations, and District students must show improvement on standardized tests. Eligible employees will receive their performance pay no later than June 30, 2002.

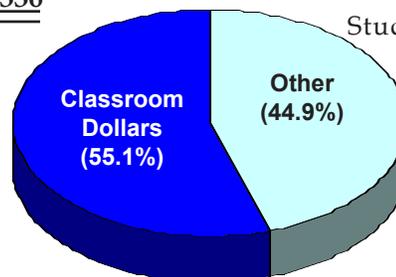
What Is the Plan Based On?



■ Student achievement (50%)  
 ■ Teacher evaluation (50%)

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

\$7,174,336



Other:

Student support services	\$ 508,201
Instruction support	1,072,614
Plant operations	1,739,177
Transportation	432,474
Administration	1,406,492
Food service	<u>534,944</u>
<b>Total</b>	<u><b>\$5,693,902</b></u>

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

# Yarnell Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 57  
 Number of certified teachers: 5

## Proposition 301 Dollars

Base pay:	\$ 4,329
Performance pay:	8,659
Menu options:	8,659
<b>Total Proposition 301 dollars:</b>	<b><u>\$ 21,647</u></b>
Total budgeted expenditures for fiscal year 2002:	\$761,256

## Comparative Information

	District	State
Student/teacher ratio:	11.4	18
Average teacher salary:	\$31,082	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	56.4%	57.7%

### Base Pay (\$4,329):

The District budgeted base salary increases of approximately \$798 for each of its five classroom teachers. The raises are being paid out during the normal payroll cycle.

### Menu Options (\$8,659):

A committee of board members, administrators, teachers, and principals decided to use the menu monies to hire a remedial teachers' aide.

### Performance Pay (\$8,659):

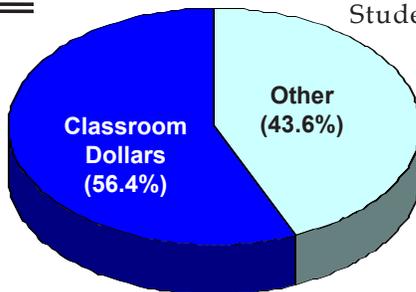
The District budgeted an estimated \$1,596 for each classroom teacher based on the three performance goals listed below. The District plans to distribute the monies with the 2002 school year's final paycheck.

#### Performance Goals:

- Spend at least 100 hours per month addressing academic standards
- Implement a plan for a more positive learning environment, and encourage punctuality, attendance, and teacher/parent communications
- Schedule small-group instruction for at-risk students

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

\$238,446



#### Other:

Student support services	\$ 5,000
Instruction support	7,419
Plant operations	20,472
Transportation	34,765
Administration	94,298
Food service	19,375
<b>Total</b>	<b><u>\$181,329</u></b>

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

# Yavapai Accommodation School

Grades served: PreK-12  
 Number of schools: 1  
 Students attending: NA  
 Number of certified teachers: NA

## Proposition 301 Dollars

Base pay:	\$ 3,822
Performance pay:	7,645
Menu options:	7,645
Total Proposition 301 dollars:	<u>\$ 19,112</u>
Total budgeted expenditures for fiscal year 2002:	\$356,837

## Comparative Information

	District	State
Student/teacher ratio:	NA	18
Average teacher salary:	NA	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	67%	57.7%

### Base Pay (\$3,822):

The District indicated that base pay increases will vary among the two classroom teachers and two aides. On average, raises are estimated to be \$759 per employee and will be distributed at the end of the 2002 school year. To receive the increases, eligible employees are required to develop new curriculum.

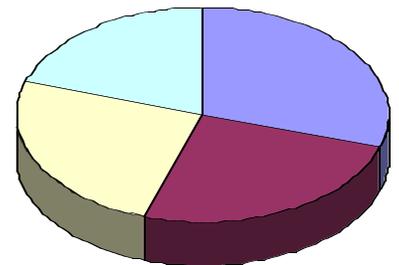
### Performance Pay (\$7,645):

District administrators determined that the performance pay plan would be based on student achievement, teacher evaluation, teacher development, and student attendance. Student achievement will be measured using standardized tests. Eligible employees must receive satisfactory marks on their evaluations, take one or more classes, and develop additional courses of study. Eligible employees could earn approximately \$569 each if goals are met and if they remain employed with the District for the 2003 school year.

### Menu Options (\$7,645):

District administrators determined that menu monies would be used for the purposes shown in the figure. To receive the compensation increases, eligible employees are required to do additional work related to curriculum development, testing coordination, special education services, and support services. Monies will also be used for student transition support and to pay for additional student assistance with coursework. The District also indicated that 20 percent of the menu monies will be carried forward to the 2003 school year.

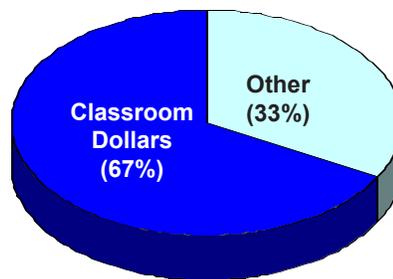
Which Options Did the District Choose?



- Compensation increases (30%)
- Teacher development (25%)
- Dropout prevention (25%)
- Carryover to 2003 (20%)

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

\$67,460



Other:	
Instruction support	\$ 4,936
Plant operations	4,933
Administration	21,260
Food service	<u>186</u>
<b>Total</b>	<u><u>\$31,315</u></u>

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

# Young Elementary School District

Grades served: PreK-12  
 Number of schools: 2  
 Students attending: 73  
 Number of certified teachers: 11

## Proposition 301 Dollars

Base pay:	\$ 6,359
Performance pay:	12,718
Menu options:	12,718
<b>Total Proposition 301 dollars:</b>	<b>\$ 31,795</b>
Total budgeted expenditures for fiscal year 2002:	\$4,405,645

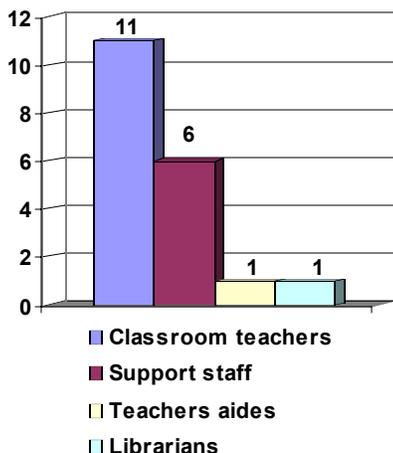
## Comparative Information

	District	State
Student/teacher ratio:	6.7	18
Average teacher salary:	\$28,909	\$37,176
Beginning teacher salary:	\$26,132	\$26,516
Percentage of dollars spent in the classroom:	61.7%	57.7%

### Base Pay (\$6,359):

The District decided to give equal base pay increases to a variety of employees as shown in the chart. These types of employees are also eligible to receive performance pay. Support staff include cafeteria and office workers, bus drivers, and custodians. Each eligible employee is expected to receive approximately \$322, which will be distributed with the 2002 school year's final paycheck.

### Who's Receiving Pay Increases?



### Performance Pay (\$12,718):

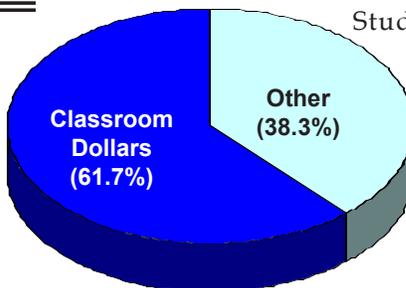
A committee of district administrators, teachers, and support staff determined that the performance pay plan would be equally based on student achievement, parental satisfaction and involvement, additional teacher responsibility, school improvement, and dropout prevention. For the school improvement component, eligible employees can choose any 8 of 23 goals identified by the entire District staff. Each employee could earn approximately \$644 if goals are accomplished.

### Menu Options (\$12,718):

School principals determined that menu monies would be spent to compensate employees for additional work related to AIMS intervention, teacher development, and dropout prevention programs. Employees may be compensated for activities such as tutoring students in math and English, participating in a home-school committee, or presenting innovative ideas in the faculty notebook.

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

\$556,961



Other:	
Student support services	\$ 15,528
Instruction support	31,427
Plant operations	122,546
Administration	153,110
Food service	41,938
<b>Total</b>	<b>\$364,549</b>

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

# Yucca Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 26  
 Number of certified teachers: 1

## Proposition 301 Dollars

Base pay:	\$ 1,985
Performance pay:	3,970
Menu options:	3,970
Total Proposition 301 dollars:	<u>\$ 9,925</u>
Total budgeted expenditures for fiscal year 2002:	\$370,954

## Comparative Information

	District	State
Student/teacher ratio:	26	18
Average teacher salary:	\$31,961	\$37,176
Beginning teacher salary:	\$29,761	\$26,516
Percentage of dollars spent in the classroom:	67.8%	57.7%

### Base Pay (\$1,985):

Each of the District's three classroom teachers will receive an estimated \$636 base pay increase to be paid at the end of the 2002 school year.

### Menu Options (\$3,970):

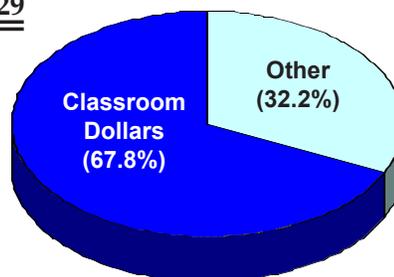
A committee of board members, school principals, support staff and assistant administrators determined that 100 percent of the menu money would be used for compensation increases for the District's three classroom teachers and one administrative aide. The District plans to include the compensation increase with the 2002 school year's final paycheck.

### Performance Pay (\$3,970):

Classroom teachers could each receive up to \$1,273 in performance pay, based upon student achievement on standardized tests. The District plans to distribute the monies with the 2002 school year's final paycheck.

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

\$147,429



Other:	
Plant operations	\$17,322
Transportation	511
Administration	39,890
Food service	<u>12,304</u>
Total	<u>\$70,027</u>

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

# Yuma County Accommodation District

Grades served: PreK-12  
 Number of schools: 3  
 Students attending: 141  
 Number of certified teachers: NA

## Proposition 301 Dollars

Base pay:	\$ 11,662
Performance pay:	23,325
Menu options:	23,325
<b>Total Proposition 301 dollars:</b>	<b><u>\$ 58,312</u></b>
Total budgeted expenditures for fiscal year 2002:	\$3,020,755

## Comparative Information

	District	State
Student/teacher ratio:	NA	18
Average teacher salary:	NA	\$37,176
Beginning teacher salary:	\$25,200	\$26,516
Percentage of dollars spent in the classroom:	27.1%	57.7%

### Base Pay (\$11,662):

The District's five classroom teachers and one teachers' aide will receive an estimated \$1,200 base pay increase each, to be paid in biannual installments. These types of employees are also eligible to receive performance pay.

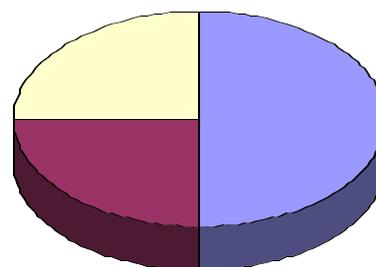
### Menu Options (\$23,325):

A committee of board members, administrators, teachers, and school principals determined that all menu monies would be used at school discretion in the areas of technology, environment tone, coaching, school safety, and other areas where the committee feels the school is lacking. Classroom teachers, counselors, teachers' aides, and a discipline officer may receive compensation increases for additional work performed in these areas.

### Performance Pay (\$23,325):

Performance pay for eligible employees is expected to range from \$2,000 to \$2,500 each. The performance pay plan is based on the factors shown in the figure. Examples of specific measurement activities include an assessment of teacher lesson plans and maintaining an average daily membership count of at least 85 students. The District plans to distribute the performance pay with the 2002 school year's final paycheck.

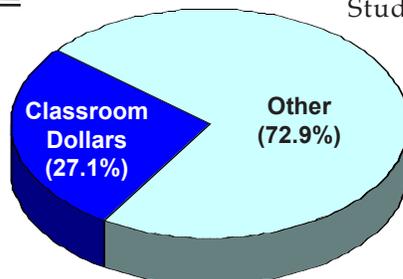
What Is the Plan Based On?



- Teacher evaluation (50%)
- School improvement (25%)
- Student attendance (25%)

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

\$242,560



Other:	
Student support services	\$138,065
Plant operations	102,789
Transportation	154,408
Administration	226,388
Food service	5,296
<b>Total</b>	<b><u>\$626,946</u></b>

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

# Yuma Elementary School District

Grades served: PreK-8  
 Number of schools: 17  
 Students attending: 9,519  
 Number of certified teachers: 511

## Proposition 301 Dollars

Base pay:	\$ 600,808
Performance pay:	1,201,617
Menu options:	1,201,617
<b>Total Proposition 301 dollars:</b>	<b><u>\$ 3,004,042</u></b>
Total budgeted expenditures for fiscal year 2002:	\$71,634,691

## Comparative Information

	<b>District</b>	<b>State</b>
Student/teacher ratio:	18.6	18
Average teacher salary:	\$33,189	\$37,176
Beginning teacher salary:	\$26,850	\$26,516
Percentage of dollars spent the classroom:	56.4%	57.7%

### Base Pay (\$600,808):

The District has allocated equal pay increases to each of 549 classroom teachers, 6 counselors, 3 speech therapists, and 13 librarians. Pay increases are estimated to be \$1,003, and are being distributed during the normal payroll cycle. In addition, the District has increased starting pay.

### Menu Options (\$1,201,617):

A committee of district administrators, teachers, and support staff developed the menu monies spending plan. The plan provides for half of the menu monies to be used to hire 21 new classroom teachers to reduce class sizes. The other half of the monies will be used to increase base pay and benefits for classroom teachers, counselors, and librarians.

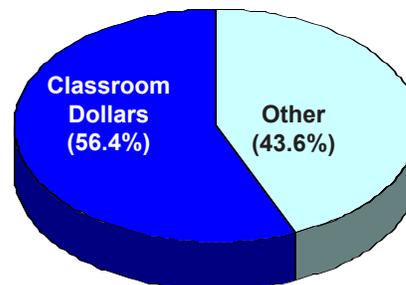
### Performance Pay (\$1,201,617):

The District based its performance pay plan on its preexisting Literacy for All Students Plan. Classroom teachers, counselors, and librarians are eligible to participate and can earn as much as \$2,006 each in performance pay incentives if goals are met. To receive the monies, employees must accomplish goals associated with student achievement, professional development, and implementation of the Literacy for All Students Plan in each school.

Specific goals require instructional staff to receive training and coaching in the best practices for increasing literacy; to assess students to determine literacy level; and to implement timely literacy interventions designed to meet the needs of individual students. In addition, teachers will be rewarded for the progress students demonstrate on reading tests.

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

\$26,888,253



\$20,753,723

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

# Yuma Union High School District

Grades served: 9-12  
 Number of schools: 4  
 Students attending: 7,981  
 Number of certified teachers: 382

## Proposition 301 Dollars

Base pay:	\$ 551,365
Performance pay:	1,102,730
Menu options:	<u>1,102,730</u>
Total Proposition 301 dollars:	<u>\$ 2,756,825</u>
Total budgeted expenditures for fiscal year 2002:	\$75,720,289

## Comparative Information

	District	State
Student/teacher ratio:	20.9	18
Average teacher salary:	\$29,603	\$37,176
Beginning teacher salary:	\$27,309	\$26,516
Percentage of dollars spent in the classroom:	56.8%	57.7%

### Base Pay (\$551,365):

The District budgeted approximately \$1,163 in base pay increases for each of 390 classroom teachers, 18 counselors, 6 librarians, and 3.5 nurses. These same types of employees are eligible for performance pay and for compensation from menu monies. Base pay monies are being distributed during the normal payroll cycle.

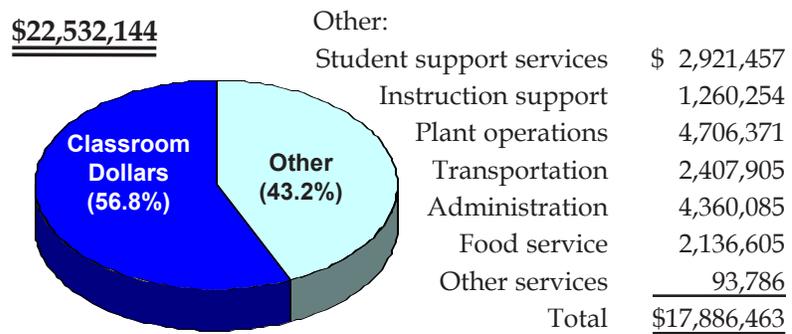
### Menu Options (\$1,102,730):

A committee of board members, district administrators, teachers, and school principals developed the menu monies spending plan. Specifically, the plan includes hiring eight new teachers to reduce class sizes, tutoring students in reading to better prepare them for the AIMS test, and paying for increased health insurance costs. The plan also allocates monies to schools to spend at their discretion for things such as class size reduction, teacher development activities, and AIMS intervention.

### Performance Pay (\$1,102,730):

The District has budgeted approximately \$2,327 per eligible employee for performance pay increases, which will be distributed with the 2002 school year's last paycheck if goals are met. The performance pay plan rewards eligible employees for maintaining or improving on the District's graduation, dropout, and student attendance rates. The plan also calls for schools to implement strategies to improve students' standardized test scores. If two of these goals are accomplished, the District will pay 50 percent of performance pay monies. The remaining 50 percent will be paid if 90 percent of certified staff earn at least 1 college credit or attend 15 hours of conferences, workshops, or other training.

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



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

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# Appendix

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**OFFICE OF THE AUDITOR GENERAL – SCHOOL-WIDE AUDIT TEAM  
CLASSROOM SITE FUND QUESTIONNAIRE**

The purpose of this questionnaire is to obtain specific information regarding how your District will be spending Classroom Site Fund monies in fiscal year 2001-02. Please be as detailed as possible in your answers. However, if the requested information is specifically contained in your formal plans for Base Pay, Performance Pay or Menu Money, you can simply note where we can find the needed information in the plans.

1. Please complete this table to summarize how the District plans to use Classroom Site Fund monies:

	<b>Estimated total Classroom Site Fund dollars per category</b>	<b>Amount the District plans to spend on FY 2001-2002 employee compensation increases</b>	<b>Amount allocated per eligible employee</b> (If amounts vary, please provide the range of dollars allocated)
<b>Base Pay</b>	\$ _____	\$ _____	\$ _____
<b>Performance Pay</b>	\$ _____	\$ _____	\$ _____
<b>Menu Options</b>	\$ _____	\$ _____	\$ _____
<b>TOTALS</b>	\$ _____	\$ _____	\$ _____

2. Will Classroom Site Fund monies be used to pay for regular step increases in the district's salary schedule?  Yes  No

3. Will Classroom Site Fund monies be used to pay for employment related expenses?  Yes  No

If yes, please indicate below which expenses and the percentage of monies used:

- Health insurance increases \_\_\_\_\_%       Taxes \_\_\_\_\_%
- Matching retirement contributions \_\_\_\_\_%       Other \_\_\_\_\_% (describe use)\_\_\_\_\_

**CLASSROOM SITE FUND 011 – BASE PAY**

4. Which District employees has the district identified as eligible to receive base pay increases?

- Classroom Teachers                                       Teacher Aides
- Counselors     Librarians
- Support Staff (food service, transportation, business office, etc)       Other (describe)\_\_\_\_\_

5. How many employees in each category are eligible for base pay increases?

Classroom Teachers \_\_\_\_\_      Teacher Aides \_\_\_\_\_      Support Staff \_\_\_\_\_

Counselors \_\_\_\_\_      Librarians \_\_\_\_\_      Other \_\_\_\_\_

6. How did the District divide base pay increase monies among eligible employees?

- Equal dollar amounts       Dollar amounts vary, based on factors other than experience
- Equal percentage increases       Percentage varies, based on factors other than experience
- Increased starting pay       Increased dollar or percentage amounts based on experience
- Other (describe)\_\_\_\_\_

**OFFICE OF THE AUDITOR GENERAL – SCHOOL-WIDE AUDIT TEAM  
CLASSROOM SITE FUND QUESTIONNAIRE**

7. Which of the following apply to base pay increase monies in your district? (check all that apply)
- Included in the 2001-2002 employee contracts       Included in the 2001-2002 salary schedule       Paid as a stipend
8. Are eligible employees required to do anything additional to obtain the base pay increases?       Yes       No  
If "yes", please check below all that apply:
- Work additional days beyond the required 176       Work longer days/class periods  
 Obtain additional training       Develop new curriculum  
 Other (describe) \_\_\_\_\_
9. When are base pay increases paid to eligible employees?
- Beginning of the next school year       Monthly       During normal payroll cycle  
 End of the current school year       Quarterly       Other (describe) \_\_\_\_\_

**CLASSROOM SITE FUND 012 – PERFORMANCE PAY**

Please send us a copy of the district's performance pay plan that was approved by the Governing Board and answer the following questions.

10. Who participated in developing the performance pay plan? (check all that apply from the applicable column)
- |   |   |
|---|---|
| <input type="checkbox"/> District administrators only   | <input type="checkbox"/> A committee, comprised of:                                     |
| <input type="checkbox"/> Principals only                | <input type="checkbox"/> Board members <input type="checkbox"/> District administrators |
| <input type="checkbox"/> Teachers only                  | <input type="checkbox"/> Support staff <input type="checkbox"/> Teachers                |
| <input type="checkbox"/> Others (please describe) _____ | <input type="checkbox"/> Parents <input type="checkbox"/> School Principals             |
|   | <input type="checkbox"/> Other members (please describe) _____                          |
11. Is the current plan based on an existing plan?       Yes       No      If "yes", which plan?
- Career Ladder       Performance Incentive Program       Other (describe) \_\_\_\_\_
12. Is the plan:       Permanent       Subject to annual revisions       Temporary
13. Which employees has the district identified as eligible to receive performance pay monies?
- Classroom Teachers       Teacher Aides  
 Counselors       Librarians  
 Support Staff (food service, transportation, business office, etc),  Other (describe) \_\_\_\_\_

**OFFICE OF THE AUDITOR GENERAL – SCHOOL-WIDE AUDIT TEAM  
CLASSROOM SITE FUND QUESTIONNAIRE**

14. How many employees are eligible to receive performance pay increases?

Classroom Teachers \_\_\_\_\_ Teacher Aides \_\_\_\_\_ Support Staff \_\_\_\_\_  
Counselors \_\_\_\_\_ Librarians \_\_\_\_\_ Other \_\_\_\_\_

15. When does the District plan to distribute the performance pay monies?

Monthly     With the current school year’s final pay check     As goals are met  
 Quarterly     With next school year’s first pay check     Other (describe)\_\_\_\_\_

16. To receive 2001-2002 performance pay, is an employee required to be under contract with the District to work during the 2002-2003 year?     Yes     No

17. On the following table, please check the items that the District has incorporated into its performance pay plan, list the percentage of performance pay monies allocated to each item, and describe the standard that must be met to earn performance pay.

	Measurement Item	Percentage of performance pay monies allocated	Performance required to receive payment
<input type="checkbox"/>	Student achievement	%	
<input type="checkbox"/>	Parent satisfaction/involvement	%	
<input type="checkbox"/>	Teacher evaluation/performance	%	
<input type="checkbox"/>	Teacher development	%	
<input type="checkbox"/>	Additional teacher responsibility	%	
<input type="checkbox"/>	District improvement factors	%	
<input type="checkbox"/>	School improvement factors	%	
<input type="checkbox"/>	Student/teacher attendance	%	
<input type="checkbox"/>	Dropout/completion rate	%	
<input type="checkbox"/>	Other (please describe)	%	

18. How much performance pay money may an eligible employee earn in the 2001-2002 school year if he or she successfully meets performance goals for all measures? \$\_\_\_\_\_

**CLASSROOM SITE FUND 013 – OTHER**

The third category of allowable expenditures, consisting of six maintenance and operation choices, is often referred to as the “menu” money. These questions are directed at your planned uses of those monies.

**OFFICE OF THE AUDITOR GENERAL – SCHOOL-WIDE AUDIT TEAM  
CLASSROOM SITE FUND QUESTIONNAIRE**

19. Who participated in determining how the District would allocate the “menu” monies? (check all that apply from the applicable column)

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> District administrators only   | <input type="checkbox"/> A committee, comprised of:           |  |
| <input type="checkbox"/> Principals only                |   |  |
| <input type="checkbox"/> Teachers only                  |   |  |
| <input type="checkbox"/> Others (please describe) _____ |   |  |
|   |   |  |
|   | <input type="checkbox"/> Board members                        | <input type="checkbox"/> District administrators |
|   | <input type="checkbox"/> Support staff                        | <input type="checkbox"/> Teachers                |
|   | <input type="checkbox"/> Parents                              | <input type="checkbox"/> School Principals       |
|   | <input type="checkbox"/> Other members (please describe)_____ |  |

20. On the following table, please check the items that the District plans to spend “menu” monies on, list the percentage of the total available “menu” monies allocated to each item, and describe how the monies will be used.

	<b>Menu Item</b>	<b>% of menu monies allocated</b>	<b>Describe how the monies will be used</b>
<input type="checkbox"/>	Classroom size reduction	%	
<input type="checkbox"/>	Compensation increases	%	
<input type="checkbox"/>	AIMS intervention	%	
<input type="checkbox"/>	Teacher development	%	
<input type="checkbox"/>	Dropout prevention programs	%	
<input type="checkbox"/>	Teacher liability insurance	%	
<input type="checkbox"/>	Spending is at school discretion	%	

21. If the District is using “menu” monies to increase compensation, which employees has the district identified as eligible to receive the increase?

- |   |  |
|---|--|
| <input type="checkbox"/> Classroom Teachers   | <input type="checkbox"/> Teacher Aides         |
| <input type="checkbox"/> Counselors   | <input type="checkbox"/> Librarians            |
| <input type="checkbox"/> Support Staff (food service, transportation, business office, etc) | <input type="checkbox"/> Other (describe)_____ |

22. How many employees in each category are eligible to receive compensation increases from “menu” monies?

- |                          |                     |
|--------------------------|---------------------|
| Classroom Teachers _____ | Teacher Aides _____ |
| Counselors _____         | Librarians _____    |
| Support Staff _____      | Other _____         |

23. How are these additional teacher compensation monies, from the “menu” monies only, allocated? (check all that apply)

- |  |  |
|--|--|
| <input type="checkbox"/> Base pay increase         | <input type="checkbox"/> Performance-based increase                |
| <input type="checkbox"/> Employee related expenses | <input type="checkbox"/> Additional work required (describe) _____ |
| <input type="checkbox"/> Other (describe)_____     |  |

**OFFICE OF THE AUDITOR GENERAL – SCHOOL-WIDE AUDIT TEAM  
CLASSROOM SITE FUND QUESTIONNAIRE**

24. Please provide the following information:

<b>District Name:</b>	<b>District CTD:</b>
<b>District Contact Person:</b>	<b>Title/Position:</b>
<b>Phone Number:</b>	<b>Email:</b>

Thank you for your time and assistance.

Please email your completed questionnaire by November 19, 2001, to [sddata@auditor.gen.state.az.us](mailto:sddata@auditor.gen.state.az.us) or fax it to (602) 553-0051. If you have any questions regarding the questionnaire, please contact Sharron Walker or Natalie Coombs at (602) 553-0333. If you have any difficulties with this form, please contact Erin Cherry at the same number.

## **Mission**

The mission of the Office of the Auditor General is to independently provide the Legislature, government decision-makers, and the public with impartial, relevant information, specific recommendations, and technical assistance to improve state and local government operations.

## **Division of School Audits**

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