

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.

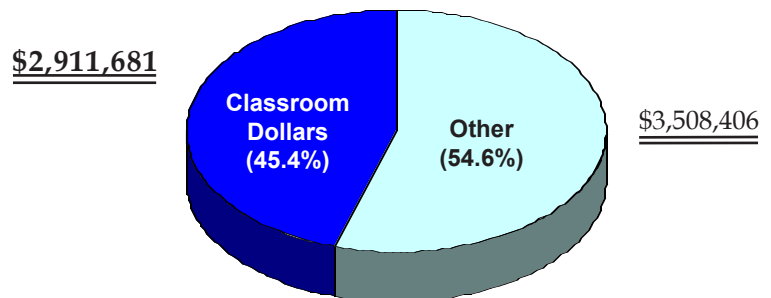
Performance Pay (\$67,097):

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.

Menu Options (\$67,097):

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

Dollars in the Classroom (Fiscal Year 2001)



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