

# 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):

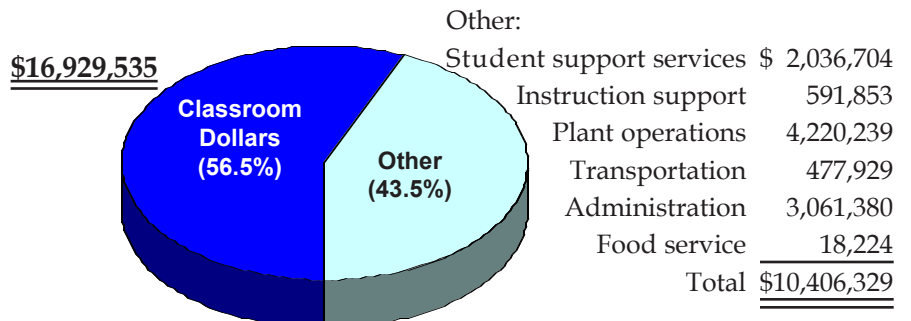
A committee of district administrators, teachers, a teachers' association representative, and an outside consulting group developed the menu monies spending plan. Under the plan, the District will hire six counselors and six teachers, and will increase salary and benefits for eligible employees by \$500 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*.