

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
Total Proposition 301 dollars:	<u>\$ 443,297</u>
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.

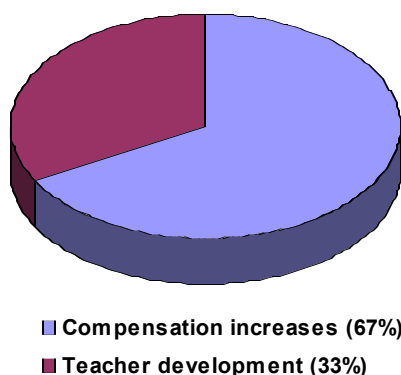
Base Pay (\$88,659):

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.

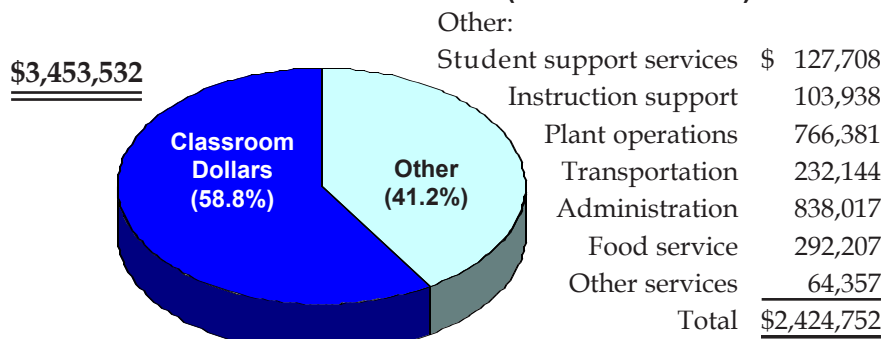
Performance Pay (\$177,319):

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*.