

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.

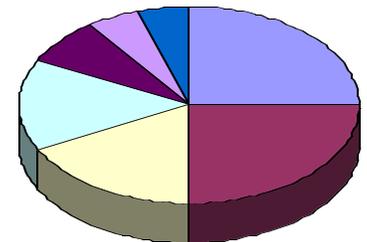
Menu Options (\$273,719):

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.

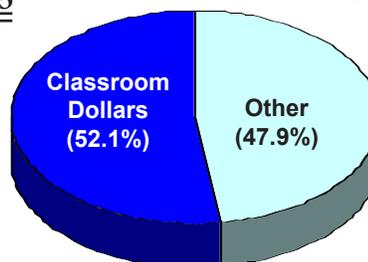
What Is the Plan Based On?



- 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*.