

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
Total Proposition 301 dollars:	\$	<u>742,235</u>
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.

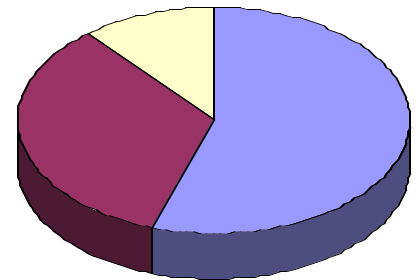
Menu Options (\$296,894):

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.

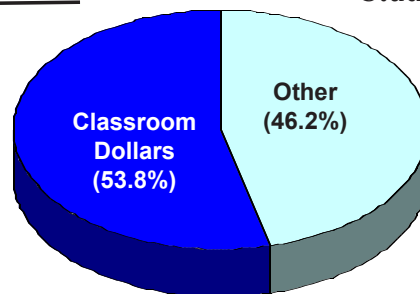
What Is the Plan Based On?



- Student achievement (55%)
- Teacher development (34%)
- Parental satisfaction (11%)

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	<u>81,245</u>
Total	<u>\$4,884,807</u>

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