

Indian Oasis-Baboquivari Unified School District

Grades served: PreK-12
 Number of schools: 5
 Students attending: 1,055
 Number of certified teachers: 83

Proposition 301 Dollars

Base pay:	\$ 71,820
Performance pay:	143,641
Menu options:	<u>143,641</u>
Total Proposition 301 dollars:	<u>\$ 359,102</u>
Total budgeted expenditures for fiscal year 2002:	\$18,963,086

Comparative Information

	District	State
Student/teacher ratio:	12.7	18
Average teacher salary:	\$30,911	\$37,176
Beginning teacher salary:	\$25,782	\$26,516
Percentage of dollars spent in the classroom:	49.7%	57.7%

Base Pay (\$71,820):

The District has decided that 96 classroom teachers, 4 counselors, 3 librarians, and 1 bilingual tester are eligible for a base pay increase. The base pay monies have been divided equally among eligible employees, budgeted at approximately \$705 each, and are paid during the normal payroll cycle.

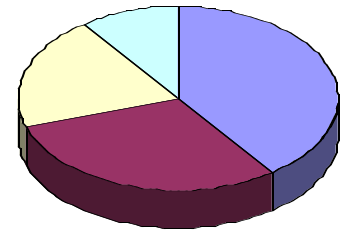
Menu Options (\$143,641):

A committee of teachers decided to use menu monies to pay for three teacher trainings, with any remaining monies to be used for base salary increases for classroom teachers, counselors, librarians, and a bilingual tester. Only two other districts had committees made up of only teachers.

Performance Pay (\$143,641):

A committee of district administrators, school principals, and teachers developed the District's performance pay plan, which focuses on a variety of factors and varies by school site. Performance pay factors include student achievement as measured by standardized tests, teacher evaluations, teacher development, and other areas, such as attendance and dropout and graduation rates. Under the plan, 96 classroom teachers, 4 counselors, 3 librarians, and 1 bilingual tester are eligible to receive performance pay, budgeted at approximately \$1,411 per eligible employee, if goals are met and if the employee is under contract with the District for the 2003 school year. The performance monies will be paid in July 2002.

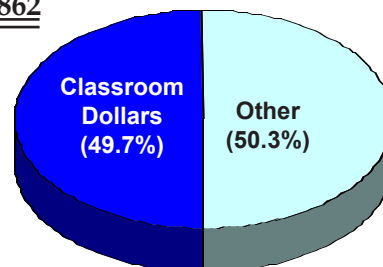
What Is the Plan Based On?



- Teacher development (40%)
- School discretion (30%)
- Student achievement (20%)
- Teacher evaluations (10%)

Dollars in the Classroom (Fiscal Year 2001)

\$4,982,862



Other:

Student support services	\$ 997,316
Instruction support	155,446
Plant operations	1,439,137
Transportation	697,840
Administration	1,355,077
Food service	456,050
Other services	10,336
Total	<u><u>\$5,111,202</u></u>

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