

Bisbee Unified School District

Grades served: PreK-12
 Number of schools: 4
 Students attending: 995
 Number of certified teachers: 55

Proposition 301 Dollars

Base pay:	\$ 68,810
Performance pay:	137,621
Menu options:	<u>137,621</u>
Total Proposition 301 dollars:	<u><u>\$ 344,052</u></u>
Total budgeted expenditures for fiscal year 2002:	\$9,380,126

Comparative Information

	District	State
Student/teacher ratio:	18.1	18
Average teacher salary:	\$29,794	\$37,176
Beginning teacher salary:	\$24,620	\$26,516
Percentage of dollars spent in the classroom:	52.7%	57.7%

Base Pay (\$68,810):

Classroom teachers, counselors, and librarians are eligible to receive base pay increases, estimated to be \$1,166 each, distributed in December 2001, and March, June, and August 2002. These same types of employees are also eligible to receive performance pay and compensation from menu monies.

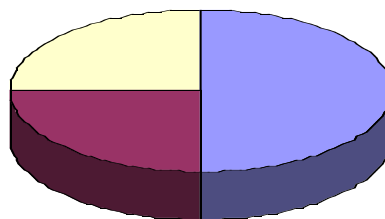
Menu Options (\$137,621):

A committee of district administrators, teachers, and school principals determined that all menu monies will be used to increase compensation for classroom teachers, counselors, and librarians. To receive the monies, employees must attend additional training classes focused on student achievement.

Performance Pay (\$137,621):

The District budgeted performance pay incentives of approximately \$2,332 per eligible employee. To receive these monies, eligible employees must accomplish goals in three areas, as shown in the figure. Specific goals include such things as improving reading, mathematics, and language arts scores on standardized tests; implementing strategies to improve students' reading and writing skills; and documenting at least 75 contacts with parents.

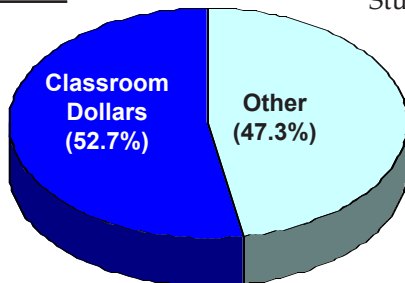
What Is the Plan Based On?



- School improvement (50%)
- Student achievement (25%)
- Teacher / parent communication (25%)

Dollars in the Classroom (Fiscal Year 2001)

\$2,919,083



Other:

Student support services	\$ 293,733
Instruction support	183,046
Plant operations	784,763
Transportation	267,424
Administration	692,048
Food service	<u>384,235</u>
Total	<u><u>\$2,605,249</u></u>

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