

Duncan Unified School District

Grades served: PreK-12
 Number of schools: 3
 Students attending: 578
 Number of certified teachers: 38

Proposition 301 Dollars

Base pay:	\$ 46,767
Performance pay:	93,535
Menu options:	93,535
Total Proposition 301 dollars:	<u>\$ 233,837</u>
Total budgeted expenditures for fiscal year 2002:	\$5,226,927

Comparative Information

	District	State
Student/teacher ratio:	15.2	18
Average teacher salary:	\$28,445	\$37,176
Beginning teacher salary:	\$26,500	\$26,516
Percentage of dollars spent in the classroom:	57.5%	57.7%

Base Pay (\$46,767):

The District is equally dividing base pay monies among its 41 teachers and 1 counselor. The District has budgeted base pay increases of approximately \$896 per eligible employee. Monies are being paid out during the normal payroll cycle.

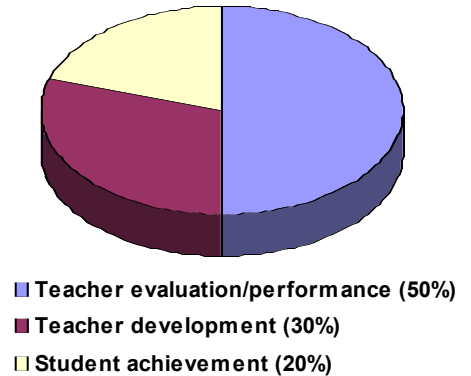
Menu Options (\$93,535):

A committee comprising board members, district administrators, teachers, and school principals allocated 63 percent of the District's menu monies to additional compensation increases. The remaining 37 percent is dedicated to class size reduction efforts.

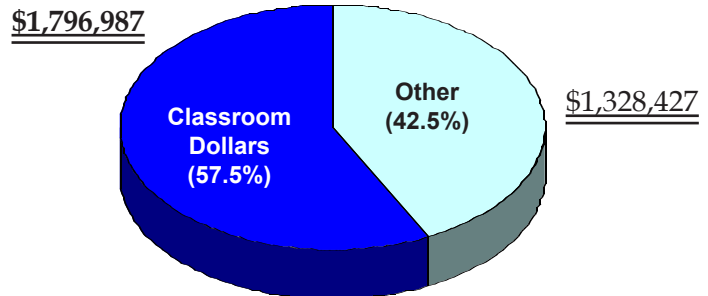
Performance Pay (\$93,535):

The District's classroom teachers and counselor are eligible for performance pay increases, estimated at \$1,791 each, if goals are met. As seen in the figure, the majority of performance monies are based on teacher evaluations. Performance pay will also be determined by students' achievement in targeted areas and employees' attendance at in-service trainings.

What Is the Plan Based On?



Dollars in the Classroom (Fiscal Year 2001)



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