

Pima Unified School District

Grades served:	PreK-12
Number of schools:	2
Students attending:	670
Number of certified teachers:	37

Proposition 301 Dollars

Base pay:	\$52,132
Performance pay:	104,263
Menu options:	<u>104,263</u>
Total Proposition 301 dollars:	<u><u>\$260,658</u></u>
Total budgeted expenditures for fiscal year 2002:	NA

Comparative Information

	District	State
Student/teacher ratio:	18.1	18
Average teacher salary:	\$28,402	\$37,176
Beginning teacher salary:	\$24,500	\$26,516
Percentage of dollars spent in the classroom:	59.9%	57.7%

Base Pay (\$52,132):

The District has budgeted an estimated base pay increase of \$1,181 per classroom teacher, counselor, and librarian. Monies are being paid out during the normal payroll cycle. To obtain the increase, employees are required to perform additional work such as obtaining additional training and developing curriculum. Only 15 other districts require employees to perform additional work to obtain base pay increases.

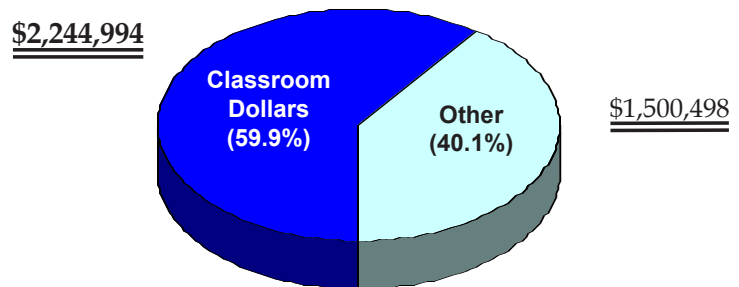
Menu Options (\$104,263):

Classroom teachers and school principals decided to use menu monies for expenses associated with teacher development activities. The monies will also be used to pay each classroom teacher, counselor, and librarian \$200 per day to attend 6 days of training.

Performance Pay (\$104,263):

The District's performance pay plan establishes goals relating to student achievement and teacher performance. Half of the available performance monies will be distributed if the percentage of students demonstrating one-year's academic progress on standardized tests increases, and if AIMS test scores improve by a specified amount. The District's ultimate goal is for student scores to be at the state average within 3 years. The other half of the monies will be paid to employees who receive performance evaluations indicating they are meeting or exceeding district expectations. By accomplishing all of these goals, classroom teachers, the counselor, and the librarian can earn approximately \$2,361 each. Monies will be paid out as goals are met.

Dollars in the Classroom (Fiscal Year 2001)



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