

# Saddle Mountain Unified School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 407  
 Number of certified teachers: 22

## Proposition 301 Dollars

|   |                   |
|---|-------------------|
| Base pay:   | \$ 28,980         |
| Performance pay:                                  | 57,960            |
| Menu options:                                     | 57,960            |
| <b>Total Proposition 301 dollars:</b>             | <b>\$ 144,900</b> |
|   |                   |
| Total budgeted expenditures for fiscal year 2002: | \$5,584,211       |

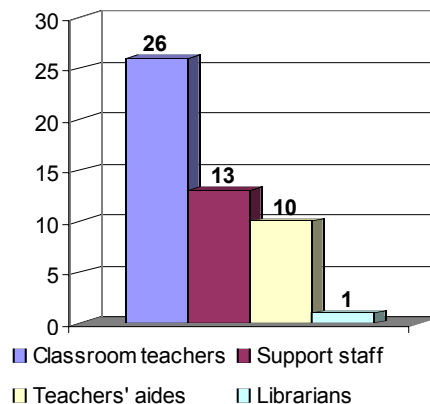
## Comparative Information

|   | District | State    |
|---|----------|----------|
| Student/teacher ratio:                        | 18.5     | 18       |
| Average teacher salary:                       | \$31,239 | \$37,176 |
| Beginning teacher salary:                     | \$27,342 | \$26,516 |
| Percentage of dollars spent in the classroom: | 52.6%    | 57.7%    |

### Base Pay (\$28,980):

Base pay increases, which will total approximately \$1,115, will be paid quarterly to each of 26 classroom teachers.

Who's Receiving Pay Increases?



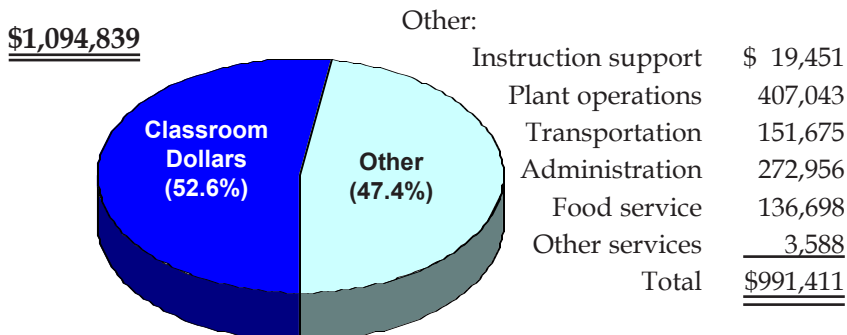
### Performance Pay (\$57,960):

The District's performance pay plan focuses on teacher performance on 20 different components. Possible ratings include "Unsatisfactory," "Basic," and "Proficient." Classroom teachers will receive between 20 percent and 100 percent of available performance incentives, up to an estimated \$2,230 each, depending on the ratings they receive.

### Menu Options (\$57,960):

A committee of district administrators, teachers, and support staff, determined how the District would allocate menu monies. Under the plan, 75 percent of monies will be used to provide compensation increases and performance pay incentives for improving student reading skills. The District indicated that 13 support staff, in addition to classroom teachers, teachers' aides, and librarians are eligible for menu money pay increases. Support staff include office staff and maintenance, custodial, transportation, and food service workers. The remaining monies will be used to provide after-school tutoring to students and for teacher development activities.

### Dollars in the Classroom (Fiscal Year 2001)



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