

San Simon Unified School District

Grades served: PreK-12
 Number of schools: 2
 Students attending: 130
 Number of certified teachers: 16

Proposition 301 Dollars

Base pay:	\$10,773
Performance pay:	21,546
Menu options:	<u>21,546</u>
Total Proposition 301 dollars:	<u><u>\$53,865</u></u>
Total budgeted expenditures for fiscal year 2002:	NA

Comparative Information

	District	State
Student/teacher ratio:	8.1	18
Average teacher salary:	\$48,997	\$37,176
Beginning teacher salary:	\$23,500	\$26,516
Percentage of dollars spent in the classroom:	52.2%	57.7%

Base Pay (\$10,773):

The District increased base pay by \$500 for each eligible employee. Eligible employees include 16 classroom teachers, a counselor, and a librarian. All increases will be paid during the normal payroll cycle.

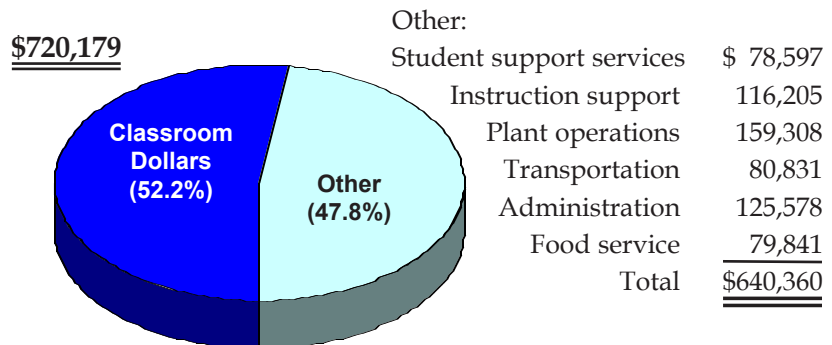
Menu Options (\$21,546):

A committee comprised of district administrators, school principals, teachers, and support staff determined that menu monies would be divided equally between additional compensation and teacher development. Classroom teachers, teachers' aides, counselors, and librarians are required to attend professional development and curriculum workshops to be eligible for the additional compensation.

Performance Pay (\$21,546):

Classroom teachers, counselors, librarians, and teachers' aides can earn up to \$1,000 each in performance pay. To be eligible, employees must be under contract to return to work with the District for the 2003 school year. Only 24 other districts have a similar requirement. All performance pay will be included in employees' first paychecks when they return for the 2003 school year. The performance pay plan is based equally on student achievement and parental satisfaction goals. Employees are rewarded if students, on average, achieve one-year's academic progress on at least 27 of 33 standardized test subsections. Performance pay can also be earned if at least 75 percent of parent satisfaction surveys rate schools as either "Excellent" or "Satisfactory."

Dollars in the Classroom (Fiscal Year 2001)



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