

# Snowflake Unified School District

Grades served: PreK-12  
 Number of schools: 10  
 Students attending: 2,412  
 Number of certified teachers: 130

## Proposition 301 Dollars

Base pay:	\$ 218,513
Performance pay:	437,026
Menu options:	<u>437,026</u>
Total Proposition 301 dollars:	<u>\$ 1,092,565</u>
Total budgeted expenditures for fiscal year 2002:	\$28,474,997

## Comparative Information

	District	State
Student/teacher ratio:	18.6	18
Average teacher salary:	\$30,291	\$37,176
Beginning teacher salary:	\$24,089	\$26,516
Percentage of dollars spent in the classroom:	61.1%	57.7%

### Base Pay (\$218,513):

The District's classroom teachers, counselors, and librarians are receiving base pay increases estimated to be \$895 each. These monies are distributed during the normal payroll cycle.

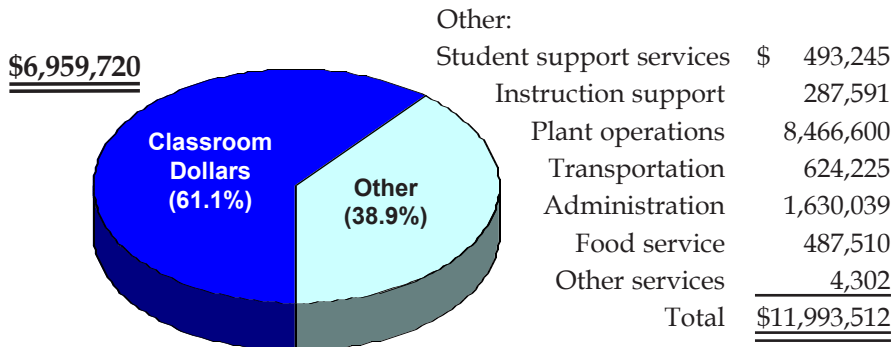
### Menu Options (\$437,026):

A committee composed of district administrators, teachers, and school principals determined that 75 percent of the menu monies would be directed to compensation increases and 25 percent to teacher development. The base compensation increases are included in employee contracts as additional salary applicable to the 2002 school year only. Teacher development is measured by participation in staff development and training outside of the normal workday.

### Performance Pay (\$437,026):

A committee of board members, district administrators, teachers, and school principals based the District's Proposition 301 performance pay plan on the existing Performance Incentive Program. Only 24 other districts used an existing pay-for-performance plan. Classroom teachers, counselors, and librarians can earn up to an estimated \$1,790 each in performance incentives, which will be distributed with the 2002 school year's final paycheck. Each eligible employee must design and implement a plan that measures student achievement according to a prescribed goal based on district, state, or other accepted standards. To receive the performance pay, employees will be evaluated on how many of their students achieve the academic goal and the overall development and execution of their plans.

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



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