

Blue Ridge Unified School District

Grades served: PreK-12
 Number of schools: 4
 Students attending: 2,339
 Number of certified teachers: 141

Proposition 301 Dollars

Base pay:	\$158,972
Performance pay:	317,943
Menu options:	<u>317,943</u>
Total Proposition 301 dollars:	<u>\$794,858</u>
Total budgeted expenditures for fiscal year 2002:	NA

Comparative Information

	District	State
Student/teacher ratio:	16.6	18
Average teacher salary:	\$33,606	\$37,176
Beginning teacher salary:	\$25,452	\$26,516
Percentage of dollars spent in the classroom:	60.7%	57.7%

Base Pay (\$158,972):

The District's 135 classroom teachers, 4 counselors, and 1 librarian are eligible for base pay increases of an estimated \$1,000 each. Monies are being distributed during the normal payroll cycle. The District also expects to use base pay monies to increase starting salaries.

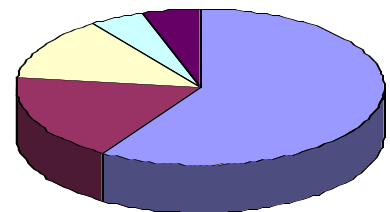
Performance Pay (\$317,943):

Classroom teachers, counselors, and librarians are eligible for performance pay. Approximately 50 percent of the performance pay will be based on teachers meeting various goals in areas such as curriculum and classroom development, with an additional 25 percent based on parental satisfaction as indicated on parent surveys. The remainder of the monies will be distributed based upon student improvement on standardized tests and increased student attendance. The District estimates that performance pay will range from \$1,640 to \$3,140 per eligible employee. Monies will be distributed at the end of the 2002 school year.

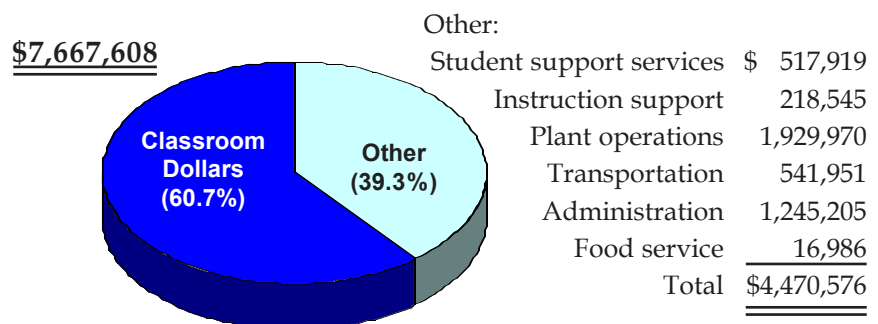
Menu Options (\$317,943):

A committee of district administrators, school principals, and teachers determined that the District would spend its menu monies as shown in the figure. Compensation increases going to classroom teachers, counselors, and librarians are for base pay increases and increased health insurance costs. In addition, teachers earning 12 hours of graduate credit may receive a \$1,100 salary adjustment. The District also indicates that it anticipates hiring an additional 5th-grade teacher, creating a new K-6 counselor position, and implementing an AIMS summer remediation program.

Which Options Did the District Choose?



Dollars in the Classroom (Fiscal Year 2001)



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