

Florence Unified School District

Grades served: PreK-12
 Number of schools: 4
 Students attending: 1,407
 Number of certified teachers: 77

Proposition 301 Dollars

Base pay:	\$ 103,449
Performance pay:	206,898
Menu options:	<u>206,898</u>
Total Proposition 301 dollars:	<u>\$ 517,245</u>
Total budgeted expenditures for fiscal year 2002:	\$19,856,179

Comparative Information

	District	State
Student/teacher ratio:	18.3	18
Average teacher salary:	\$29,318	\$37,176
Beginning teacher salary:	\$28,000	\$26,516
Percentage of dollars spent in the classroom:	54.6%	57.7%

Base Pay (\$103,449):

The District will increase classroom teacher, counselor, and librarian base pay by approximately \$900 per eligible employee. The increases will be disbursed during the normal payroll cycle.

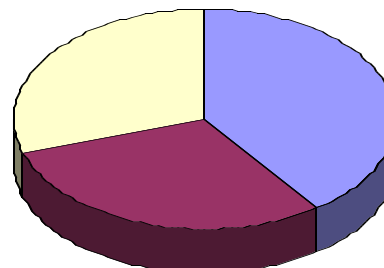
Menu Options (\$206,898):

A committee composed of district administrators, school principals, and teachers decided to use all of the menu monies for teacher development. The District intends to hire a staff and curriculum development specialist to work with teachers.

Performance Pay (\$206,898):

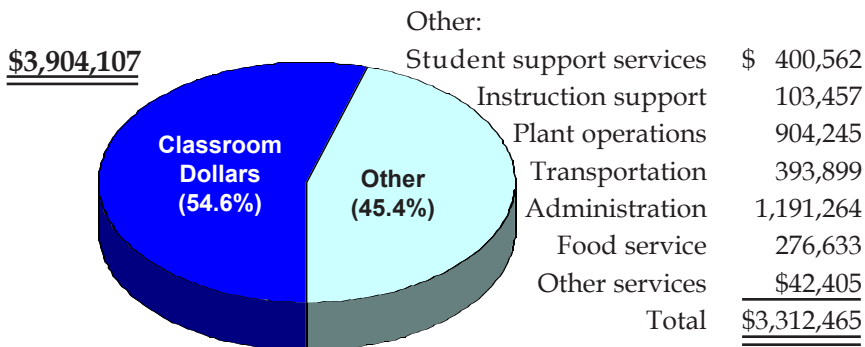
Classroom teachers can each earn up to an additional \$1,800 in performance pay, if goals are met. As seen in the figure, there are three performance measurement criteria: student achievement on standardized tests, a satisfactory rating on teacher evaluations, and attendance at professional development sessions.

What Is the Plan Based On?



- Teacher development (40%)
- Student achievement (30%)
- Teacher evaluation/performance (30%)

Dollars in the Classroom (Fiscal Year 2001)



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