

Pima Accommodation School District

Grades served: PreK-12
 Number of schools: 4
 Students attending: 263
 Number of certified teachers: 13

Proposition 301 Dollars

Base pay:	\$ 21,379
Performance pay:	42,758
Menu options:	<u>42,758</u>
Total Proposition 301 dollars:	<u><u>\$ 106,895</u></u>
Total budgeted expenditures for fiscal year 2002:	\$8,520,474

Comparative Information

	District	State
Student/teacher ratio:	20.3	18
Average teacher salary:	\$31,961	\$37,176
Beginning teacher salary:	\$26,500	\$26,516
Percentage of dollars spent in the classroom:	56.3%	57.7%

Base Pay (\$21,379):

The District has budgeted approximately \$1,406 per classroom teacher for base pay increases. Amounts will vary, however, depending on whether the teacher is employed full-time. Base pay increases are being paid in two installments.

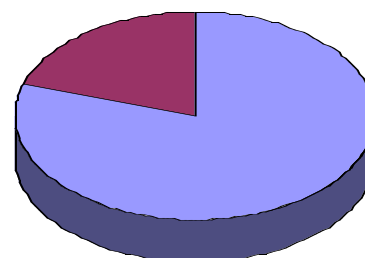
Menu Options (\$42,758):

A committee composed of district administrators and teachers decided to allocate 100 percent of the menu monies to increase classroom teachers' base salaries and benefits.

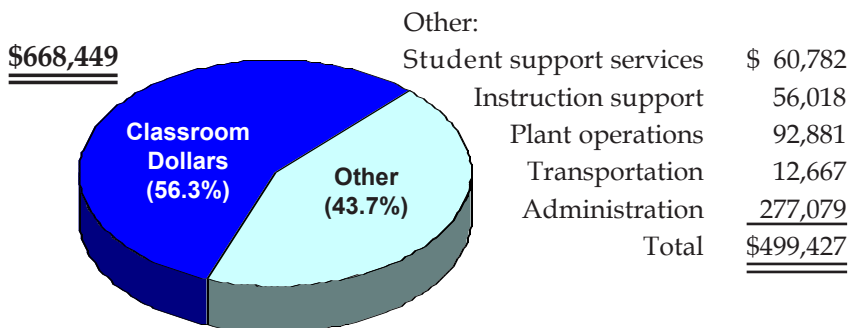
Performance Pay (\$42,758):

Classroom teachers who accomplish performance goals can earn an estimated \$2,607 each in performance pay. Student achievement goals comprise the majority of the performance pay plan. Specific goals include a requirement for students to accurately complete classwork, and to improve scores on reading tests. The performance plan also establishes a goal requiring teachers to acquire 30 hours of professional development throughout the school year. Monies earned will be paid with the 2002 school year's final paycheck.

What Is the Plan Based On?



Dollars in the Classroom (Fiscal Year 2001)



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