

Sedona-Oak Creek Joint Unified School District

Grades served: PreK-12
 Number of schools: 5
 Students attending: 1,365
 Number of certified teachers: 76

Proposition 301 Dollars

| | |
|---|-------------------|
| Base pay: | \$ 95,169 |
| Performance pay: | 190,339 |
| Menu options: | 190,339 |
| Total Proposition 301 dollars: | \$ 475,847 |
| | |
| Total budgeted expenditures for fiscal year 2002: | \$11,816,534 |

Comparative Information

| | District | State |
|---|----------|----------|
| Student/teacher ratio: | 18 | 18 |
| Average teacher salary: | \$32,124 | \$37,176 |
| Beginning teacher salary: | \$25,062 | \$26,516 |
| Percentage of dollars spent in the classroom: | 49% | 57.7% |

Base Pay (\$95,169):

The District is paying approximately \$765 per eligible employee for base pay increases. Eligible employees include classroom teachers, counselors, and librarians. This additional compensation is distributed during the normal payroll cycle.

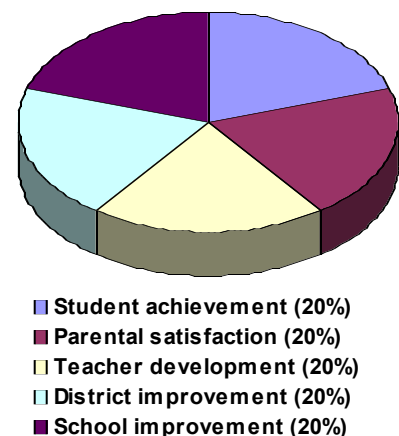
Menu Options (\$190,339):

A committee of board members, district administrators, school principals, and teachers elected to spend most of the menu monies to increase base pay and benefits for classroom teachers, counselors, and librarians. The remaining menu monies will be used to hire additional staff to reduce class sizes.

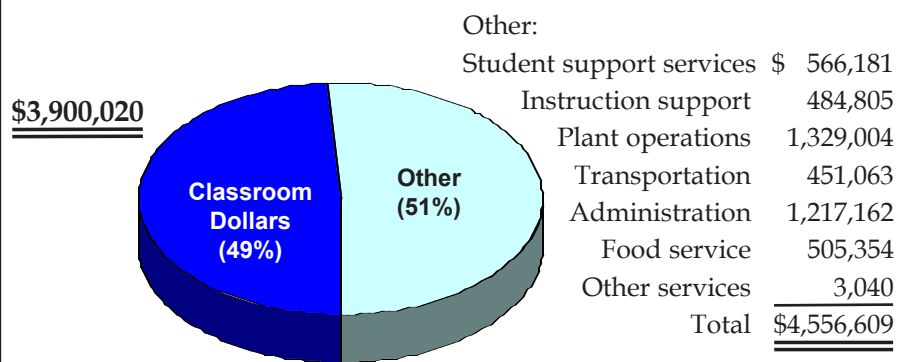
Performance Pay (\$190,339):

Classroom teachers, counselors, and librarians are eligible to receive approximately \$1,585 in performance pay incentives. As shown in the figure, the performance pay plan is divided equally into five measurement criteria. The District will use standardized test scores to measure student achievement and will track parental satisfaction through a series of surveys throughout the school year. All performance pay monies will be distributed at the end of the 2002 school year.

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*.