

Seligman Unified School District

Grades served:	PreK-12
Number of schools:	2
Students attending:	169
Number of certified teachers:	19

Proposition 301 Dollars

Base pay:	\$13,284
Performance pay:	26,567
Menu options:	<u>26,567</u>
Total Proposition 301 dollars:	<u><u>\$66,418</u></u>
 Total budgeted expenditures for fiscal year 2002:	NA

Comparative Information

	District	State
Student/teacher ratio:	8.9	18
Average teacher salary:	\$29,962	\$37,176
Beginning teacher salary:	\$25,757	\$26,516
Percentage of dollars spent in the classroom:	56.8%	57.7%

Base Pay (\$13,284):

The District equally divided base pay monies among 19 classroom teachers. They will receive this base increase during the normal payroll cycle as the money is received.

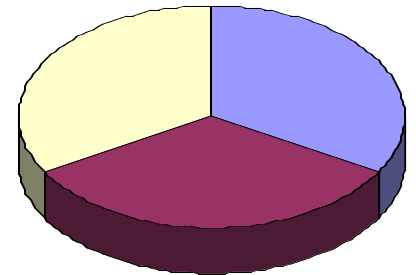
Menu Options (\$26,567):

A committee of board members, support staff, district administrators, school principals, and teachers participated in determining how menu monies would be allocated. The committee elected to use most of the available money for classroom teacher compensation increases, with the remaining portion divided between an AIMS intervention summer program and teacher development workshops and trainings. To receive the full compensation increase, classroom teachers must work 40 additional hours on sponsorship programs or serving on committees.

Performance Pay (\$26,567):

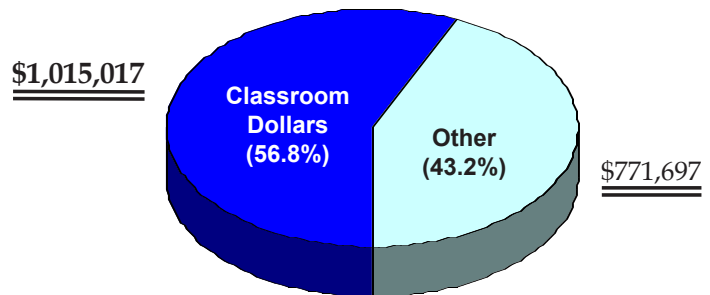
Classroom teachers can earn up to an additional \$1,500 in performance pay, which will be distributed biannually. To receive this money, teachers must fulfill all of the following criteria: receive a satisfactory evaluation, attend two in-service training days, and develop an approved personal growth plan.

What Is the Plan Based On?



- Teacher evaluation (33.3%)
- Teacher development (33.3%)
- School improvement (33.3%)

Dollars in the Classroom (Fiscal Year 2001)



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