

# Union Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 102  
 Number of certified teachers: 6

## Proposition 301 Dollars

Base pay:	\$ 7,790
Performance pay:	15,580
Menu options:	<u>15,580</u>
Total Proposition 301 dollars:	<u><u>\$38,950</u></u>
Total budgeted expenditures for fiscal year 2002:	NA

## Comparative Information

	District	State
Student/teacher ratio:	17.1	18
Average teacher salary:	\$37,362	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	51.5%	57.7%

### Base Pay (\$7,790):

The District has chosen to divide base pay monies equally between eight classroom teachers, for an increase of approximately \$678 per teacher. The District plans to distribute the raises quarterly.

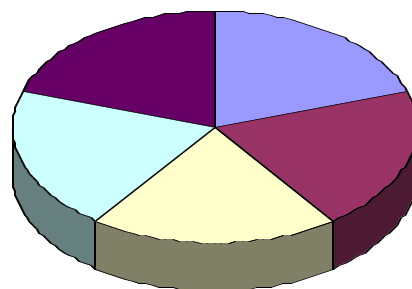
### Menu Options (\$15,580):

A committee of school principals, teachers, and support staff determined that all the menu monies would be used for additional compensation for classroom teachers.

### Performance Pay (\$15,580):

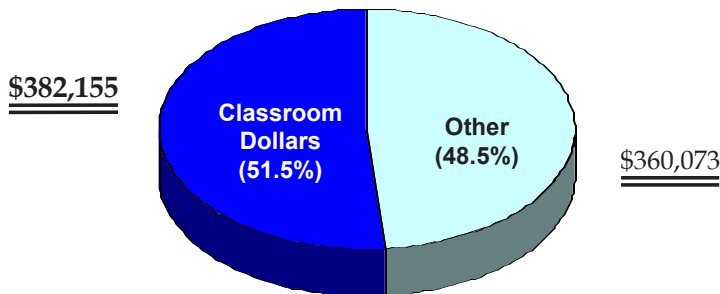
The District estimates that the eight eligible classroom teachers could earn up to \$1,000 each in performance pay. The District's plan includes a variety of performance measures, including student achievement on standardized tests, increased parental involvement, student achievement of reading goals, and increased student attendance. The District plans to distribute the monies with the 2002 school year's final paycheck.

What Is the Plan Based On?



- Student achievement (20%)
- Additional teacher responsibility (20%)
- District improvement (20%)
- School improvement (20%)
- Student attendance (20%)

### Dollars in the Classroom (Fiscal Year 2001)



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