

Antelope Union High School District

Grades served: 9-12
 Number of schools: 1
 Students attending: 347
 Number of certified teachers: 22

Proposition 301 Dollars

Base pay:	\$ 29,198
Performance pay:	58,397
Menu options:	<u>58,397</u>
Total Proposition 301 dollars:	<u><u>\$ 145,992</u></u>
Total budgeted expenditures for fiscal year 2002:	\$6,540,915

Comparative Information

	District	State
Student/teacher ratio:	15.8	18
Average teacher salary:	\$33,365	\$37,176
Beginning teacher salary:	\$27,500	\$26,516
Percentage of dollars spent in the classroom:	51%	57.7%

Base Pay (\$29,198):

The District's 23 teachers and 1 counselor are eligible for base pay increases. The District indicates that it has increased starting pay, and has given current employees raises of varying amounts. The increases are expected to average about \$1,215 and are being paid out during the normal payroll cycle.

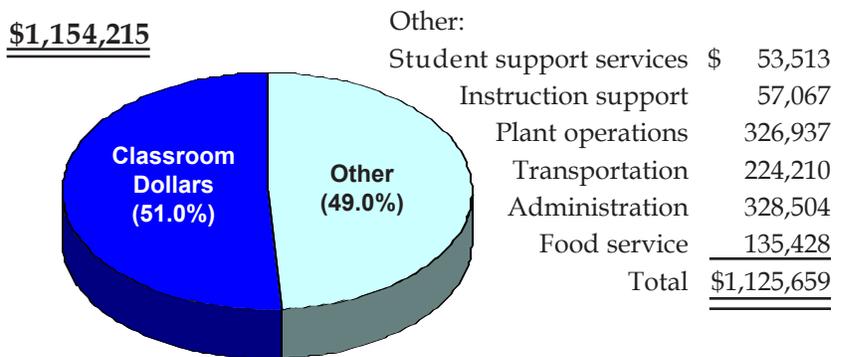
Menu Options (\$58,397):

A committee of district administrators, board members, teachers, parents, and school principals developed the menu options spending plan, which rewards teachers for obtaining advanced degrees, endorsements, and training directly related to the subject areas they teach. The plan also allows teachers to receive tuition assistance of up to \$100 per hour for classes that meet district requirements. In addition, the plan provides for teachers in areas declared "critical," such as mathematics, to receive signing bonuses.

Performance Pay (\$58,397):

The District's performance pay plan is based on student achievement. Under the plan, each classroom teacher and counselor is eligible to receive \$15 for each student who graduates, and for each student who scores in the 50th percentile or above on standardized tests. An additional \$15 bonus is given for each student who scores in the 75th percentile or above. An estimated \$2,040 per employee could be earned, depending on student achievement. Monies will be distributed with the 2002 school year's final paycheck or as goals are met.

Dollars in the Classroom (Fiscal Year 2001)



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