

Benson Unified School District

Grades served: PreK-12
 Number of schools: 3
 Students attending: 1,064
 Number of certified teachers: 62

Proposition 301 Dollars

Base pay:	\$ 76,627
Performance pay:	153,253
Menu options:	<u>153,253</u>
Total Proposition 301 dollars:	<u><u>\$ 383,133</u></u>
Total budgeted expenditures for fiscal year 2002:	\$15,196,640

Comparative Information

	District	State
Student/teacher ratio:	17.2	18
Average teacher salary:	\$34,767	\$37,176
Beginning teacher salary:	\$25,400	\$26,516
Percentage of dollars spent in the classroom:	49.5%	57.7%

Base Pay (\$76,627):

Base pay monies were divided equally among 67 classroom teachers, 2 counselors, and 1 librarian. Increases are estimated to be \$988, and are being paid out during the normal payroll cycle.

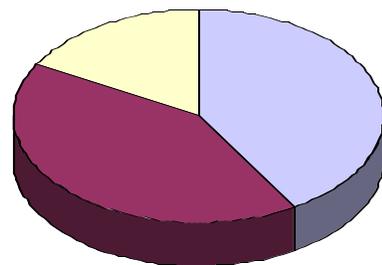
Menu Options (\$153,253):

A committee of board members, district administrators, teachers, parents, and school principals determined that classroom teachers, counselors, and librarians will receive base pay increases from menu monies. The remaining monies, 17 percent, will be used to compensate employees for tutoring students.

Performance Pay (\$153,253):

The District has budgeted performance pay of approximately \$1,838 per classroom teacher, counselor, and librarian. The performance pay plan is based on the District's existing Performance Incentive Program, and includes goals in three areas, as shown in the figure. Specific goals vary by school, but involve such things as improving students' standardized test scores; surveying parents; and tutoring students.

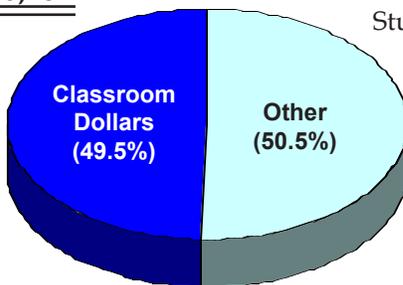
What Is the Plan Based On?



■ Student achievement (41.5%)
 ■ Parental satisfaction (41.5%)
 ■ Additional teacher responsibility (17%)

Dollars in the Classroom (Fiscal Year 2001)

\$3,670,732



Other:

Student support services	\$ 537,373
Instruction support	445,008
Plant operations	1,275,063
Transportation	381,531
Administration	747,100
Food service	<u>260,420</u>
Total	<u><u>\$3,646,495</u></u>

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