

Flagstaff Unified School District

Grades served: PreK-12
 Number of schools: 21
 Students attending: 11,147
 Number of certified teachers: 724

Proposition 301 Dollars

Base pay:	\$ 726,275
Performance pay:	1,452,550
Menu options:	<u>1,452,550</u>
Total Proposition 301 dollars:	<u>\$ 3,631,375</u>
Total budgeted expenditures for fiscal year 2002: \$102,989,339	

Comparative Information

	District	State
Student/teacher ratio:	15.4	18
Average teacher salary:	\$32,738	\$37,176
Beginning teacher salary:	\$26,000	\$26,516
Percentage of dollars spent in the classroom:	61.3%	57.7%

Base Pay (\$726,275):

Eligible employees are each receiving an equal percentage base pay increase, estimated to range between \$500 and \$1,013, added to their regular pay-checks. The raises are primarily going to the District's 789 classroom teachers; however, the District has also determined that counselors, librarians, speech and language therapists, occupational and physical therapists, and nurses are eligible for the increase.

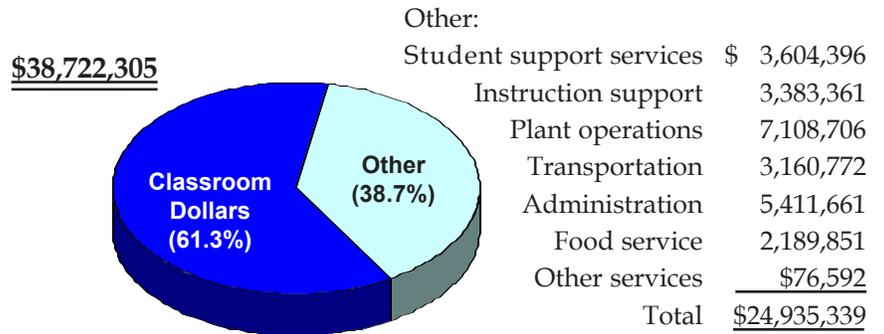
Menu Options (\$1,452,550):

A committee of board members, district administrators, school principals, teachers, and support staff determined that all menu monies will be used to increase compensation for classroom teachers, counselors, librarians, therapists, and nurses.

Performance Pay (\$1,452,550):

The District's plan, called the Building Incentive Program, gives teachers and principals in each building the discretion to set three performance goals. Two of the goals must focus on student achievement. The third goal may focus on nonacademic factors, such as student attendance or discipline. Classroom teachers, counselors, librarians, therapists, and nurses are eligible to participate in the performance pay plan, and can earn an estimated \$600 each by reaching their building's goals. The District plans to pay performance monies during the 2003 school year once it has determined that goals have been met.

Dollars in the Classroom (Fiscal Year 2001)



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