

Heber-Overgaard Unified School District

Grades served: PreK-12
 Number of schools: 4
 Students attending: 564
 Number of certified teachers: 33

Proposition 301 Dollars

Base pay:	\$ 48,444
Performance pay:	96,888
Menu options:	96,888
Total Proposition 301 dollars:	<u>\$ 242,220</u>
Total budgeted expenditures for fiscal year 2002:	\$5,297,901

Comparative Information

	District	State
Student/teacher ratio:	17.1	18
Average teacher salary:	\$29,329	\$37,176
Beginning teacher salary:	\$23,000	\$26,516
Percentage of dollars spent in the classroom:	50.2%	57.7%

Base Pay (\$48,444):

Classroom teachers, counselors, and librarians will receive base pay increases ranging from \$500 to \$3,266 each. These increases are being paid through the District's normal payroll cycle.

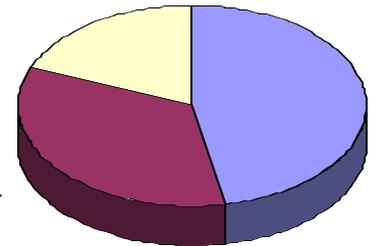
Menu Options (\$96,888):

A committee of district administrators, teachers, and school principals determined that 90 percent of menu monies will be used to increase base pay for classroom teachers, counselors, and librarians. The remaining 10 percent is equally divided between teacher development and spending at the schools' discretion.

Performance Pay (\$96,888):

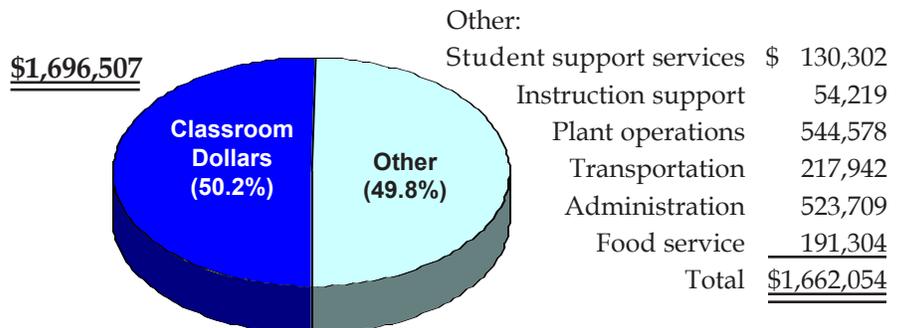
Classroom teachers, counselors, and librarians are eligible to receive performance pay monies of up to \$2,400 each if performance goals are met. The plan allocates 47 percent of performance pay monies to student achievement, as measured by students' performance on standardized tests. An additional 34 percent of these monies are based on teacher evaluation and performance, which requires teachers to receive satisfactory performance evaluations. The remaining 19 percent is based on school improvement factors and will be measured by student performance in an accelerated reader program and the implementation of a writing program.

What Is the Plan Based On?



- Student achievement (47%)
- Teacher evaluation (34%)
- School improvement (19%)

Dollars in the Classroom (Fiscal Year 2001)



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