

Patagonia Union High School District

Grades served: 9-12
 Number of schools: 1
 Students attending: 103
 Number of certified teachers: 6

Proposition 301 Dollars

Base pay:	\$ 8,710
Performance pay:	17,420
Menu options:	<u>17,420</u>
Total Proposition 301 dollars:	<u><u>\$ 43,550</u></u>
Total budgeted expenditures for fiscal year 2002:	\$6,784,395

Comparative Information

	District	State
Student/teacher ratio:	17.1	18
Average teacher salary:	\$32,042	\$37,176
Beginning teacher salary:	\$25,658	\$26,516
Percentage of dollars spent in the classroom:	39.8%	57.7%

Base Pay (\$8,710):

The District has estimated that classroom teachers and counselors could each receive approximately \$842 in additional base pay. The monies have been used to increase starting pay. Pay increases are distributed during the normal payroll cycle, starting in December 2001, with payments being retroactive to August 2001.

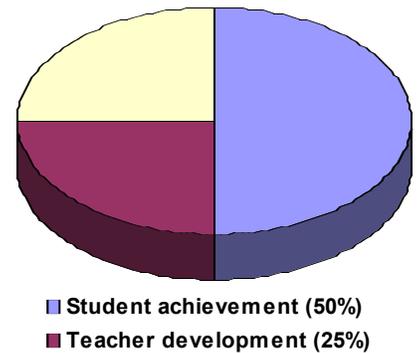
Menu Options (\$17,420):

A committee of district administrators, school principals, teachers, and site councils divided the menu monies into three sections. The majority will be used for an AIMS intervention program designed to improve instruction by analyzing lesson designs and resulting student work. Remaining monies will be used to pay for sick- and personal-leave buy-back, and for teacher development activities.

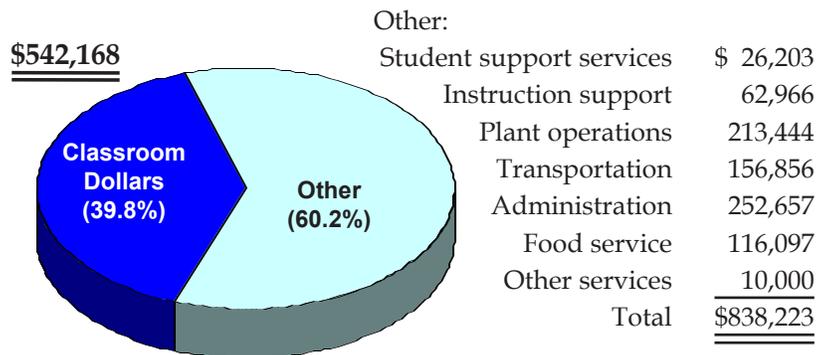
Performance Pay (\$17,420):

The District estimates that its classroom teachers and counselor will be eligible for approximately \$1,685 each in performance pay. The performance pay plan's criteria include student achievement, teacher development, and school improvement factors. Specifically, eligible employees must complete projects that involve such things as improving student achievement by aligning curriculum, instruction, and student assessments; reviewing student needs and progress; and modifying lesson design and delivery. Performance pay will be distributed in biannual installments as goals are met.

What Is the Plan Based On?



Dollars in the Classroom (Fiscal Year 2001)



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