

Sierra Vista Unified School District

Grades served: PreK-12
 Number of schools: 10
 Students attending: 6,479
 Number of certified teachers: 354

Proposition 301 Dollars

Base pay:	\$ 424,552
Performance pay:	849,104
Menu options:	<u>849,104</u>
Total Proposition 301 dollars:	<u>\$ 2,122,760</u>
Total budgeted expenditures for fiscal year 2002:	\$62,544,083

Comparative Information

	District	State
Student/teacher ratio:	18.3	18
Average teacher salary:	\$35,453	\$37,176
Beginning teacher salary:	\$24,730	\$26,516
Percentage of dollars spent in the classroom:	53.4%	57.7%

Base Pay (\$424,552):

The District budgeted average compensation increases of \$1,108 per classroom teacher, counselor, and librarian. These monies will be used to raise the starting salary and provide increases based on experience. Eligible employees are required to obtain additional training to qualify for the base pay monies, which will be distributed during the normal payroll cycle.

Menu Options (\$849,104):

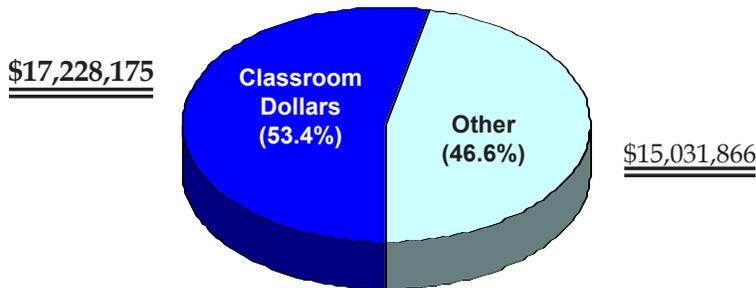
A committee comprising board members, district administrators, support staff, school principals, and teachers decided that half of the menu monies should be used for classroom teacher, counselor, and librarian compensation increases. To receive these monies, eligible employees must obtain an additional 6 hours of staff development. The remaining menu monies will be used for several different educational programs, with individual schools directing a portion to the programs that best suit their needs.

Performance Pay (\$849,104):

Performance pay increases for classroom teachers, counselors, and librarians are estimated to range between \$1,400 and \$1,500, which will be distributed with the 2002 school year's final paycheck. The performance pay plan requires each school to work toward three performance goals, the first of which is to conduct a mandatory parent survey. The school can then choose two other goals from several options.

These other performance goals options include at least 75 percent of students demonstrating an improved academic performance; all teachers maintaining a parent contact log; standardized test scores ranking at or above the national average in math, reading, and language arts; reducing unexcused absences; increasing awards and recognition for student achievement; increasing student participation in school-related activities; and reducing the number of behavioral referrals.

Dollars in the Classroom (Fiscal Year 2001)



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