

Tombstone Unified School District

Grades served: PreK-12
 Number of schools: 3
 Students attending: 1,033
 Number of certified teachers: 70

Proposition 301 Dollars

Base pay:	\$	75,413
Performance pay:		150,826
Menu options:		150,826
Total Proposition 301 dollars:	\$	377,065
Total budgeted expenditures for fiscal year 2002:		\$15,901,415

Comparative Information

	District	State
Student/teacher ratio:	14.8	18
Average teacher salary:	\$30,878	\$37,176
Beginning teacher salary:	\$23,935	\$26,516
Percentage of dollars spent in the classroom:	57.6%	57.7%

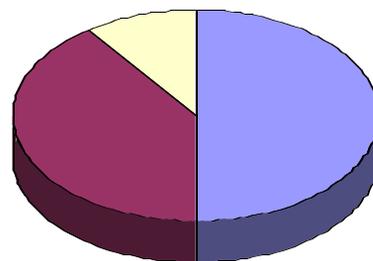
Base Pay (\$75,413):

The District indicates that it plans to equally divide base pay monies among its 71 classroom teachers, 3 counselors, and 2 librarians. The pay raises, approximately \$885 each, will be paid out during the normal payroll cycle. These same types of employees are also eligible to receive performance pay and compensation increases from menu monies.

Menu Options (\$150,826):

A committee of district administrators, teachers, and school principals determined that 50 percent of the monies will be used to increase eligible employee base pay by about \$885 each. Another 40 percent of the monies will be used to hire two teachers to reduce class sizes, and 10 percent will be used for teacher development, such as staff in-service days.

Which Options Did the District Choose?

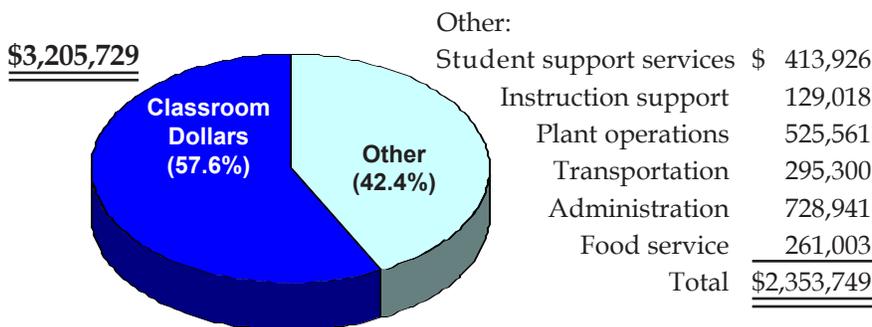


- Compensation increases (50%)
- Class size reduction (40%)
- Teacher development (10%)

Performance Pay (\$150,826):

Eligible employees may earn up to \$1,770 each in performance pay, which will be distributed with the 2002 school year's final paycheck. The District's performance plan is equally based on students' academic growth on standardized tests and student behavioral improvement plans.

Dollars in the Classroom (Fiscal Year 2001)



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