



What is the **average salary** of the worst performing managers?

```
SELECT AVG(CAST(REPLACE(SUBSTR(T1.salary, 4), ',', '' ) AS REAL))  
FROM employee AS T1 JOIN position AS T2 ON T1.positionID = T2.positionID  
WHERE T1.performance = 'Poor' AND T2.positiontitle = 'Manager'
```

