

Higley Unified School District

Grades served: PreK-12
 Number of schools: 2
 Students attending: 675
 Number of certified teachers: 50

Proposition 301 Dollars

Base pay:	\$ 125,086
Performance pay:	250,172
Menu options:	250,172
Total Proposition 301 dollars:	<u>\$ 625,430</u>
Total budgeted expenditures for fiscal year 2002:	\$30,176,586

Comparative Information

	District	State
Student/teacher ratio:	13.5	18
Average teacher salary:	\$33,423	\$37,176
Beginning teacher salary:	\$29,500	\$26,516
Percentage of dollars spent in the classroom:	60.2%	57.7%

Base Pay (\$125,086):

The District's classroom teachers, counselors, and librarians are eligible to receive base salary increases averaging approximately \$2,000 each. These increases are to be paid at the beginning of the 2003 school year.

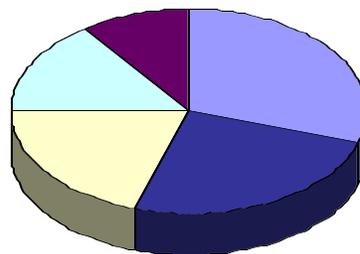
Menu Options (\$250,172):

A committee of district administrators and school principals determined that all menu monies would go toward increased compensation. However, details regarding eligible employees and specific compensation uses had not yet been determined.

Performance Pay (\$250,172):

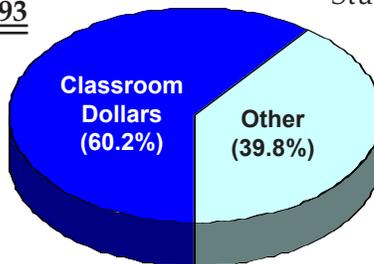
Classroom teachers and librarians can earn up to \$2,200 each in performance pay if performance goals are met. However, eligible employees must also be under district contract for the 2003 school year to receive performance monies for the 2002 school year. As shown, the District's plan contains a number of performance factors, but most of the emphasis is placed on teacher performance and parental satisfaction.

What Is the Plan Based On?



Dollars in the Classroom (Fiscal Year 2001)

\$3,778,593



Other:

Student support services	\$ 155,497
Instruction support	81,792
Plant operations	492,287
Transportation	139,434
Administration	542,501
Food service	4,037
Other services	14,068
Total	<u>\$1,429,616</u>

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