

Wickenburg Unified School District

Grades served: PreK-12
 Number of schools: 5
 Students attending: 1,483
 Number of certified teachers: 92

Proposition 301 Dollars

Base pay:	\$ 97,292
Performance pay:	194,584
Menu options:	194,584
Total Proposition 301 dollars:	\$ 486,460
Total budgeted expenditures for fiscal year 2002:	\$11,693,964

Comparative Information

	District	State
Student/teacher ratio:	17.1	18
Average teacher salary:	\$32,932	\$37,176
Beginning teacher salary:	\$25,500	\$26,516
Percentage of dollars spent in the classroom:	56.1%	57.7%

Base Pay (\$97,292):

The District's 90 classroom teachers, 4 counselors, and 1 librarian are eligible for base pay increases, estimated at \$1,024 per employee. These types of employees are also eligible to receive performance pay and compensation increases from menu monies. The monies are being paid out during the normal payroll cycle.

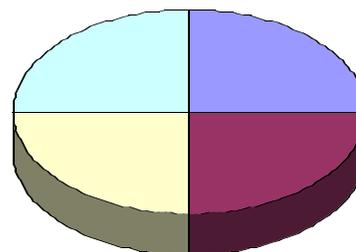
Menu Options (\$194,584):

A committee of district administrators, school principals, and teachers worked together to determine how menu monies will be spent. Under the plan, 69 percent of the money will be used as a base pay increase for eligible employees. The remaining monies will be used for teacher development and training relating to topics such as AIMS intervention and dropout prevention.

Performance Pay (\$194,584):

The District's performance pay plan is based on the factors shown in the figure. Goals associated with student achievement require more than half of the District standardized test scores to be at the 50th-percentile or better while the parent satisfaction goal will be considered to have been met if 80 percent of those surveyed give the District an "A" or "B" rating. Each school is also required to develop a School Enhancement Plan that is based on measurable student achievement. Eligible employees could earn up to \$2,048 each if they accomplish goals in three or more of the areas. If two goals are attained, eligible employees can earn 75 percent of the maximum pay; 25 percent can be earned if one goal is met.

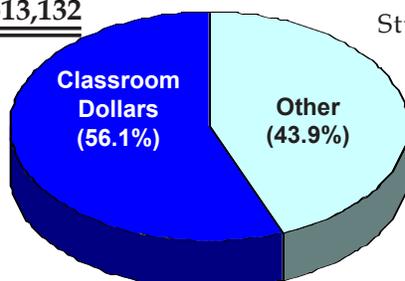
What Is the Plan Based On?



- Student achievement (25%)
- Parent satisfaction (25%)
- School enhancement plan (25%)
- Student attendance (25%)

Dollars in the Classroom (Fiscal Year 2001)

\$4,513,132



Other:

Student support services	\$ 307,484
Instruction support	137,245
Plant operations	1,203,668
Transportation	442,530
Administration	957,782
Food service	377,647
Total	\$3,426,356

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