

Willcox Unified School District

Grades served:	PreK-12
Number of schools:	3
Students attending:	1,524
Number of certified teachers:	89

Proposition 301 Dollars

Base pay:	\$ 110,342
Performance pay:	220,685
Menu options:	<u>220,685</u>
Total Proposition 301 dollars:	<u>\$ 551,712</u>
Total budgeted expenditures for fiscal year 2002:	\$10,964,346

Comparative Information

	District	State
Student/teacher ratio:	17.1	18
Average teacher salary:	\$28,691	\$37,176
Beginning teacher salary:	\$26,000	\$26,516
Percentage of dollars spent in the classroom:	58.2%	57.7%

Base Pay (\$110,342):

The District budgeted for base pay increases \$1,264 per returning classroom teacher. These base pay increases will fluctuate each year depending on the amount of Proposition 301 base pay revenues. The District also increased the starting salary for new teachers by \$500. This year's base pay increases were paid during the first semester of the school year.

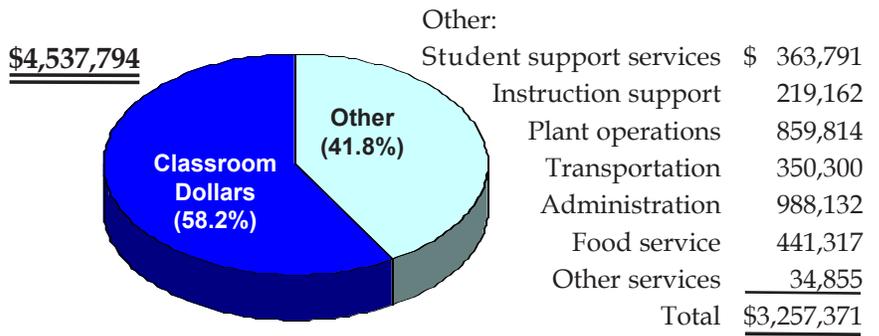
Menu Options (\$220,685):

A committee of board members, district administrators, teachers, and school principals determined the allocation of menu monies. Specifically, the District plans to hire one additional teacher at the middle school, add three staff development days for specific trainings, and increase teacher compensation for additional responsibilities, such as serving as mentors and team leaders.

Performance Pay (\$220,685):

The District budgeted performance pay of \$2,359, on average, for each of the District's 95 classroom teachers, 3 counselors, and 1 librarian. Three-quarters of the performance pay monies are based on students' improvement on standardized tests; one-quarter is based on site-goal options related to student performance. These include reading at the elementary school, parent contacts at the middle school, and staff attendance at the high school. To receive the full amount, eligible employees must remain employed with the District for the 2003 school year. Retiring and resigning teachers will receive prorated amounts. The District indicated it plans to distribute these monies as goals are met.

Dollars in the Classroom (Fiscal Year 2001)



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