

Williams Unified School District

Grades served: PreK-12
 Number of schools: 3
 Students attending: 747
 Number of certified teachers: 48

Proposition 301 Dollars

Base pay:	\$ 59,020
Performance pay:	118,040
Menu options:	118,040
Total Proposition 301 dollars:	<u>\$ 295,100</u>
Total budgeted expenditures for fiscal year 2002:	\$6,515,358

Comparative Information

	District	State
Student/teacher ratio:	15.6	18
Average teacher salary:	\$31,385	\$37,176
Beginning teacher salary:	\$24,438	\$26,516
Percentage of dollars spent in the classroom:	60.2%	57.7%

Base Pay (\$59,020):

The District estimates that its classroom teachers, counselor, librarian, psychologist, and nurse will receive base pay increases of approximately \$906 each, on average. These same types of employees are also eligible to receive performance pay and compensation increases from menu monies. Raises vary among employees and are being paid out during the normal payroll cycle.

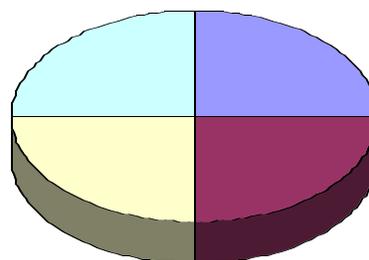
Menu Options (\$118,040):

A committee of teachers and school principals determined that the menu monies will be used to increase eligible employee base pay.

Performance Pay (\$118,040):

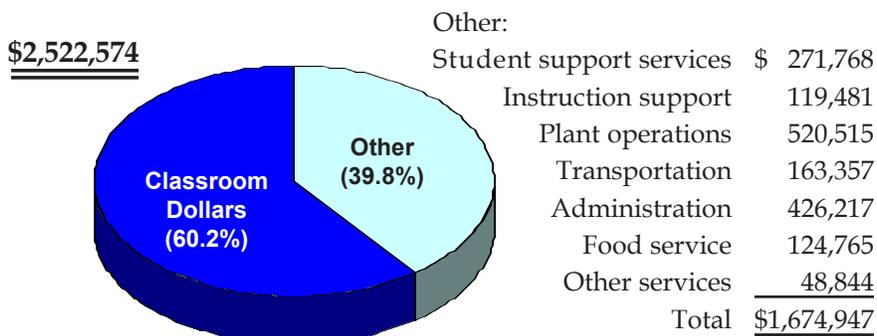
Eligible employees may each receive up to \$1,814 in performance pay based upon the factors shown in the figure. Student achievement will be measured using standardized tests at the elementary school level. High school students must meet state standards. Parental satisfaction and involvement includes conducting parent surveys and monitoring parental involvement through each school's Web site. Other goals include reducing student office referrals, establishing a plan to improve student behavior, and reducing the number of unexcused student absences and tardies by 5 percent. Monies will be distributed as goals are met.

What is the Plan Based On?



- Student achievement (25%)
- Parent involvement (25%)
- School improvement (25%)
- Student attendance (25%)

Dollars in the Classroom (Fiscal Year 2001)



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