

Yuma Union High School District

Grades served: 9-12
 Number of schools: 4
 Students attending: 7,981
 Number of certified teachers: 382

Proposition 301 Dollars

Base pay:	\$ 551,365
Performance pay:	1,102,730
Menu options:	<u>1,102,730</u>
Total Proposition 301 dollars:	<u>\$ 2,756,825</u>
Total budgeted expenditures for fiscal year 2002:	\$75,720,289

Comparative Information

	District	State
Student/teacher ratio:	20.9	18
Average teacher salary:	\$29,603	\$37,176
Beginning teacher salary:	\$27,309	\$26,516
Percentage of dollars spent in the classroom:	56.8%	57.7%

Base Pay (\$551,365):

The District budgeted approximately \$1,163 in base pay increases for each of 390 classroom teachers, 18 counselors, 6 librarians, and 3.5 nurses. These same types of employees are eligible for performance pay and for compensation from menu monies. Base pay monies are being distributed during the normal payroll cycle.

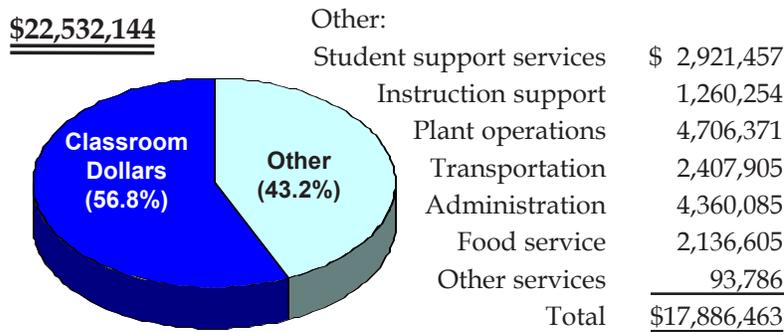
Menu Options (\$1,102,730):

A committee of board members, district administrators, teachers, and school principals developed the menu monies spending plan. Specifically, the plan includes hiring eight new teachers to reduce class sizes, tutoring students in reading to better prepare them for the AIMS test, and paying for increased health insurance costs. The plan also allocates monies to schools to spend at their discretion for things such as class size reduction, teacher development activities, and AIMS intervention.

Performance Pay (\$1,102,730):

The District has budgeted approximately \$2,327 per eligible employee for performance pay increases, which will be distributed with the 2002 school year's last paycheck if goals are met. The performance pay plan rewards eligible employees for maintaining or improving on the District's graduation, dropout, and student attendance rates. The plan also calls for schools to implement strategies to improve students' standardized test scores. If two of these goals are accomplished, the District will pay 50 percent of performance pay monies. The remaining 50 percent will be paid if 90 percent of certified staff earn at least 1 college credit or attend 15 hours of conferences, workshops, or other training.

Dollars in the Classroom (Fiscal Year 2001)



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