Joseph City Unified School District

Grades served:	PreK-12
Number of schools:	2
Students attending:	434
Number of certified teachers:	31

Proposition 301 Dollars

Base pay:	$	33,287
Performance pay:		66,573
Menu options:		66,573
Total Proposition 301 dollars:	$	166,433
Total budgeted expenditures for fiscal year 2002:		$6,983,066

Comparative Information

	District	State
Student/teacher ratio:	14	18
Average teacher salary:	$34,825	$37,176
Beginning teacher salary:	$27,514	$26,516
Percentage of dollars spent in the classroom:	48.8%	57.7%

Base Pay ($33,287):

The District is dividing its base pay monies, estimated at $924 per eligible employee, equally among the classroom teachers, counselor, and librarians. The monies are being used to increase the District's salary schedule and starting pay. Base pay increases are paid to employees during the regular payroll cycle and at the end of each semester.

Menu Options ($66,573):

A committee of district administrators, school principals, and classroom teachers chose to spend 100 percent of the menu monies to increase compensation and related benefits for the District's classroom teachers, counselor, and librarians.

Performance Pay ($66,573):

The District's performance pay plan is based on an existing performance incentive program. The District's classroom teachers, counselor, and librarians are eligible to participate in the plan and could earn up to $1,849 each, if performance goals are met. As shown, the performance pay plan incorporates a variety of performance measures. These include additional responsibilities, such as completing Teach to the Future coursework and creating a teacher Web page.

What Is the Plan Based On?
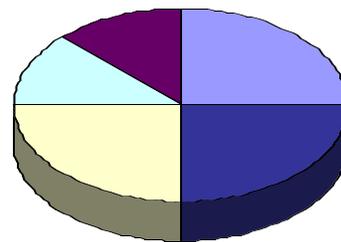
- Teacher evaluation (25%)
- Teacher development (25%)
- Additional teacher responsibility (25%)
- Student achievement (12.5%)
- Parent/student/staff satisfaction (12.5%)

Dollars in the Classroom (Fiscal Year 2001)

$1,786,883

Classroom Dollars (48.8%)

Other (51.2%)

Other:	
Student support services	$ 171,768
Instruction support	20,640
Plant operations	789,612
Transportation	168,304
Administration	718,602
Food service	958
Total	$1,869,84
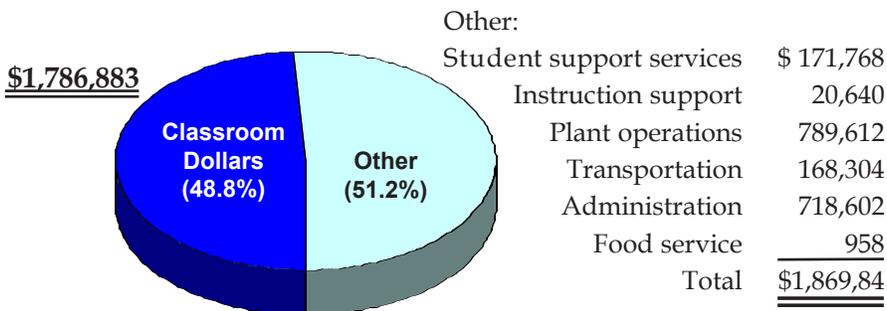
See also Auditor General Report, *Arizona Public School Districts' Dollars Spent in the Classroom.*