

Owens-Whitney Elementary School District

Grades served: PreK-8
 Number of schools: 1
 Students attending: 35
 Number of certified teachers: 3

Proposition 301 Dollars

Base pay:	\$ 2,959
Performance pay:	5,919
Menu options:	5,919
Total Proposition 301 dollars:	<u>\$ 14,797</u>
Total budgeted expenditures for fiscal year 2002:	\$625,285

Comparative Information

	District	State
Student/teacher ratio:	11.6	18
Average teacher salary:	\$32,260	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	52%	57.7%

Base Pay (\$2,959):

The District divided base pay monies equally between two classroom teachers, who will each receive an estimated \$1,410. The increase will be paid in biannual installments.

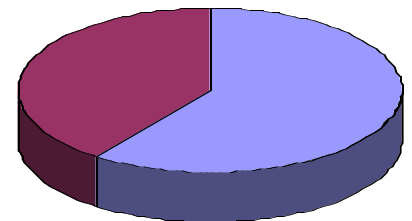
Menu Options (\$5,919):

A committee of board members, district administrators, and teachers determined that 100 percent of the District's menu monies will be utilized for compensation increases. To receive these monies, two classroom teachers will be expected to assume additional responsibilities, including filling in for a missing teacher. The teachers will be required to write extra lesson plans and teach additional classes.

Performance Pay (\$5,919):

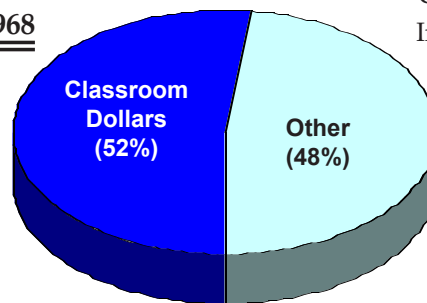
Classroom teachers could receive up to an estimated \$2,819 each if all performance goals are met. A committee of board members, district administrators, and teachers decided to implement a performance plan that allocates 60 percent of monies to student achievement goals. Teachers will receive a portion of the monies if students' standardized test scores, on average, increase. All monies will be paid if a majority of students achieve one-year's academic progress on standardized tests. The remaining 40 percent of the monies will be allocated to teachers who develop innovative programs and involve parents.

What Is the Plan Based On?



Dollars in the Classroom (Fiscal Year 2001)

\$176,968



Other:

Instruction support	\$ 7,812
Plant operations	65,838
Transportation	6,425
Administration	52,863
Food service	<u>30,671</u>
Total	<u>\$163,609</u>

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