

# Payson Unified School District

Grades served: PreK-12  
 Number of schools: 6  
 Students attending: 2,759  
 Number of certified teachers: 153

## Proposition 301 Dollars

Base pay:	\$ 176,414
Performance pay:	352,828
Menu options:	<u>352,828</u>
Total Proposition 301 dollars:	<u><u>\$ 882,070</u></u>
Total budgeted expenditures for fiscal year 2002:	\$22,674,915

## Comparative Information

	District	State
Student/teacher ratio:	18	18
Average teacher salary:	\$30,217	\$37,176
Beginning teacher salary:	\$27,000	\$26,516
Percentage of dollars spent in the classroom:	57.8%	57.7%

### Base Pay (\$175,414):

The District's 160 classroom teachers, 3 counselors, and 5 librarians are eligible to receive pay increases, estimated to range between \$387 and \$1,447, based on experience. Only 15 other districts have allocated base pay increases based on experience. The District is paying the increases during the normal payroll cycle.

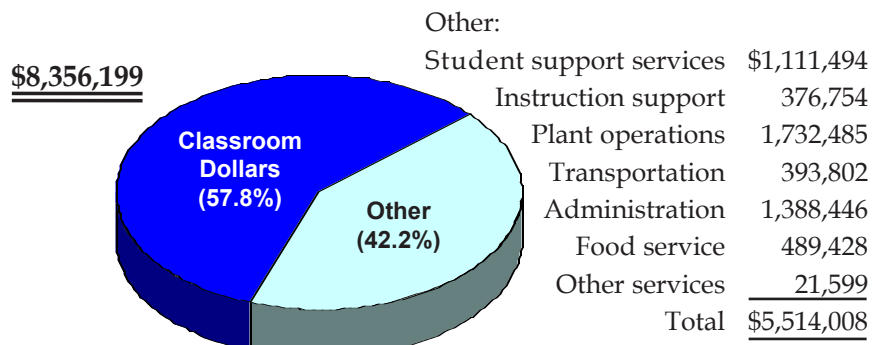
### Menu Options (\$352,828):

A committee of board members, district administrators, teachers, and school principals determined that the majority of the District's menu monies should be used for compensation increases. Classroom teachers, counselors, librarians, and speech therapists are eligible to receive base pay increases. Monies will also be used to pay for employee benefits and an intersession. In addition, the District plans to hire a teacher to reduce class sizes.

### Performance Pay (\$352,828):

A committee composed of district administrators and teachers designed the performance pay plan to include three components: student achievement, teacher evaluation, and teacher development. Under the plan, classroom teachers, counselors, and librarians are awarded points if 70 percent of students, or higher, demonstrate competency in at least 10 areas. Points are also awarded to employees who receive adequate performance evaluations, and to those who participate in such things as training, tutoring and coaching students, and working on school and district committees. Performance pay monies will be divided among those employees who attain 80 points. Estimated performance pay is \$1,870 per employee, and will be paid with the 2002 school year's final check.

### Dollars in the Classroom (Fiscal Year 2001)



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