

Flowing Wells Unified School District

Grades served: PreK-12
 Number of schools: 11
 Students attending: 5,822
 Number of certified teachers: 306

Proposition 301 Dollars

Base pay:	\$ 379,599
Performance pay:	759,199
Menu options:	<u>759,199</u>
Total Proposition 301 dollars:	<u><u>\$ 1,897,997</u></u>
Total budgeted expenditures for fiscal year 2002:	\$42,980,986

Comparative Information

	District	State
Student/teacher ratio:	19.0	18
Average teacher salary:	\$31,529	\$37,176
Beginning teacher salary:	\$24,900	\$26,516
Percentage of dollars spent in the classroom:	57.8%	57.7%

Base Pay (\$379,599):

The District plans to equally divide base pay monies among its 304 teachers, 15 counselors, 2 librarians, and 5 speech pathologists. This will amount to approximately \$950 each and will be distributed during the normal payroll cycle.

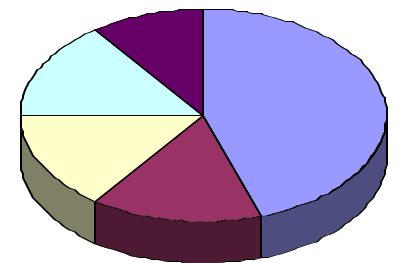
Menu Options (\$759,199):

The results of teacher surveys identifying priorities for menu monies were submitted to the District's Superintendent and Governing Board for final approval on how these monies should be allocated. As a result, the District is planning to spend 50 percent of its menu monies on classroom size reduction and 45 percent on compensation increases. The remaining 5 percent will pay for AIMS intervention and dropout prevention program tutors.

Performance Pay (\$759,199):

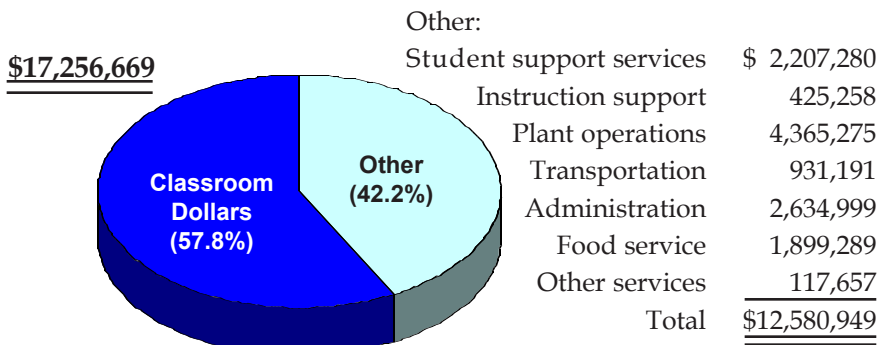
Classroom teachers, counselors, librarians, and speech pathologists are eligible for up to \$1,900 each in performance pay monies. As shown in the figure, the majority of these monies will be distributed based on satisfactory teacher evaluations. Other measures include student achievement and additional teacher responsibility, such as sitting on committees or involvement in extracurricular activities.

What Is the Plan Based On?



- Teacher evaluation (45%)
- Student achievement (15%)
- Additional responsibilities (15%)
- School improvement (15%)
- Teacher development (10%)

Dollars in the Classroom (Fiscal Year 2001)



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