

Yuma Elementary School District

Grades served: PreK-8
 Number of schools: 17
 Students attending: 9,519
 Number of certified teachers: 511

Proposition 301 Dollars

Base pay:	\$ 600,808
Performance pay:	1,201,617
Menu options:	1,201,617
Total Proposition 301 dollars:	<u>\$ 3,004,042</u>
Total budgeted expenditures for fiscal year 2002:	\$71,634,691

Comparative Information

	District	State
Student/teacher ratio:	18.6	18
Average teacher salary:	\$33,189	\$37,176
Beginning teacher salary:	\$26,850	\$26,516
Percentage of dollars spent the classroom:	56.4%	57.7%

Base Pay (\$600,808):

The District has allocated equal pay increases to each of 549 classroom teachers, 6 counselors, 3 speech therapists, and 13 librarians. Pay increases are estimated to be \$1,003, and are being distributed during the normal payroll cycle. In addition, the District has increased starting pay.

Menu Options (\$1,201,617):

A committee of district administrators, teachers, and support staff developed the menu monies spending plan. The plan provides for half of the menu monies to be used to hire 21 new classroom teachers to reduce class sizes. The other half of the monies will be used to increase base pay and benefits for classroom teachers, counselors, and librarians.

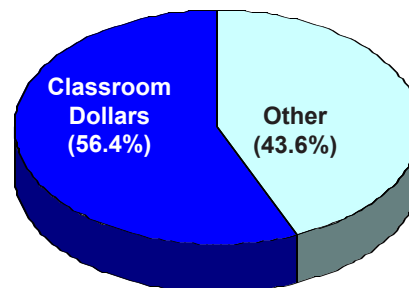
Performance Pay (\$1,201,617):

The District based its performance pay plan on its preexisting Literacy for All Students Plan. Classroom teachers, counselors, and librarians are eligible to participate and can earn as much as \$2,006 each in performance pay incentives if goals are met. To receive the monies, employees must accomplish goals associated with student achievement, professional development, and implementation of the Literacy for All Students Plan in each school.

Specific goals require instructional staff to receive training and coaching in the best practices for increasing literacy; to assess students to determine literacy level; and to implement timely literacy interventions designed to meet the needs of individual students. In addition, teachers will be rewarded for the progress students demonstrate on reading tests.

Dollars in the Classroom (Fiscal Year 2001)

\$26,888,253



\$20,753,723

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