

Alhambra Elementary School District

Grades served: PreK-8
 Number of schools: 16
 Students attending: 13,103
 Number of certified teachers: 683

Proposition 301 Dollars

Base pay:	\$ 827,241
Performance pay:	1,654,482
Menu options:	<u>1,654,482</u>
Total Proposition 301 dollars:	<u>\$ 4,136,205</u>
Total budgeted expenditures for fiscal year 2002:	\$107,190,020

Comparative Information

	District	State
Student/teacher ratio:	19.2	18
Average teacher salary:	\$39,686	\$37,176
Beginning teacher salary:	\$32,171	\$26,516
Percentage of dollars spent in the classroom:	60.8%	57.7%

Base Pay (\$827,241):

The District is dividing base pay monies equally among its 702 classroom teachers, 9 counselors, and 12 librarians. The increase, which is budgeted at approximately \$1,144 per employee, is paid during the normal payroll cycle.

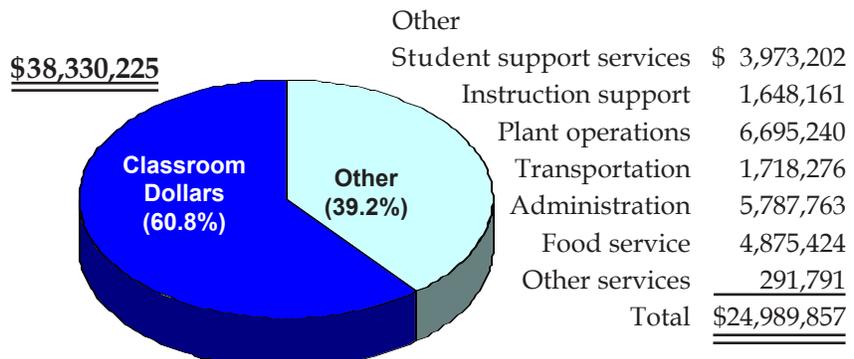
Menu Options (\$1,654,482):

A committee of district administrators, school principals, and teachers developed the menu options spending plan, which includes hiring teachers and teachers' aides to reduce class sizes, teacher development, and AIMS intervention. Planned AIMS intervention activities include extending the school day, providing Saturday and summer school programs, and tutoring.

Performance Pay (\$1,654,482):

The District's plan allocates 50 percent of performance pay monies to student achievement goals as measured by standardized test scores in reading, math, and language arts. If students achieve adequate progress in each of the three subject areas, all monies tied to the student achievement will be paid out. If adequate progress is made in one or two subject areas, monies will be prorated accordingly. Another 40 percent of the money will be used to pay teachers for participating in activities that promote student achievement, school safety, parental involvement, student activities, or staff development. The remaining monies are set aside for teacher development goals, which require teachers to complete 15 hours of professional development during the 2002 school year. Classroom teachers, counselors, and librarians are eligible to participate in the plan, and each can earn an estimated \$2,000 if all goals are met. Monies will be paid at the beginning of the 2003 school year; however, employees are not required to contract to work for the District during the 2003 school year to receive monies earned.

Dollars in the Classroom (Fiscal Year 2001)



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