

# Balsz Elementary School District

Grades served: PreK-8  
 Number of schools: 4  
 Students attending: 3,046  
 Number of certified teachers: 178

## Proposition 301 Dollars

Base pay:	\$ 192,335
Performance pay:	384,670
Menu options:	<u>384,670</u>
Total Proposition 301 dollars:	<u>\$ 961,675</u>
Total budgeted expenditures for fiscal year 2002:	\$25,216,870

## Comparative Information

	District	State
Student/teacher ratio:	17.1	18
Average teacher salary:	\$34,468	\$37,176
Beginning teacher salary:	\$29,150	\$26,516
Percentage of dollars spent in the classroom:	55.7%	57.7%

### Base Pay (\$192,335)

Base pay monies are being divided equally among employees who are paid on the teacher salary schedule, including classroom teachers, counselors, librarians, and speech therapists. Monies are paid out during the normal payroll cycle, and increases are budgeted to be approximately \$980 each.

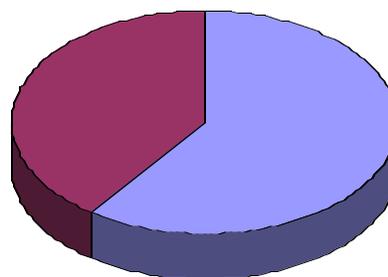
### Menu Options (\$384,670):

A committee of district administrators, teachers, and union officers developed the menu monies spending plan. Under the plan, 75 percent of the monies will be used to increase base pay for eligible employees. The remaining monies will pay for AIMS intervention activities, and will be used to hire an additional third-grade teacher to reduce class sizes.

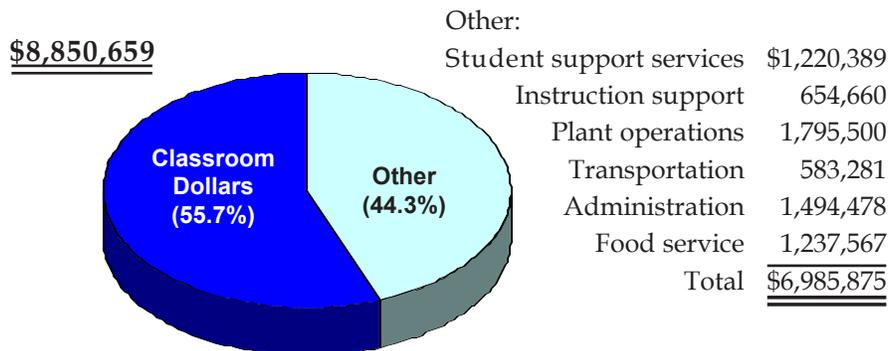
### Performance Pay (\$384,670):

The District has allocated 60 percent of performance pay monies to student achievement goals, which call for improved student performance in reading, mathematics, and language arts. The remaining 40 percent will be used to reward teachers for participating in and implementing the Six Traits of Writing program. Eligible employees could earn as much as \$1,600 each if goals are accomplished. Monies will be paid as goals are met, with the District expecting to pay out monies in October 2002.

What Is the Plan Based On?



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



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