

Bullhead City Elementary School District

Grades served: PreK-8
 Number of schools: 7
 Students attending: 3,633
 Number of certified teachers: 204

Proposition 301 Dollars

Base pay:	\$ 229,293
Performance pay:	458,586
Menu options:	<u>458,586</u>
Total Proposition 301 dollars:	<u><u>\$ 1,146,465</u></u>
Total budgeted expenditures for fiscal year 2002:	\$27,701,532

Comparative Information

	District	State
Student/teacher ratio:	17.8	18
Average teacher salary:	\$30,132	\$37,176
Beginning teacher salary:	\$25,800	\$26,516
Percentage of dollars spent in the classroom:	64.1%	57.7%

Base Pay (\$229,293):

The District decided to divide base pay monies equally among 240 teachers, 5 counselors, and 5 librarians. Eligible employees will receive an estimated \$830 each that will be paid as a stipend once the monies are received.

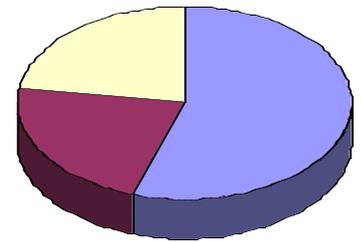
Menu Options (\$458,586):

A committee of district administrators, teachers, and school principals determined that half the menu monies would be used to hire 5 additional teachers to help reduce class sizes. The other half of the monies would be used to increase the base pay of classroom teachers, counselors, and librarians.

Performance Pay (\$458,586):

Classroom teachers, counselors, and librarians are eligible for performance pay up to an estimated \$1,660 each, based upon the factors shown in the figure. For the student achievement portion, teachers at each school are required to set measurable goals for their students for all academic areas. Teachers will also be compensated based on their education, in-service credits, and leadership activities. These monies will be distributed with the 2002 school year's final paycheck.

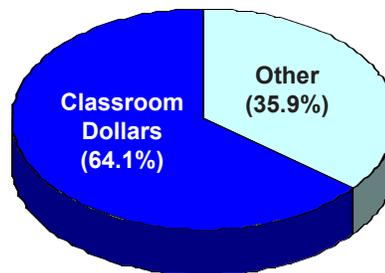
What Is the Plan Based On?



- Student achievement (55%)
- Teacher development (22.5%)
- Additional responsibility (22.5%)

Dollars in the Classroom (Fiscal Year 2001)

\$9,589,865



Other:

Student support services	\$ 599,190
Instruction support	670,174
Plant operations	1,257,401
Transportation	566,628
Administration	1,382,305
Food service	831,130
Other services	<u>62,043</u>
Total	<u><u>\$5,368,871</u></u>

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