

Elfrida Elementary School District

Grades served: PreK-8
 Number of schools: 1
 Students attending: 187
 Number of certified teachers: 11

Proposition 301 Dollars

Base pay:	\$ 14,051
Performance pay:	28,102
Menu options:	<u>28,102</u>
Total Proposition 301 dollars:	<u>\$ 70,255</u>
Total budgeted expenditures for fiscal year 2002:	\$2,188,801

Comparative Information

	District	State
Student/teacher ratio:	17	18
Average teacher salary:	\$30,182	\$37,176
Beginning teacher salary:	\$25,371	\$26,516
Percentage of dollars spent in the classroom:	52%	57.7%

Menu Options (\$28,102):

A committee of teachers decided that half of the menu monies should be used for compensation increases. Classroom teachers will receive a bonus if their students demonstrate at least one-year's academic progress. Remaining menu monies will be used for teacher development through training classes and workshops, to encourage increased parental involvement, and for after-school tutoring programs.

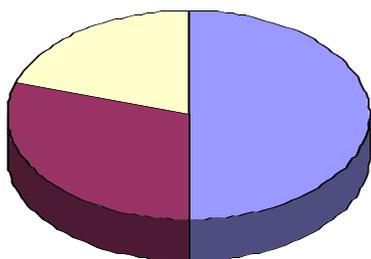
Base Pay (\$14,051):

The District increased classroom teacher base pay by approximately \$1,225 per eligible employee. The base pay increase will be distributed in quarterly increments.

Performance Pay (\$28,102):

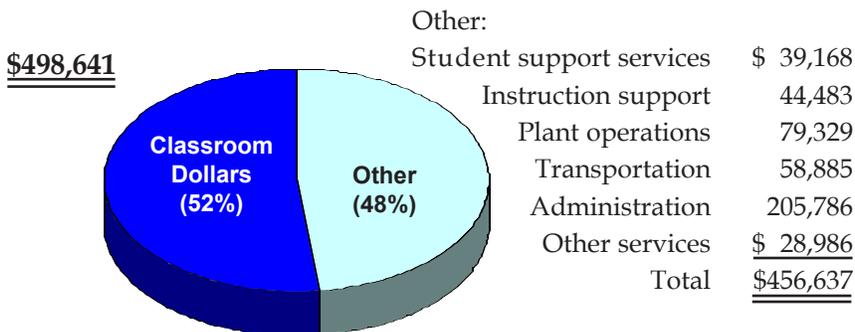
The District was one of only four districts that assigned a group of teachers to design the performance pay plan. Under this plan, classroom teachers can each earn up to an additional \$2,457, which will be paid out quarterly. To earn this money, eligible employees will need to increase student achievement on standardized tests.

Which Options Did the District Choose?



- Compensation increases (50%)
- Teacher development (30%)
- Spending at school discretion (20%)

Dollars in the Classroom (Fiscal Year 2001)



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