

Glendale Elementary School District

Grades served: PreK-8
 Number of schools: 14
 Students attending: 11,322
 Number of certified teachers: 576

Proposition 301 Dollars

Base pay:	\$ 714,870
Performance pay:	1,429,739
Menu options:	1,429,739
Total Proposition 301 dollars:	<u>\$ 3,574,348</u>
Total budgeted expenditures for fiscal year 2002:	\$84,308,448

Comparative Information

	District	State
Student/teacher ratio:	19.7	18
Average teacher salary:	\$35,394	\$37,176
Beginning teacher salary:	\$31,326	\$26,516
Percentage of dollars spent in the classroom:	62.9%	57.7%

Base Pay (\$714,870):

The District's 575 classroom teachers and 15 librarians are eligible to receive estimated base pay increases between \$1,115 and \$1,315 each. These increases, paid during the normal payroll cycle, will be divided among eligible employees as an increased dollar or percentage amount based on each eligible employee's experience level.

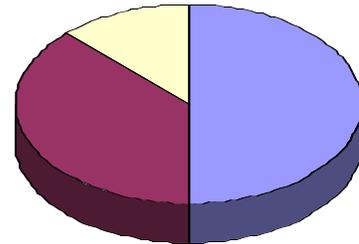
Menu Options (\$1,429,739):

A committee of board members, district administrators, and school principals allocated 51 percent of the District's menu monies toward increased compensation, including increases in step advancement and base pay. Fourteen percent of menu monies are dedicated to AIMS intervention, and the remaining 35 percent is allocated for teacher development.

Performance Pay (\$1,429,739):

Eligible classroom teachers, librarians, and all others on the teacher salary schedule may receive pay increases of up to \$1,800. To receive performance pay increases, eligible employees must obtain satisfactory evaluations. Also, students must show improvement in standardized test scores and current-year student attendance must improve over the previous year's attendance.

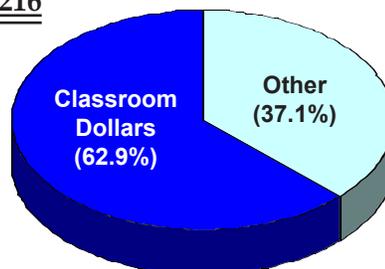
What Is the Plan Based On?



- Teacher evaluation/performance (50%)
- Student achievement (37.5%)
- Student/teacher attendance (12.5%)

Dollars in the Classroom (Fiscal Year 2001)

\$32,912,216



Other:

Student support services	\$ 1,833,984
Instruction support	2,663,049
Plant operations	5,600,141
Transportation	1,601,415
Administration	4,521,660
Food service	<u>3,193,788</u>
Total	<u>\$19,414,037</u>

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