

# Isaac Elementary School District

Grades served: PreK-8  
 Number of schools: 12  
 Students attending: 7,827  
 Number of certified teachers: 424

## Proposition 301 Dollars

|   |                           |
|---|---------------------------|
| Base pay:   | \$ 494,643                |
| Performance pay:                                      | 989,285                   |
| Menu options:   | <u>989,285</u>            |
| Total Proposition 301 dollars:                        | <u><u>\$2,473,213</u></u> |
| <br>Total budgeted expenditures for fiscal year 2002: | <br>NA                    |

## Comparative Information

|   | District | State    |
|---|----------|----------|
| Student/teacher ratio:                        | 18.5     | 18       |
| Average teacher salary:                       | \$36,814 | \$37,176 |
| Beginning teacher salary:                     | \$31,000 | \$26,516 |
| Percentage of dollars spent in the classroom: | 56.3%    | 57.7%    |

### Base Pay (\$494,643):

The District has decided that classroom teachers, counselors, librarians, and nurses are eligible for a base pay increase. Base pay amounts are estimated to be up to \$786 each, depending on employee experience levels, and are paid during the normal payroll cycle.

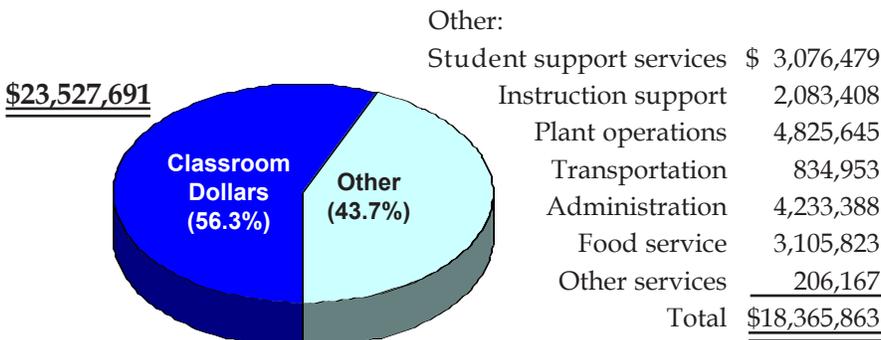
### Performance Pay (\$989,285):

A committee of board members, district administrators, school principals, and teachers determined that the performance pay monies would be allocated based on student achievement, as measured by standardized tests; teacher development; parental satisfaction; and student attendance. Classroom teachers, counselors, librarians, and nurses are eligible for performance pay, up to \$1,800 each, which will be paid as goals are met.

### Menu Options (\$989,285):

Teachers determined the planned uses of the menu monies. Only two other districts had committees made up of only teachers. The committee decided to allocate 70 percent of the menu monies to increase salaries of classroom teachers, counselors, librarians, and nurses. The remaining 30 percent will be spent at each school's discretion.

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



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