

Kyrene Elementary School District

Grades served: PreK-8
 Number of schools: 26
 Students attending: 18,381
 Number of certified teachers: 1,037

Proposition 301 Dollars

Base pay:	\$ 1,160,824
Performance pay:	2,321,648
Menu options:	2,321,648
Total Proposition 301 dollars:	\$ 5,804,120
Total budgeted expenditures for fiscal year 2002:	\$145,335,238

Comparative Information

	District	State
Student/teacher ratio:	17.7	18
Average teacher salary:	\$34,774	\$37,176
Beginning teacher salary:	\$29,077	\$26,516
Percentage of dollars spent in the classroom:	60.2%	57.7%

Base Pay (\$1,160,824):

The District is dividing base pay monies equally among classroom teachers, counselors, librarians, and speech and language pathologists. The pay raises, estimated at \$934 each, are paid during the normal payroll cycle.

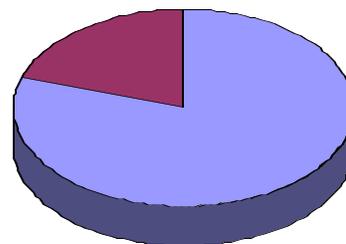
Menu Options (\$2,321,648):

A committee of school principals determined how the District's menu monies would be spent. Only two other districts had committees made up of only school principals. The committee decided to allocate approximately half of the menu monies to increase base salaries for classroom teachers, counselors, librarians, and speech and language pathologists by an estimated \$971 each. The other half was used to hire 14 new full-time-equivalent employees and for the schools to use at their discretion for items such as class size reduction, teacher development, and AIMS intervention.

Performance Pay (\$2,321,648):

A committee of district administrators, school principals, teachers, and parents determined that classroom teachers, counselors, librarians, and speech and language pathologists would be eligible to participate in the District's performance pay plan. Eligible employees could earn an estimated \$1,875 each, if goals are met. The plan focuses primarily on student achievement in reading, writing, and math, as measured by standardized tests.

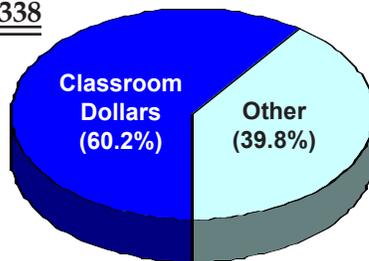
What Is the Plan Based On?



■ Student achievement (80%)
 ■ Parental satisfaction (20%)

Dollars in the Classroom (Fiscal Year 2001)

\$52,707,338



Other:

Student support services	\$ 5,340,115
Instruction support	3,794,625
Plant operations	10,002,264
Transportation	2,885,013
Administration	8,418,185
Food service	4,333,148
Other services	2,000
Total	\$34,775,350

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