

Laveen Elementary School District

Grades served: PreK-8
 Number of schools: 3
 Students attending: 1,441
 Number of certified teachers: 87

Proposition 301 Dollars

Base pay:	\$ 91,271
Performance pay:	182,542
Menu options:	182,542
Total Proposition 301 dollars:	\$ 456,355
Total budgeted expenditures for fiscal year 2002:	\$17,788,306

Comparative Information

	District	State
Student/teacher ratio:	16.6	18
Average teacher salary:	\$32,060	\$37,176
Beginning teacher salary:	\$27,000	\$26,516
Percentage of dollars spent in the classroom:	53.8%	57.7%

Base Pay (\$91,271):

The District budgeted \$838 in base pay increases for each eligible employee. These monies were divided among classroom teachers, counselors, and librarians based on years of service, and are incorporated into their regular paychecks.

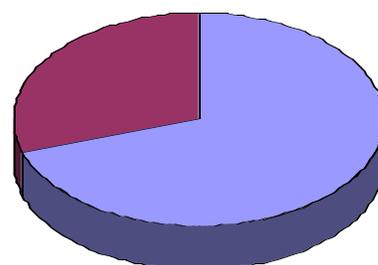
Performance Pay (\$182,542):

Eligible employees can each earn up to \$1,909 in performance pay. To receive performance pay, employees must meet goals in at least two of three areas: student achievement, additional teacher responsibility, and student attendance. Performance measures include improvement in students' standardized test scores and reduced student absentee rates. Teachers can also address goals by participating at least 35 hours on district or school committees.

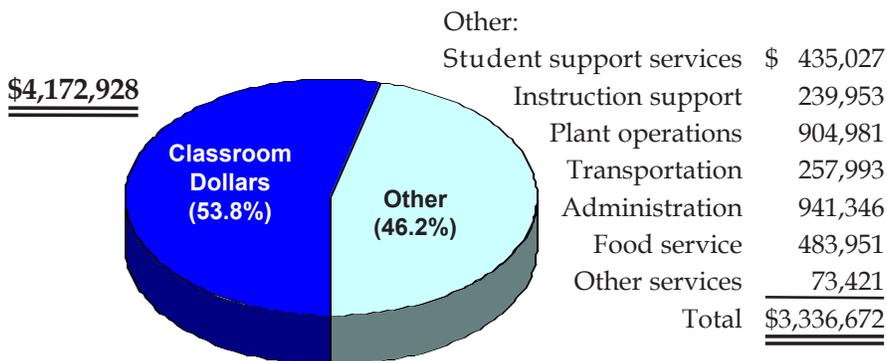
Menu Options (\$182,542):

A committee of district administrators, classroom teachers, parents, and school principals determined that 70 percent of the menu monies will be used for compensation increases to improve employee retention. These increases will be paid as a stipend, and the amount is dependent on years of service. The remaining 30 percent of menu monies will be used for teachers to attend various staff development trainings.

Which Options Did the District Choose?



Dollars in the Classroom (Fiscal Year 2001)



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