

Litchfield Elementary School District

Grades served: PreK-8
 Number of schools: 7
 Students attending: 3,441
 Number of certified teachers: 175

Proposition 301 Dollars

Base pay:	\$ 217,176
Performance pay:	434,351
Menu options:	<u>434,351</u>
Total Proposition 301 dollars:	<u>\$ 1,085,878</u>
Total budgeted expenditures for fiscal year 2002:	\$51,949,226

Comparative Information

	District	State
Student/teacher ratio:	19.7	18
Average teacher salary:	\$29,890	\$37,176
Beginning teacher salary:	\$27,800	\$26,516
Percentage of dollars spent in the classroom:	57.9%	57.7%

Base Pay (\$217,176):

The District is dividing its base pay monies equally among its 210 classroom teachers, 3 counselors, and 3 librarians. The pay raises, estimated at \$1,005 each, are paid during the normal payroll cycle.

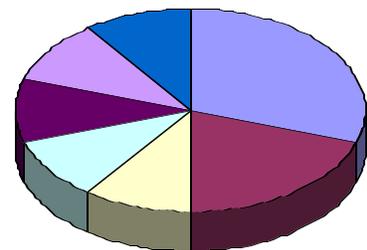
Menu Options (\$434,351):

A committee of board members, district administrators, school principals, and teachers determined that the District would make all of its menu monies available to schools to spend on such things as teacher development and training, student tutoring, and class size reduction.

Performance Pay (\$434,351):

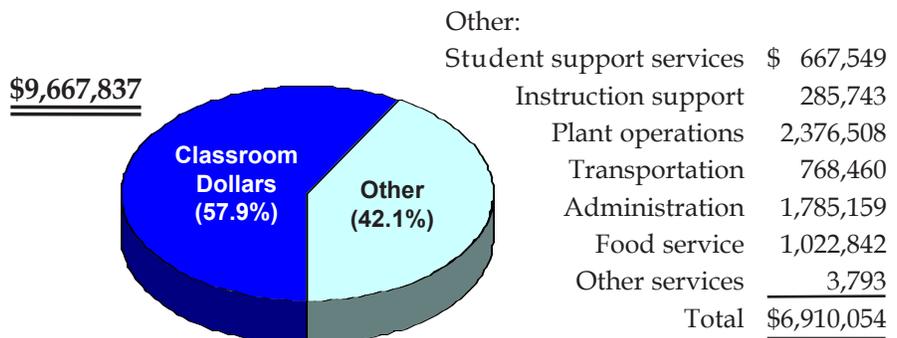
A committee of district administrators determined that performance pay monies will be incorporated into the District's existing Career Ladder program and made available to classroom teachers, counselors, and librarians. Only six other districts had a committee made up solely of district administrators. Eligible employees could earn up to \$2,010 each, if goals are met. The District's plan primarily focuses on student achievement, as measured by standardized tests, and student and teacher attendance. The plan also includes a number of other measures and activities, as shown in the figure.

What Is the Plan Based On?



- Student achievement (30%)
- Student/teacher attendance (20%)
- Parental satisfaction (10%)
- Teacher development (10%)
- District improvement (10%)
- School improvement (10%)
- Community service (10%)

Dollars in the Classroom (Fiscal Year 2001)



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