

Madison Elementary School District

Grades served: PreK-8
 Number of schools: 9
 Students attending: 4,610
 Number of certified teachers: 275

Proposition 301 Dollars

Base pay:	\$ 291,217
Performance pay:	582,435
Menu options:	<u>582,435</u>
Total Proposition 301 dollars:	<u>\$ 1,456,087</u>
Total budgeted expenditures for fiscal year 2002:	\$38,896,327

Comparative Information

	District	State
Student/teacher ratio:	16.8	18
Average teacher salary:	\$33,385	\$37,176
Beginning teacher salary:	\$29,200	\$26,516
Percent of dollars spent in the classroom:	54.3%	57.7%

Base Pay (\$291,217):

Classroom teachers, counselors, and librarians are eligible for equal base pay increases. The District budgeted approximately \$930 per employee for these increases, which are distributed during the normal payroll cycle.

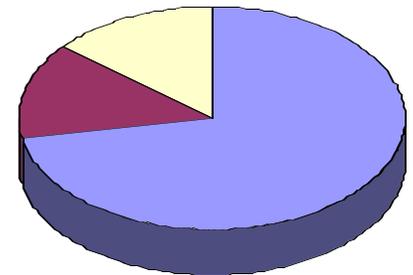
Performance Pay (\$582,435):

Classroom teachers, counselors, and librarians are eligible for performance pay increases, budgeted at approximately \$1,863 each. Performance measures include student achievement based on standardized test scores, parental satisfaction as measured by a survey, and teacher evaluations. These monies will be paid out in two installments if goals are met, once in December 2001 and again in September 2002. However, employees do not need to be under contract for the 2003 school year to receive the second payment.

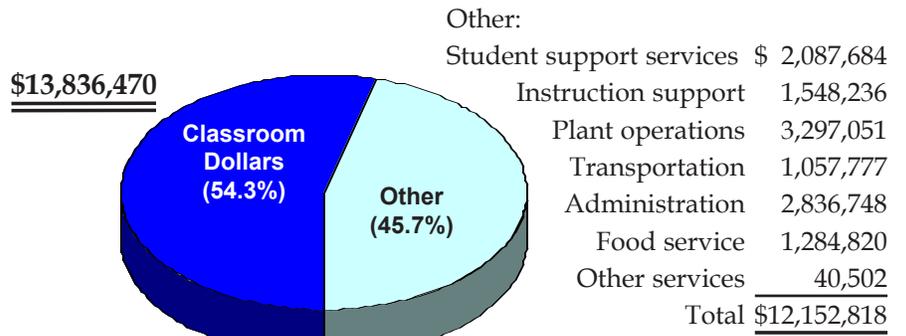
Menu Options (\$582,435):

A committee of board members, district administrators, and school principals determined the planned uses of the District's menu monies. As shown in the figure, the majority was allocated for compensation increases. This includes monies for employee-related expenses and additional performance pay. The committee also allocated money to hire three new teachers in an effort to reduce class size.

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*.