

Mary C. O'Brien Accommodation School District

Grades served: PreK-12
 Number of schools: 3
 Students attending: 159
 Number of certified teachers: 15

Proposition 301 Dollars

Base pay:	\$	12,670
Performance pay:		25,341
Menu options:		25,341
Total Proposition 301 dollars:	\$	63,352
Total budgeted expenditures for fiscal year 2002:		NA

Comparative Information

	District	State
Student/teacher ratio:	10.6	18
Average teacher salary:	\$32,621	\$37,176
Beginning teacher salary:	\$30,000	\$26,516
Percentage of dollars spent in the classroom:	45.1%	57.7%

Base Pay (\$12,670):

Each of the 15 eligible classroom teachers will receive an estimated \$743 base pay compensation increase. The monies are being paid out in quarterly installments.

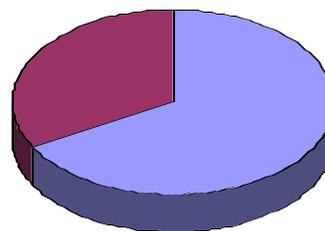
Menu Options (\$25,341):

A committee of board members, district administrators, school principals, and teachers determined that individual schools should be allowed to use menu monies at their discretion to accomplish school improvement goals and encourage teachers to obtain additional training. Only five other districts responded that they would give schools discretion with 100 percent of the menu monies.

Performance Pay (\$25,341):

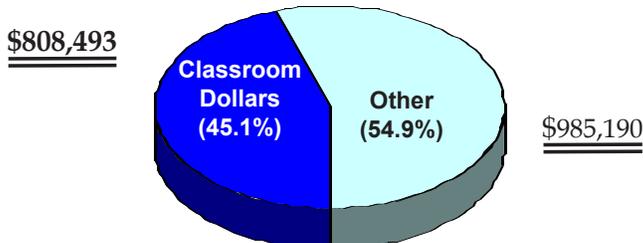
A committee comprising board members, district administrators, teachers, and school principals determined that classroom teachers, who meet set goals and who are also under contract for the 2003 school year, will each receive an estimated \$1,487 in performance incentives. Performance monies are allocated to goals relating to improved standardized test scores and reduced dropout rates.

What Is the Plan Based On?



■ Student achievement (67%)
 ■ Parental participation (33%)

Dollars in the Classroom (Fiscal Year 2001)



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