

# McNary Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 140  
 Number of certified teachers: 11

## Proposition 301 Dollars

Base pay:	\$ 10,553
Performance pay:	21,107
Menu options:	21,107
<b>Total Proposition 301 dollars:</b>	<b>\$ 52,767</b>
Total budgeted expenditures for fiscal year 2002:	\$4,299,469

## Comparative Information

	District	State
Student/teacher ratio:	12.7	18
Average teacher salary:	\$28,192	\$37,176
Beginning teacher salary:	\$21,700	\$26,516
Percentage of dollars spent in the classroom:	61.9%	57.7%

### Base Pay (\$10,553):

Twelve classroom teachers are receiving base pay increases of approximately \$751 each. Monies are being paid out during the normal payroll cycle.

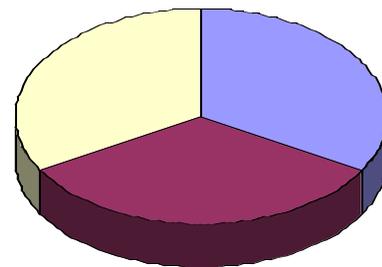
### Menu Options (\$21,107):

A committee of district administrators and teachers decided to use 100 percent of menu monies for additional classroom teacher compensation. The plan focuses on school improvement, with teachers being required to do additional work in summer programs or after-school tutoring.

### Performance Pay (\$21,107):

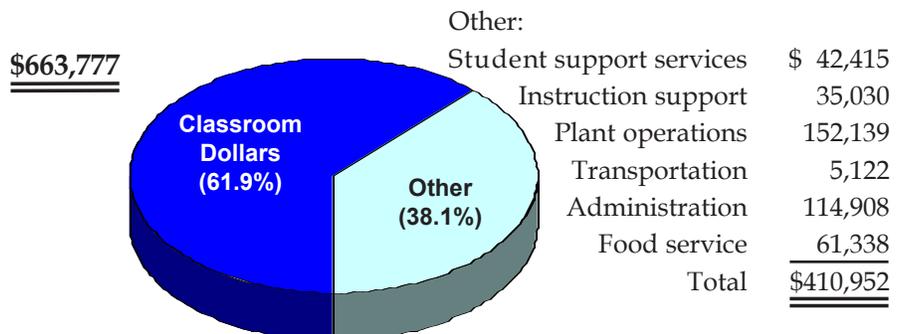
Classroom teachers can earn up to an estimated \$1,672 each in performance incentives, which will be distributed in the final paycheck of the 2002 school year. Performance monies are allocated equally among three factors, all of which must be fulfilled for eligible employees to be paid. First, students must demonstrate one-year's academic progress on standardized tests; second, 80 percent of returned parent surveys must give the school a satisfactory rating; and, third, 80 percent of students must participate in extracurricular activities.

#### What Is the Plan Based On?



- Student achievement (33.3%)
- Parental satisfaction (33.3%)
- Student extracurricular participation (33.3%)

### Dollars in the Classroom (Fiscal Year 2001)



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