

McNeal Elementary School District

Grades served: PreK-8
 Number of schools: 1
 Students attending: 32
 Number of certified teachers: 4

Proposition 301 Dollars

Base pay:	\$ 2,433
Performance pay:	4,865
Menu options:	<u>4,865</u>
Total Proposition 301 dollars:	<u>\$ 12,163</u>
Total budgeted expenditures for fiscal year 2002:	\$492,246

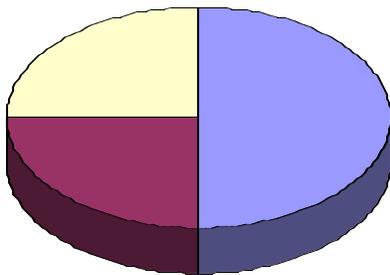
Comparative Information

	District	State
Student/teacher ratio:	8	18
Average teacher salary:	\$38,074	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	76.6%	57.7%

Menu Options (\$4,865):

A committee of district administrators and teachers chose to use half of the menu option monies to increase classroom teacher base pay. The remaining monies will be used for a teachers' aide to help reduce class sizes and for participation in teacher development activities.

Which Options Did the District Choose?



- Compensation increases (50%)
- Class size reduction (25%)
- Teacher development (25%)

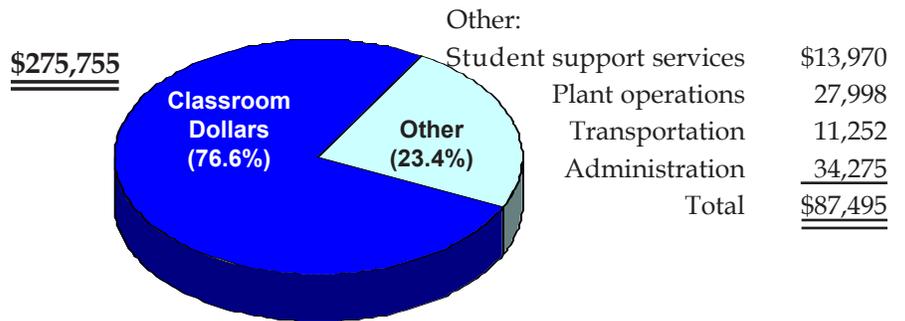
Base Pay (\$2,433):

Classroom and special education teachers are eligible to receive a base pay increase of between \$196 and \$624 each.

Performance Pay (\$4,865):

A committee of district administrators and teachers decided to allocate between \$393 and \$1,247 in performance pay to each of the eligible teachers. The performance plan focuses on parental satisfaction and involvement, requiring a 75 percent good-to-excellent rating on the parent-student survey and at least a 75 percent family attendance rate at parent/teacher conferences and the "Back to School" activity night. The performance plan also uses student achievement on standardized tests as a measurement criterion. The performance monies will be distributed in the summer of 2002.

Dollars in the Classroom (Fiscal Year 2001)



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