

# Morristown Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 106  
 Number of certified teachers: 7

## Proposition 301 Dollars

Base pay:	\$ 8,089
Performance pay:	16,179
Menu options:	16,179
Total Proposition 301 dollars:	<u>\$ 40,447</u>
Total budgeted expenditures for fiscal year 2002:	\$2,735,146

## Comparative Information

	District	State
Student/teacher ratio:	15.2	18
Average teacher salary:	\$31,538	\$37,176
Beginning teacher salary:	\$26,104	\$26,516
Percentage of dollars spent in the classroom:	49.5%	57.7%

### Base Pay (\$8,089):

The District's nine teachers each received \$750 as well as additional percentage base pay increases. Monies are paid out during the normal payroll cycle.

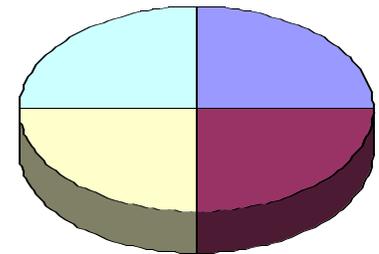
### Menu Options (\$16,179):

A committee comprising board members, support staff, teachers, parents, the head teacher, and a qualified evaluator determined that all menu monies would be spent to hire an additional teacher to reduce class sizes.

### Performance Pay (\$16,179):

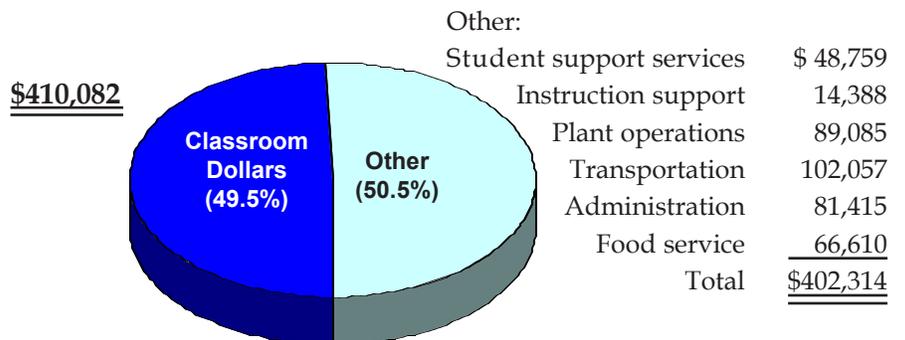
The District's performance pay plan includes goals in four areas, as shown in the figure. Specific goals include such things as improved student standardized test scores and increased communication and interaction with parents. In addition, teachers will be rewarded for developing new study units and timely lesson plans, and for effectively managing the classroom environment. If goals are met, teachers could earn an estimated \$1,377 each. Monies will be paid out at the end of the 2002 school year.

What Is the Plan Based On?



- Student achievement (25%)
- Teacher development (25%)
- Parental involvement (25%)
- Additional teacher responsibility (25%)

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



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