

Murphy Elementary School District

Grades served: PreK-8
 Number of schools: 4
 Students attending: 2,417
 Number of certified teachers: 134

Proposition 301 Dollars

Base pay:	\$ 152,628
Performance pay:	305,255
Menu options:	305,255
Total Proposition 301 dollars:	\$ 763,138
Total budgeted expenditures for fiscal year 2002:	\$28,194,250

Comparative Information

	District	State
Student/teacher ratio:	18	18
Average teacher salary:	\$34,905	\$37,176
Beginning teacher salary:	\$29,504	\$26,516
Percentage of dollars spent in the classroom:	47.4%	57.7%

Base Pay (\$152,628):

Employees eligible to receive base pay increases include 145 classroom teachers, 4 counselors, 3 librarians, and 4 nurses. These same categories of employees are also eligible to receive performance pay and compensation from menu monies. Base pay increases are anticipated to be approximately \$881 each and are paid out during the normal payroll cycle.

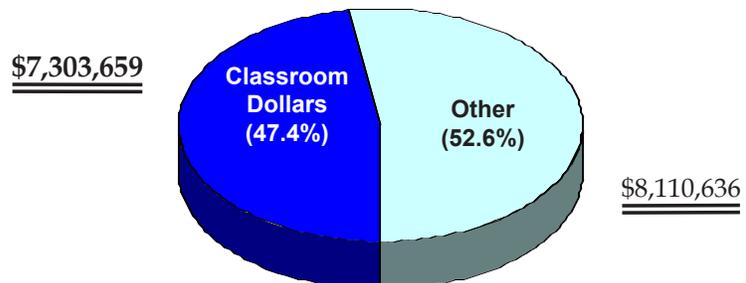
Performance Pay (\$305,255):

The District's performance pay plan directs 60 percent of available monies to student achievement goals that require improved student scores on standardized tests. Remaining monies are allocated to goals relating to parental satisfaction and involvement. For example, the District plans to survey parents and will reward employees if at least 25 percent of parents return the survey, and if 75 percent of those parents give the school a "B" rating or better. If goals are met, eligible employees can earn an estimated \$1,761 each. Monies will be paid out as goals are met.

Menu Options (\$305,255):

A committee of district administrators, school principals, teachers, support staff, and parents developed the menu monies spending plan, which was approved through the District's Meet-and-Confer process and by the governing board. Most of the monies are being used to increase employee compensation. Other planned uses include hiring teachers' aides to reduce class sizes; providing after-school and summer tutoring; and hiring a person to work with students who are at risk of dropping out of school.

Dollars in the Classroom (Fiscal Year 2001)



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