

# Naco Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 284  
 Number of certified teachers: 16

## Proposition 301 Dollars

Base pay:	\$ 20,750
Performance pay:	41,500
Menu options:	<u>41,500</u>
Total Proposition 301 dollars:	<u>\$ 103,750</u>
Total budgeted expenditures for fiscal year 2002:	\$4,162,565

## Comparative Information

	District	State
Student/teacher ratio:	17.7	18
Average teacher salary:	\$31,553	\$37,176
Beginning teacher salary:	\$23,500	\$26,516
Percentage of dollars spent in the classroom:	64.2%	57.7%

### Base Pay (\$20,750):

The District divided the base pay monies equally among classroom teachers. Each teacher will receive approximately \$1,000, which is distributed during the normal payroll cycle.

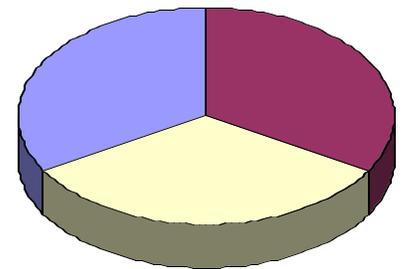
### Menu Options (\$41,500):

A committee of district administrators and teachers decided to hire an additional teacher with menu monies to reduce class sizes.

### Performance Pay (\$41,500):

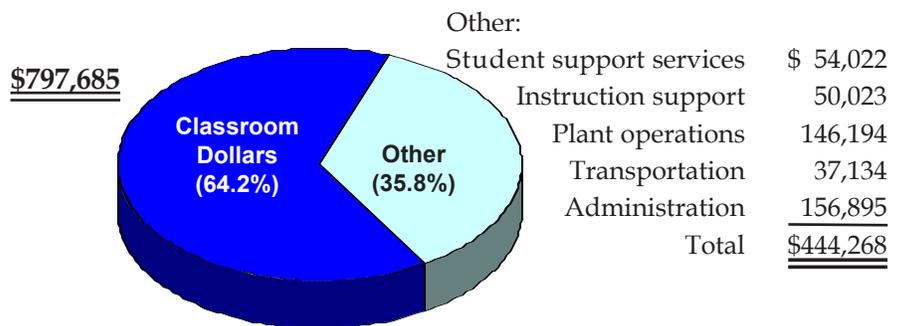
Under the District's performance pay plan, one-third of performance pay has been set aside to reward teachers if 75 percent of students attain adequate scores on standardized tests. Another third can be earned if 75 percent of parents attend parent/teacher conferences. Remaining monies will be paid if 75 percent of "satisfaction surveys" are returned by parents, teachers, and students. If all goals are accomplished, teachers could earn an estimated \$2,006 each. Monies will be paid out at the end of the 2002 school year.

What Is the Plan Based On?



- Student achievement (33.3%)
- Parental involvement (33.3%)
- Parent/teacher/student surveys (33.3%)

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



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