

# Osborn Elementary School District

Grades served: PreK-8  
 Number of schools: 6  
 Students attending: 3,807  
 Number of certified teachers: 249

## Proposition 301 Dollars

Base pay:	\$ 240,709
Performance pay:	481,418
Menu options:	<u>481,418</u>
Total Proposition 301 dollars:	<u>\$ 1,203,545</u>
Total budgeted expenditures for fiscal year 2002:	\$40,307,285

## Comparative Information

	District	State
Student/teacher ratio:	15.3	18
Average teacher salary:	\$33,186	\$37,176
Beginning teacher salary:	\$30,293	\$26,516
Percentage of dollars spent in the classroom:	53.2%	57.7%

### Base Pay (\$240,709):

Classroom teachers, counselors, librarians, speech therapists, and collaborative peer teachers will receive equal percentage increases expected to average approximately \$1,000. The District is paying this increase during the normal payroll cycle.

### Who's Receiving Pay Increases?

- 220 Classroom teachers
- 3 Counselors
- 6 Librarians
- 4 Collaborative peer teachers
- 6 Speech therapists

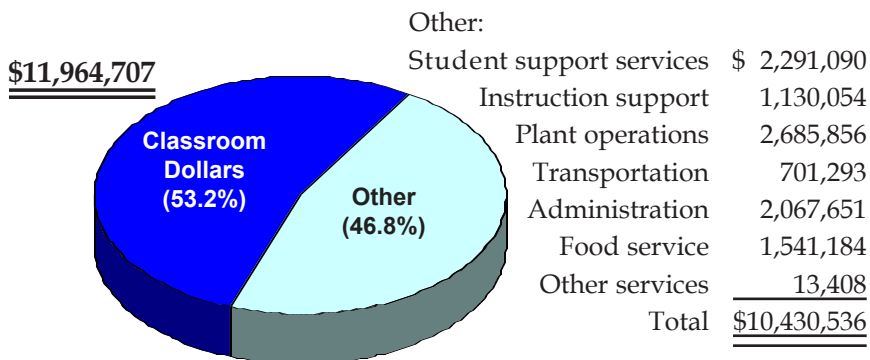
### Performance Pay (\$481,418):

A committee of board members, district administrators, teachers, school principals, and speech therapists determined that student achievement on standardized tests should be the main focus of the District's performance pay plan. The committee also included parental satisfaction as a component, and will ask parents to complete a survey in February 2002. Classroom teachers, counselors, librarians, speech therapists, and collaborative peer teachers are eligible to participate in the plan, and could potentially earn \$2,000 each if goals are met.

### Menu Options (\$481,418):

The District will use 100 percent of the menu monies to increase base pay and benefits for classroom teachers, counselors, librarians, speech therapists, and collaborative peer teachers. These monies will be used in conjunction with other Proposition 301 base pay monies to increase the salary schedule and associated benefits by approximately 5 percent.

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



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