

Paloma Elementary School District

Grades served: PreK-8
 Number of schools: 1
 Students attending: 70
 Number of certified teachers: 4

Proposition 301 Dollars

Base pay:	\$ 5,373
Performance pay:	10,747
Menu options:	10,747
Total Proposition 301 dollars:	<u>\$ 26,867</u>
Total budgeted expenditures for fiscal year 2002:	\$910,290

Comparative Information

	District	State
Student/teacher ratio:	17.6	18
Average teacher salary:	\$28,614	\$37,176
Beginning teacher salary:	\$25,000	\$26,516
Percentage of dollars spent in the classroom:	43.1%	57.7%

Base Pay (\$5,373):

The District decided to pay each of its four classroom teachers a stipend of approximately \$1,026 at the beginning of the 2002 school year.

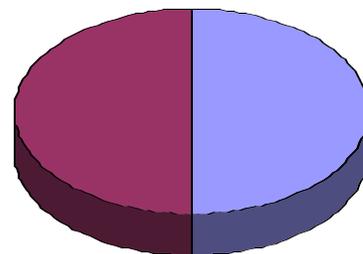
Performance Pay (\$10,747):

Classroom teachers can potentially earn between \$50 and \$2,000 each by participating in the District's performance pay plan. The District is one of only 27 districts that have a performance pay plan entirely based on student achievement. Under the District's plan, student achievement is measured on quarterly tests. Teachers will receive \$50 for each student showing progress on the tests, and the monies will be paid quarterly.

Menu Options (\$10,747):

A committee of board members and district administrators determined that half of the District's menu monies will be spent on an AIMS intervention program that includes after-school tutoring. The other half will be spent toward teacher development activities, conferences, and trainings.

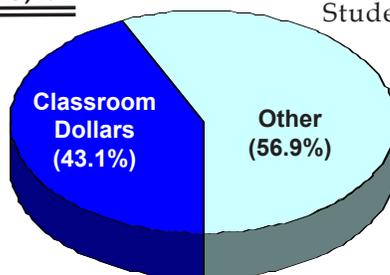
Which Options Did the District Choose?



■ AIMS intervention (50%)
 ■ Teacher development (50%)

Dollars in the Classroom (Fiscal Year 2001)

\$215,491



Other:	
Student support services	\$ 70
Instruction support	5,950
Plant operations	109,862
Transportation	8,392
Administration	112,900
Food service	46,930
Total	<u>\$284,104</u>

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