

Tempe Elementary School District

Grades served: PreK-8
 Number of schools: 27
 Students attending: 11,883
 Number of certified teachers: 789

Proposition 301 Dollars

Base pay:	\$ 750,843
Performance pay:	1,501,687
Menu options:	<u>1,501,687</u>
Total Proposition 301 dollars:	<u><u>\$ 3,754,217</u></u>
Total fiscal year 2002 budgeted expenditures:	\$126,601,454

Comparative Information

	District	State
Student/teacher ratio:	15.1	18
Average teacher salary:	\$34,481	\$37,176
Beginning teacher salary:	\$28,923	\$26,516
Percentage of dollars spent in the classroom:	55.7%	57.7%

Base Pay (\$750,843):

The District has increased classroom teacher, counselor, librarian, and other base pay salaries between \$800 and \$1,300, depending on experience. The other employees eligible to receive this base pay increase include specialists on the teacher salary schedule who work in the schools. The increases are paid out during the normal payroll cycle.

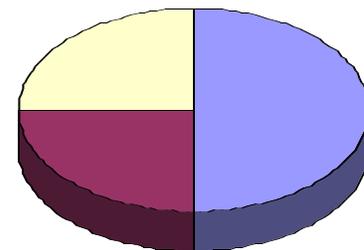
Menu Options (\$1,501,687):

A committee of district administrators, support staff, school principals, and teachers decided to use menu monies to increase salaries and benefits for classroom teachers, counselors, librarians, and other specialists and to pay for two days of staff development activities.

Performance Pay (\$1,501,687):

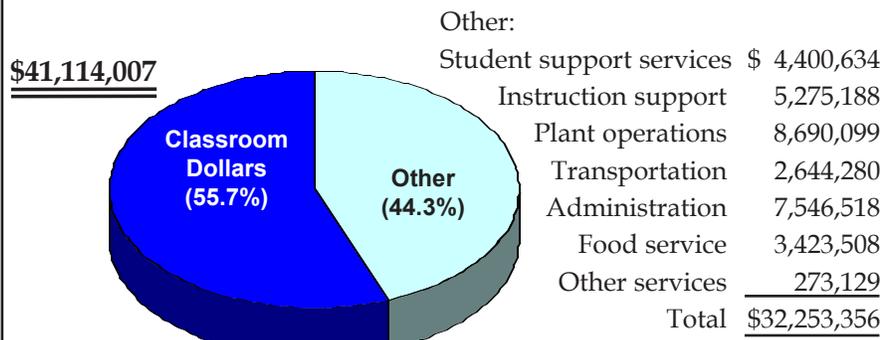
Eligible employees for performance incentives include classroom teachers, counselors, librarians, and other specialists, such as visual arts and technology specialists. These employees can earn between \$1,600 and \$1,800 each if the District meets three goals: increased student achievement in reading and math; improved parental satisfaction as demonstrated on a survey; and improved student attendance rates.

What Is the Plan Based On?



- Student achievement (50%)
- Parental satisfaction (25%)
- Student attendance (25%)

Dollars in the Classroom (Fiscal Year 2001)



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