

# Toltec Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 792  
 Number of certified teachers: 44

## Proposition 301 Dollars

Base pay:	\$ 50,055
Performance pay:	100,109
Menu options:	100,109
Total Proposition 301 dollars:	<u>\$ 250,273</u>
Total budgeted expenditures for fiscal year 2002:	\$5,770,829

## Comparative Information

	District	State
Student/teacher ratio:	18	18
Average teacher salary:	\$28,337	\$37,176
Beginning teacher salary:	\$25,500	\$26,516
Percentage of dollars spent in the classroom:	61%	57.7%

### Base Pay (\$50,055):

The District determined that its classroom teachers and librarian will receive equal percentage base pay increases, averaging approximately \$1,077 per employee. These same employees are also eligible for performance pay and compensation increases from menu monies. Employees will receive the monies at the end of the 2002 school year.

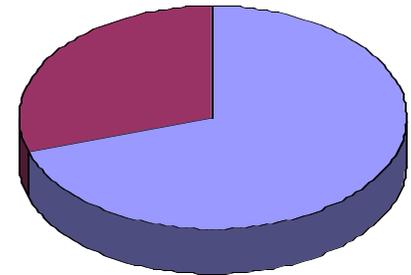
### Menu Options (\$100,109):

A committee of district administrators, teachers, and school principals determined that menu monies will be used entirely to increase eligible employees' compensation.

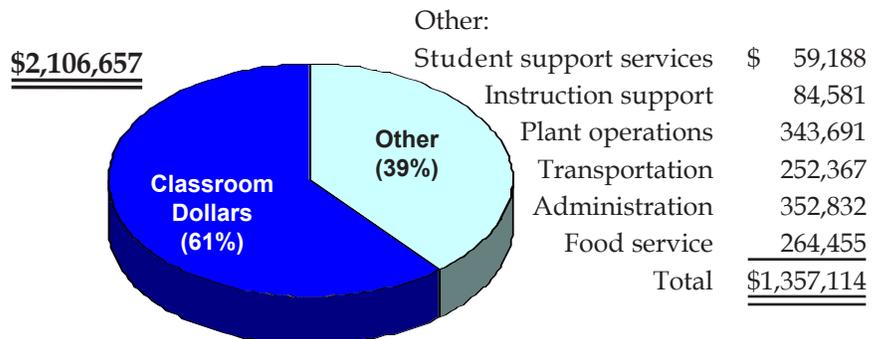
### Performance Pay (\$100,109):

The District has budgeted \$2,108 per eligible employee for performance pay increases. Seventy percent of the increase will be based on student achievement, as measured by a point system linked to standardized test results, with the remaining 30 percent based on teacher evaluations. These monies will be distributed as goals are met or with the 2002 school year's final paycheck.

What Is the Plan Based On?



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



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