

# Topock Elementary School District

Grades served:	PreK-8
Number of schools:	1
Students attending:	151
Number of certified teachers:	12

## Proposition 301 Dollars

Base pay:	\$ 11,381
Performance pay:	22,762
Menu options:	22,762
<b>Total Proposition 301 dollars:</b>	<b><u>\$ 56,905</u></b>
Total budgeted expenditures for fiscal year 2002:	\$1,629,598

## Comparative Information

	District	State
Student/teacher ratio:	12.6	18
Average teacher salary:	\$27,529	\$37,176
Beginning teacher salary:	\$26,450	\$26,516
Percentage of dollars spent in the classroom:	62.3%	57.7%

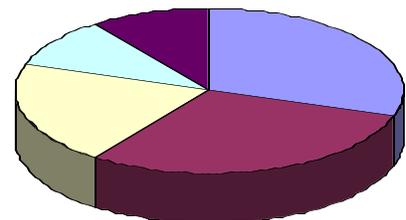
### Base Pay (\$11,381):

The District has budgeted base pay increases of \$829, plus benefits, for each of its 12 classroom teachers. Monies will be paid at the end of the year in one lump sum. To receive the increase, teachers need to identify state curriculum standards, design and continually adapt a professional development plan, and collaborate with colleagues to achieve district goals. Only 16 other districts also required employees to perform additional work to receive base pay increases.

### Performance Pay (\$22,762):

Classroom teachers may receive up to an estimated \$1,333 each, plus benefits, in performance pay monies to be distributed with the 2002 school year's final paycheck. To receive these monies, teachers must accomplish goals in a number of areas. Specific goals include improved student performance on standardized tests, knowledge and delivery of state standards, development and implementation of improvement plans, and improved student attendance.

#### What Is the Plan Based

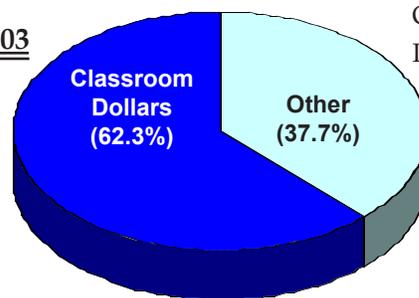


### Menu Options (\$22,762):

A committee of board members and district administrators determined that 93 percent of the menu monies will be used to increase teacher compensation. The remaining 7 percent will be used to pay for development-related activities, including workshops, professional journal subscriptions, and guest speakers.

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

\$594,803



Other:	
Instruction support	\$ 14,933
Plant operations	119,384
Transportation	34,478
Administration	138,103
Food service	53,421
<b>Total</b>	<b><u>\$360,319</u></b>

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