

Young Elementary School District

Grades served: PreK-12
 Number of schools: 2
 Students attending: 73
 Number of certified teachers: 11

Proposition 301 Dollars

Base pay:	\$ 6,359
Performance pay:	12,718
Menu options:	12,718
Total Proposition 301 dollars:	<u>\$ 31,795</u>
Total budgeted expenditures for fiscal year 2002:	\$4,405,645

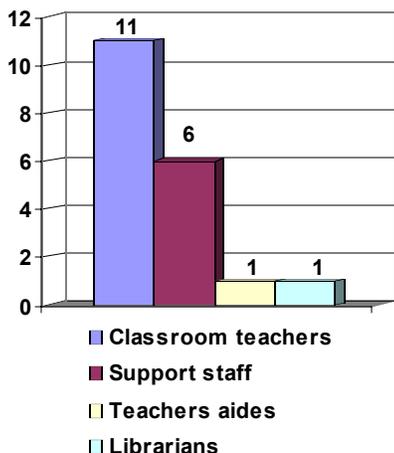
Comparative Information

	District	State
Student/teacher ratio:	6.7	18
Average teacher salary:	\$28,909	\$37,176
Beginning teacher salary:	\$26,132	\$26,516
Percentage of dollars spent in the classroom:	61.7%	57.7%

Base Pay (\$6,359):

The District decided to give equal base pay increases to a variety of employees as shown in the chart. These types of employees are also eligible to receive performance pay. Support staff include cafeteria and office workers, bus drivers, and custodians. Each eligible employee is expected to receive approximately \$322, which will be distributed with the 2002 school year's final paycheck.

Who's Receiving Pay Increases?



Performance Pay (\$12,718):

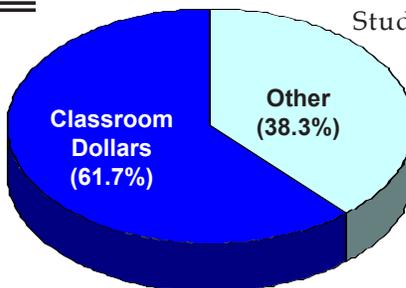
A committee of district administrators, teachers, and support staff determined that the performance pay plan would be equally based on student achievement, parental satisfaction and involvement, additional teacher responsibility, school improvement, and dropout prevention. For the school improvement component, eligible employees can choose any 8 of 23 goals identified by the entire District staff. Each employee could earn approximately \$644 if goals are accomplished.

Menu Options (\$12,718):

School principals determined that menu monies would be spent to compensate employees for additional work related to AIMS intervention, teacher development, and dropout prevention programs. Employees may be compensated for activities such as tutoring students in math and English, participating in a home-school committee, or presenting innovative ideas in the faculty notebook.

Dollars in the Classroom (Fiscal Year 2001)

\$556,961



Other:	
Student support services	\$ 15,528
Instruction support	31,427
Plant operations	122,546
Administration	153,110
Food service	41,938
Total	<u>\$364,549</u>

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