

Continental Elementary School District

Grades served: PreK-8
 Number of schools: 1
 Students attending: 250
 Number of certified teachers: 20

Proposition 301 Dollars

Base pay:	\$ 18,454
Performance pay:	36,908
Menu options:	<u>36,908</u>
Total Proposition 301 dollars:	<u><u>\$ 92,270</u></u>
Total budgeted expenditures for fiscal year 2002:	\$3,581,400

Comparative Information

	District	State
Student/teacher ratio:	12.5	18
Average teacher salary:	\$32,656	\$37,176
Beginning teacher salary:	\$23,289	\$26,516
Percentage of dollars spent in the classroom:	57%	57.7%

Base Pay (\$18,454):

The District chose to divide its base pay monies, estimated at \$600 per employee, equally among its 20 classroom teachers. The increases are distributed in the classroom teachers' regular paychecks.

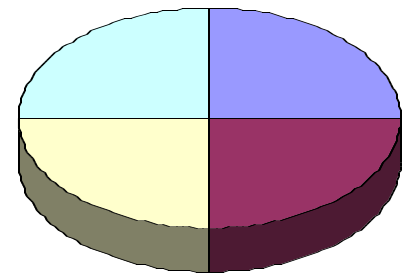
Menu Options (\$36,908):

A committee comprising board members, district administrators, teachers, and school principals determined that 50 percent of the menu monies will be spent on compensation increases, which consist of pay for attending night time school activities, such as ball games and dances. The other 50 percent is allocated to teacher development and requires teachers to attend workshops or trainings and report on what they learned and how it will improve their teaching skills. If requirements are met, menu monies will be paid out at the end of the 2002 school year.

Performance Pay (\$36,908):

Eligible classroom teachers can earn up to \$1,648 each in performance pay. The District's performance pay plan is divided into four equal sections, with goals focusing on teacher development, parental satisfaction and involvement, school improvement factors, and student and teacher attendance. To meet its goals, the District plans to survey parents, help students prepare for standardized tests, and improve its student attendance rate.

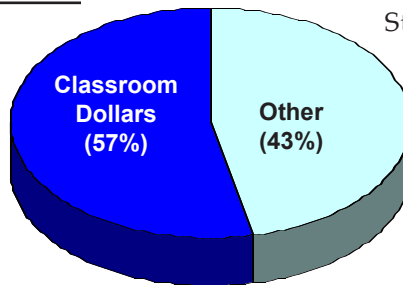
What Is the Plan Based On?



- Teacher development (25%)
- Parental satisfaction (25%)
- School improvement (25%)
- Student attendance (25%)

Dollars in the Classroom (Fiscal Year 2001)

\$962,104



Other:

Student support services	\$ 64,879
Instruction support	20,283
Plant operations	195,984
Transportation	133,507
Administration	207,673
Food service	<u>84,435</u>
Total	<u><u>\$706,761</u></u>

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