

# Esperanza Accommodation School District

Grades served:	PreK-12
Number of schools:	3
Students attending:	73
Number of certified teachers:	5

## Proposition 301 Dollars

Base pay:	\$ 6,084
Performance pay:	12,168
Menu options:	<u>12,168</u>
Total Proposition 301 dollars:	<u><u>\$ 30,420</u></u>
Total budgeted expenditures for fiscal year 2002:	\$2,480,602

## Comparative Information

	District	State
Student/teacher ratio:	14.5	18
Average teacher salary:	\$26,686	\$37,176
Beginning teacher salary:	\$26,750	\$26,516
Percentage of dollars spent in the classroom:	49.8%	57.7%

### Base Pay (\$6,084):

The District will pay four classroom teachers a base pay increase of approximately \$1,200 each. The eligible employees are receiving this increase in their normally scheduled paychecks.

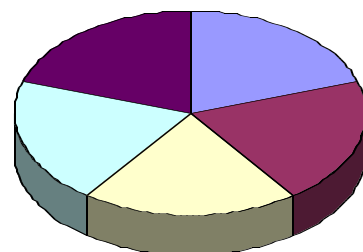
### Menu Options (\$12,168):

A committee of board members, district administrators, and teachers divided the menu monies equally between three programs: classroom size reduction, AIMS intervention, and dropout prevention. The District intends to hire new aides and tutors, provide new computer software, materials, and books to assist learning in the classroom, and offer career exploration and counseling to students.

### Performance Pay (\$12,168):

Classroom teachers can each earn up to an additional \$2,425 in performance pay, which will be disbursed with the 2002 school year's final paycheck. As shown in the graph, there are five equally weighted criteria in the performance pay plan, which is based on the District's existing Performance Incentive Program. There are only 24 other districts that have used an existing performance plan for the foundation of the Proposition 301 performance plan.

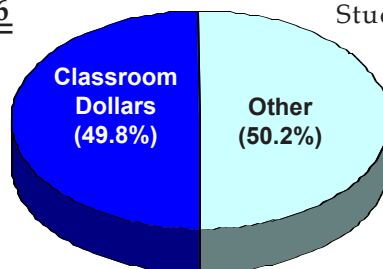
What Is the Plan Based On?



- Student achievement (20%)
- Teacher evaluation (20%)
- Teacher development (20%)
- Additional teacher responsibility (20%)
- Student attendance (20%)

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

\$251,366



Other:	
Student support services	\$ 70,756
Instruction support	29,094
Plant operations	42,399
Transportation	26,059
Administration	<u>146,477</u>
Total	<u><u>\$314,785</u></u>

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