# Hackberry Elementary 

School District


## Comparative Information

|  | District |  |  | State |
| :--- | :---: | :---: | :---: | :---: |
|  | 2001 | 2002 | 2003 | 2003 |
| Student/teacher ratio | 13.2 | 12.5 | 24.0 | 17.9 |
| Average teacher salary | $\$ 44,250$ | $\$ 30,867$ | $\$ 30,583$ | $\$ 40,328$ |
| Average years' experience | NA | 6.8 | 3.5 | 8.7 |

## Proposition 301

|  | 2002 <br> Expenditures | 2003 <br> Expenditures |
| :--- | :---: | :---: |
| Base | $\$ 1,897$ | $\$ 3,007$ |
| Performance | 3,792 | 6,014 |
| Menu | $\underline{3,792}$ | $\underline{6,014}$ |
| Total | $\underline{\$ 9,481}$ | $\underline{\$ 15,035}$ |

## District-reported 2003 results

Teacher pay

- On average, each teacher earned an additional $\$ 3,158$ in salary.


## Performance

- The District accomplished most of its goals, which were based on district and individual performance.
- Teachers attended most required professional development activities; received acceptable performance evaluations; and either participated in extracurricular or community activities, or provided tutoring.


## Menu

- Monies were used to increase teacher base pay, and to compensate teachers based on their performance evaluations and for participating in professional development activities.

