

Oracle Elementary School District

Grades served: PreK-8
 Number of schools: 2
 Students attending: 389
 Number of certified teachers: 25

Proposition 301 Dollars

Base pay:	\$ 27,907
Performance pay:	55,815
Menu options:	55,815
Total Proposition 301 dollars:	<u>\$ 139,537</u>
Total budgeted expenditures for fiscal year 2002:	\$6,326,904

Comparative Information

	District	State
Student/teacher ratio:	15.6	18
Average teacher salary:	\$28,842	\$37,176
Beginning teacher salary:	\$23,050	\$26,516
Percentage of dollars spent in the classroom:	49.2%	57.7%

Base Pay (\$27,907):

The District plans to increase the base pay for 22 classroom teachers, a counselor, and a librarian by approximately \$1,144 each. Monies will be paid out quarterly.

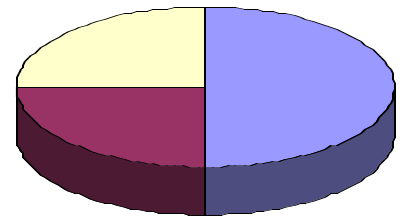
Menu Options (\$55,815):

A committee composed of board members, district administrators, teachers, and school principals determined that all menu monies will be used to increase classroom teacher, counselor, and librarian base pay, and to pay for employee benefits.

Performance Pay (\$55,815):

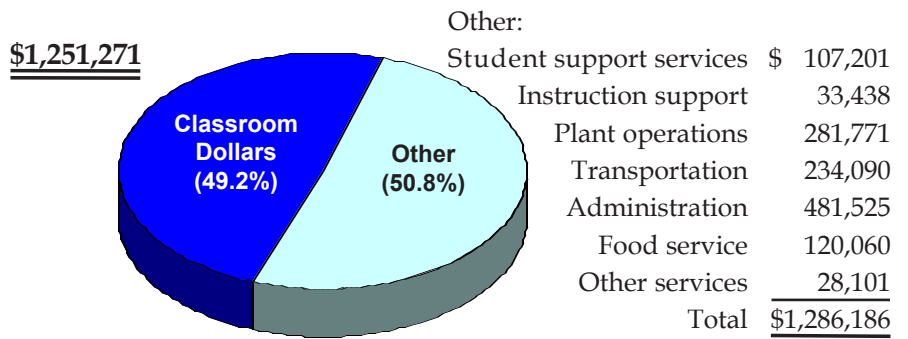
The District's classroom teachers, counselor, and librarian can each receive up to \$2,288, which will be paid out as performance goals are met. Fifty percent of the performance plan is based on student achievement. All monies designated for student achievement goals will be paid if students, on average, achieve one-year's academic progress on standardized tests. A portion of monies will be paid if progress is between .8 year and one year. The other half of performance pay is divided equally between goals tied to teacher performance evaluations and to the use of technology in the classroom.

What Is the Plan Based On?



- Student achievement (50%)
- Teacher evaluation (25%)
- Teacher development (25%)

Dollars in the Classroom (Fiscal Year 2001)



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