

Palominas Elementary School District

Grades served: PreK-8
 Number of schools: 3
 Students attending: 955
 Number of certified teachers: 60

Proposition 301 Dollars

Base pay:	\$	60,322
Performance pay:		120,643
Menu options:		<u>120,643</u>
Total Proposition 301 dollars:	\$	<u><u>301,608</u></u>
Total budgeted expenditures for fiscal year 2002:	\$	12,040,769

Comparative Information

	District	State
Student/teacher ratio:	15.9	18
Average teacher salary:	\$30,973	\$37,176
Beginning teacher salary:	\$24,900	\$26,516
Percentage of dollars spent in the classroom:	55.4%	57.7%

Base Pay (\$60,322):

The District has budgeted approximately \$958 per employee for base pay increases. Classroom teachers and librarians are eligible for increases and will receive the monies in four installments.

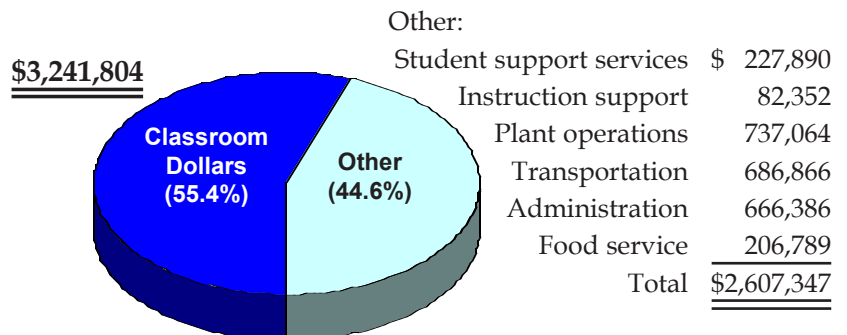
Menu Options (\$120,643):

A committee of board members, district administrators, teachers, school principals, and parents determined that half of the menu monies will go toward base salary increases and benefits for classroom teachers and librarians. The remaining monies will be split between an AIMS intervention program and teacher development. For the AIMS intervention program, the District will compensate eligible employees for such things as the time they spend preparing for classes prior to the official start of the school year; work completed before or after the official workday; and additional parent contacts. Teacher development includes participation in a goal-setting retreat day and committee work.

Performance Pay (\$120,643):

The District's 60 classroom teachers and 3 librarians are eligible to participate in the performance pay plan, which is primarily based on student achievement, as measured by standardized tests. Other components of the plan include goals relating to parental satisfaction and involvement. Specifically, employees must maintain logs of parent contacts and, in addition to the required report cards, progress reports, and conferences, conduct one additional parent contact per semester. Performance pay earnings are estimated to be \$1,789 per employee if goals are met. Monies will be paid out in four installments.

Dollars in the Classroom (Fiscal Year 2001)



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