

Pendergast Elementary School District

Grades served: PreK-8
 Number of schools: 9
 Students attending: 7,683
 Number of certified teachers: 426

Proposition 301 Dollars

Base pay:	\$ 485,471
Performance pay:	970,942
Menu options:	<u>970,942</u>
Total Proposition 301 dollars:	<u><u>\$ 2,427,355</u></u>
Total budgeted expenditures for fiscal year 2002:	\$78,144,305

Comparative Information

	District	State
Student/teacher ratio:	18	18
Average teacher salary:	\$32,099	\$37,176
Beginning teacher salary:	\$30,500	\$26,516
Percentage of dollars spent in the classroom:	58.9%	57.7%

Base Pay (\$485,471):

The District has allocated equal base pay increases of approximately \$960 to each of its 435 classroom teachers, 9 counselors, 9 librarians, and 11 speech therapists. Monies are being paid out during the normal payroll cycle.

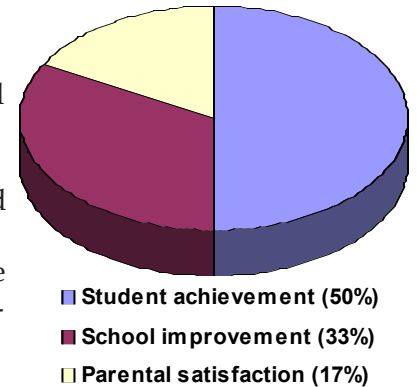
Menu Options (\$970,942):

A committee of board members, district administrators, and school principals decided to allocate half of the menu monies to teacher development and AIMS intervention activities. Monies designated for AIMS intervention will pay for intersession and summer school programs to improve student test scores. The remaining monies are allocated to schools to pay for activities and events that support the performance pay plan.

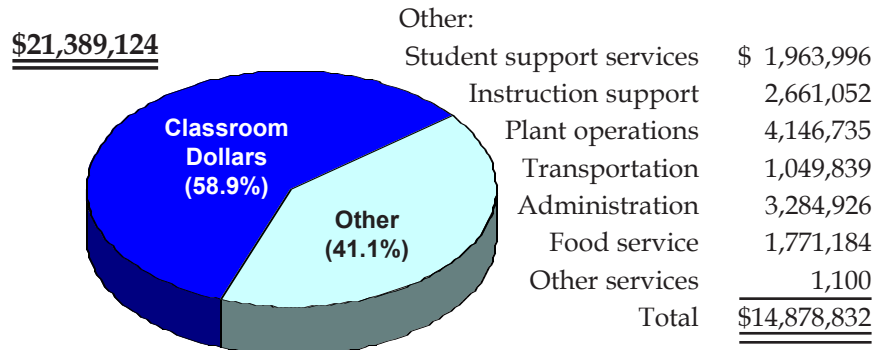
Performance Pay (\$970,942):

The District anticipates paying classroom teachers, counselors, librarians, and speech therapists an estimated \$1,920 each in performance pay, if goals are met. Eligible employees will receive any performance pay they have earned in the first paycheck of the 2003 school year; however, they are not required to work for the District during that year to receive payment. Half of the performance pay is tied to improved student performance on standardized tests. The remaining monies are linked to increased parental satisfaction and to achievement of school-level goals.

What Is the Plan Based On?



Dollars in the Classroom (Fiscal Year 2001)



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