

San Fernando Elementary School District

Grades served: PreK-8
 Number of schools: 1
 Students attending: 26
 Number of certified teachers: 3

Proposition 301 Dollars

Base pay:	\$ 2,222
Performance pay:	4,444
Menu options:	4,444
Total Proposition 301 dollars:	<u>\$11,110</u>
Total budgeted expenditures for fiscal year 2002:	NA

Comparative Information

	District	State
Student/teacher ratio:	8.6	18
Average teacher salary:	\$25,250	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	45.5%	57.7%

Base Pay (\$2,222):

The District has allocated a base pay increase of approximately \$926 per eligible employee. Actual amounts will vary depending on whether an employee works part-time or full-time. All classroom teachers are eligible for the base pay stipend, which will be paid in two installments.

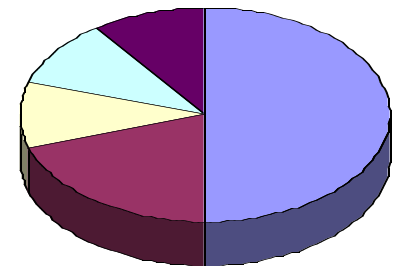
Menu Options (\$4,444):

A committee of board members, support staff, and teachers determined that all menu monies would be used to increase classroom teacher compensation.

Performance Pay (\$4,444):

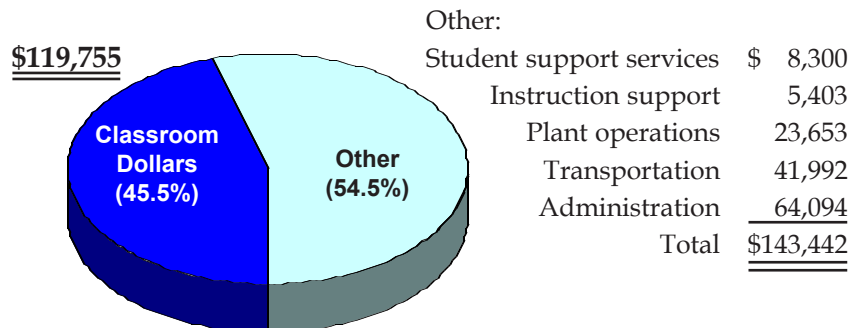
Classroom teachers who accomplish performance goals can each earn an estimated \$1,638 in performance pay incentives. A committee of board members, support staff, and teachers developed the performance pay plan, which incorporates goals in a number of categories. Specific goals include a requirement for teachers to receive satisfactory performance evaluations. Monies will be paid out at the end of the 2002 school year.

What Is the Plan Based On?



- Teacher evaluation (50%)
- District improvement (20%)
- Additional teacher responsibilities (10%)
- Student attendance (10%)
- Teacher development (10%)

Dollars in the Classroom (Fiscal Year 2001)



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