

Tolleson Elementary School District

Grades served: PreK-8
 Number of schools: 3
 Students attending: 1,329
 Number of certified teachers: 74

Proposition 301 Dollars

Base pay:	\$ 83,955
Performance pay:	167,910
Menu options:	<u>167,910</u>
Total Proposition 301 dollars:	<u><u>\$ 419,775</u></u>
Total budgeted expenditures for fiscal year 2002:	\$22,882,009

Comparative Information

	District	State
Student/teacher ratio:	18	18
Average teacher salary:	\$33,883	\$37,176
Beginning teacher salary:	\$30,100	\$26,516
Percentage of dollars spent in the classroom:	54.9%	57.7%

Base Pay (\$83,955):

The District is dividing base pay monies equally among its 85 classroom teachers and 1 librarian. The base pay increases are estimated to be \$867 per eligible employee and are distributed during the normal payroll cycle. These same types of employees are also eligible for performance pay and compensation increases from menu monies.

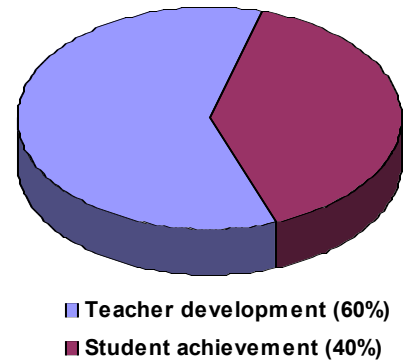
Menu Options (\$167,910):

A committee of district administrators, teachers, and school principals decided to use all menu monies to increase compensation. To receive the increases, eligible employees must work additional days.

Performance Pay (\$167,910):

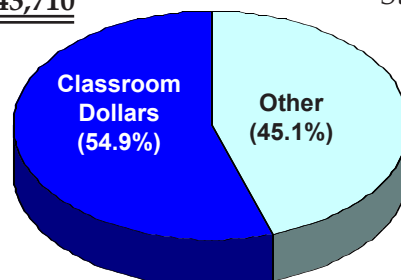
Eligible employees may each earn approximately \$1,733 in performance pay. The District determined that 60 percent of these monies will be paid based on teacher development activities, such as seminars and classes, while the remaining 40 percent will be paid based on student achievement on standardized tests. Monies earned will be paid with the 2003 school year's first paycheck. Eligible employees must be District employees during the following school year to receive the performance pay monies. The District is one of only 25 districts that require eligible employees to be employed by the District during the 2003 school year to obtain the monies.

What Is the Plan Based On?



Dollars in the Classroom (Fiscal Year 2001)

\$3,843,710



Other:

Student support services	\$ 233,990
Instruction support	270,146
Plant operations	730,383
Transportation	238,755
Administration	1,116,972
Food service	<u>460,571</u>
Total	<u><u>\$3,050,817</u></u>

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