

Kirkland Elementary School District

Grades served: PreK-8
 Number of schools: 1
 Students attending: 58
 Number of certified teachers: 8

Proposition 301 Dollars

Base pay:	\$ 4,385
Performance pay:	8,769
Menu options:	<u>8,769</u>
Total Proposition 301 dollars:	<u><u>\$21,923</u></u>
Total budgeted expenditures for fiscal year 2002:	NA

Comparative Information

	District	State
Student/teacher ratio:	7.2	18
Average teacher salary:	\$27,182	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	65.9%	57.7%

Base Pay (\$4,385):

Five classroom teachers were determined eligible to receive a base pay increase, the amount of which will vary based on factors other than experience. The increase, estimated at \$831 per teacher, will be paid at the end of the 2002 school year.

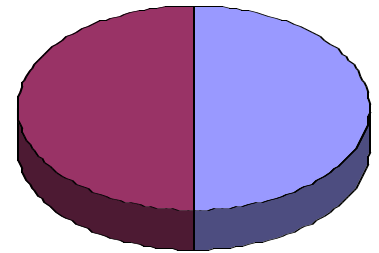
Menu Options (\$8,769):

A committee of support staff, district administrators, classroom teachers, and school principals determined that 100 percent of the menu monies will be used for compensating classroom teachers for accepting additional responsibilities. These additional responsibilities are assigned by the principal and include drama and music program director, testing coordinator, math and science liaison, technology advisor, and language arts contest coordinator.

Performance Pay (\$8,769):

Classroom teachers are eligible for performance pay based on two performance measures. One-half of the performance pay monies is contingent upon students demonstrating one-year's academic growth as measured by year-end progress reports or meeting the goals on their Individualized Education Programs (IEPs). The other half is awarded based on an increase in student attendance. Teachers could earn an estimated \$1,662 each if performance measures are met. The performance pay will be distributed with the 2002 school year's final paycheck.

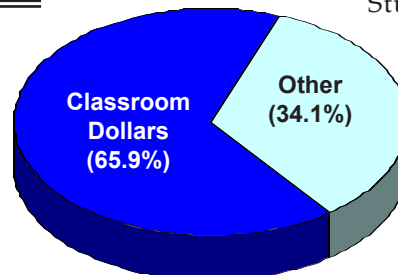
What Is the Plan Based On?



■ Student achievement (50%)
 ■ Student attendance (50%)

Dollars in the Classroom (Fiscal Year 2001)

\$302,010



Other:	
Student support services	\$ 3,656
Instruction support	2,036
Plant operations	38,357
Transportation	32,051
Administration	38,029
Food service	<u>40,289</u>
Total	<u><u>\$154,418</u></u>

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