

Red Rock Elementary School District

Grades served: PreK-8
 Number of schools: 1
 Students attending: 77
 Number of certified teachers: 6

Proposition 301 Dollars

Base pay:	\$ 5,831
Performance pay:	11,663
Menu options:	<u>11,663</u>
Total Proposition 301 dollars:	<u><u>\$29,157</u></u>
Total budgeted expenditures for fiscal year 2002:	NA

Comparative Information

	District	State
Student/teacher ratio:	12.8	18
Average teacher salary:	\$35,368	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	58.5%	57.7%

Base Pay (\$5,831):

Base pay increases for the District's six classroom teachers and one speech therapist are estimated to be between \$500 and \$832 each. Base pay monies were divided equally, but are prorated for employees who are not full-time. Monies are being distributed quarterly.

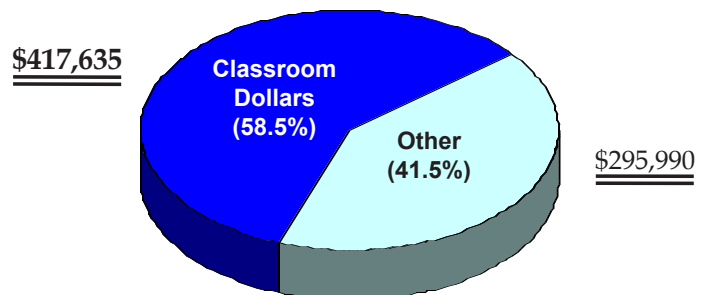
Menu Options (\$11,663):

Board members, district administrators, and school principals decided to hire a teachers' aide with menu monies to reduce class sizes.

Performance Pay (\$11,663):

Classroom teachers, teachers' aides, and the speech therapist are eligible to participate in the performance pay plan. The plan allocates half of available monies based on student-achievement goals. Standardized tests will be used to measure the progress of students who are proficient in English. Other students' progress will be evaluated by a committee consisting of the classroom teacher, a bilingual employee, and an administrator. The remaining monies will be used to reward employees if parents indicate they are satisfied with the school, and if communication with parents is increased. Employees must also receive satisfactory performance evaluations to receive performance pay. Earnings, estimated to be between \$750 and \$1,250 per employee, will be paid out in June 2002 if goals are met.

Dollars in the Classroom (Fiscal Year 2001)



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