

# Alpine Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 40  
 Number of certified teachers: 4

## Proposition 301 Dollars

Base pay:	\$ 3,385
Performance pay:	6,770
Menu options:	6,770
<b>Total Proposition 301 dollars:</b>	<b><u>\$ 16,925</u></b>
Total budgeted expenditures for fiscal year 2002:	\$723,910

## Comparative Information

	<b>District</b>	<b>State</b>
Student/teacher ratio:	10	18
Average teacher salary:	\$33,941	\$37,176
Beginning teacher salary:	\$24,000	\$26,516
Percentage of dollars spent in the classroom:	55.3%	57.7%

### Base Pay (\$3,385):

The District has decided that base pay increases will be equally divided among its teachers. The increases, which are estimated to be \$1,073 each, are being paid during the normal payroll cycle.

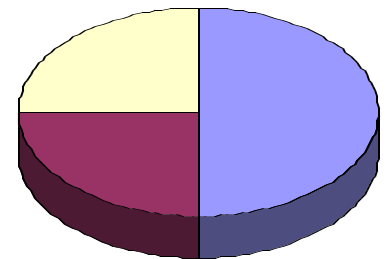
### Menu Options (\$6,770):

A committee of district administrators, teachers, and school principals decided that all menu monies would be used to increase base pay for classroom teachers.

### Performance Pay (\$6,770):

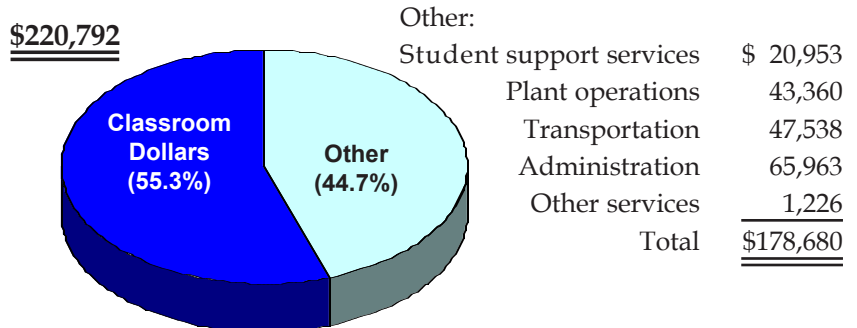
The District has established four performance goals involving student achievement as measured by standardized tests; parental involvement in parent/teacher conferences; and teacher performance. The teacher performance goals call for teachers to set an individual performance plan specific to their position and responsibilities; and to demonstrate competency with computer technologies. Performance pay, estimated at \$2,145 per teacher, can be earned if three of the goals are met. Monies will be paid out at the end of the 2002 school year.

#### What Is the Plan Based On?



- Teacher development (50%)
- Student achievement (25%)
- Parental involvement (25%)

### Dollars in the Classroom (Fiscal Year 2001)



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