

Creighton Elementary School District

Grades served: PreK-8
 Number of schools: 9
 Students attending: 7,926
 Number of certified teachers: 431

Proposition 301 Dollars

Base pay:	\$ 500,738
Performance pay:	1,001,476
Menu options:	<u>1,001,476</u>
Total Proposition 301 dollars:	<u>\$ 2,503,690</u>
Total budgeted expenditures for fiscal year 2002:	\$62,845,764

Comparative Information

	District	State
Student/teacher ratio:	18.4	18
Average teacher salary:	\$33,577	\$37,176
Beginning teacher salary:	\$29,500	\$26,516
Percentage of dollars spent in the classroom:	56.8%	57.7%

Base Pay (\$500,738):

The District's 520 classroom teachers, 9 librarians, 9 speech therapists, and 9 nurses will each receive base pay increases estimated to range between \$496 and \$2,312. The increases are distributed during the District's normal payroll cycle.

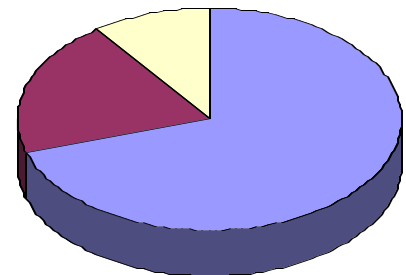
Menu Options (\$1,001,476):

A committee made up of district administrators, teachers, support staff, and school principals decided to direct the majority of the District's menu monies to base pay increases and employee-related expenses. The remaining amount is allocated to teacher development, allowing each school to select its own teacher development program.

Performance Pay (\$1,001,476):

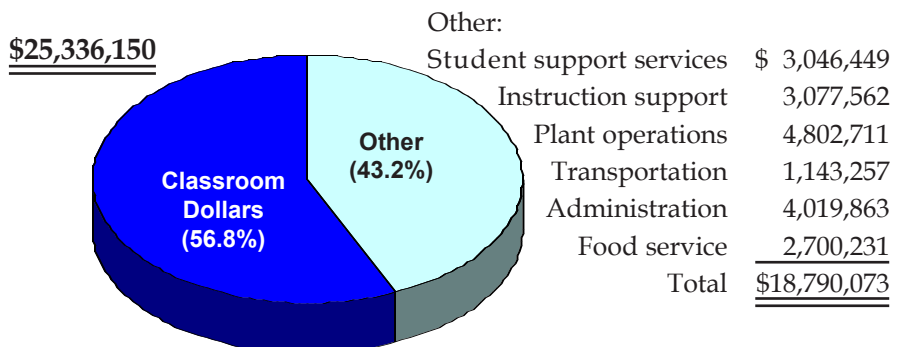
Classroom teachers, librarians, speech therapists, and nurses are eligible to receive performance pay monies, estimated at \$1,625 each, if goals are met. As shown in the figure, 70 percent of the District's performance pay monies is based on student achievement, as measured by standardized test scores. Performance pay monies will be distributed in two installments: 40 percent in December 2001, and 60 percent in June 2002.

What Is the Plan Based On?



■ Student achievement (70%)
 ■ Parental involvement (20%)
 ■ Attendance (10%)

Dollars in the Classroom (Fiscal Year 2001)



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