

Liberty Elementary School District

Grades served: PreK-8
 Number of schools: 3
 Students attending: 1,455
 Number of certified teachers: 76

Proposition 301 Dollars

Base pay:	\$ 92,073
Performance pay:	184,145
Menu options:	<u>184,145</u>
Total Proposition 301 dollars:	<u>\$ 460,363</u>
Total budgeted expenditures for fiscal year 2002:	\$10,957,633

Comparative Information

	District	State
Student/teacher ratio:	19.1	18
Average teacher salary:	\$31,974	\$37,176
Beginning teacher salary:	\$27,000	\$26,516
Percentage of dollars spent in the classroom:	60%	57.7%

Base Pay (\$92,073):

The District plans to equally divide base pay monies among its classroom teachers and librarians. This amounts to approximately \$800 each, distributed during the normal payroll cycle.

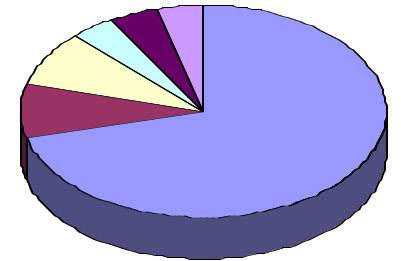
Menu Options (\$184,145):

A committee of district administrators, teachers, and school principals decided that 37 percent of the District menu monies would be spent on performance-based compensation increases for classroom teachers, librarians, and counselors. Monies were also allocated for class size reduction, teacher development, and AIMS intervention.

Performance Pay (\$184,145):

Classroom teachers and librarians can earn up to \$1,800 each in performance pay, if goals are met. As shown in the figure, the District's performance pay plan incorporates a variety of performance goals, with the majority relating to teacher evaluations. To receive performance pay, eligible employees must communicate effectively with parents and the community, participate in extracurricular activities, and follow school policies and procedures.

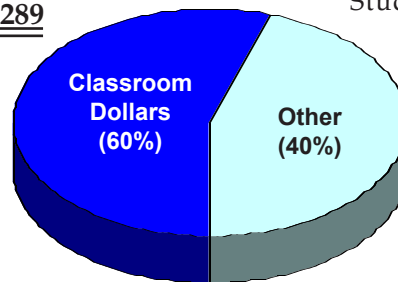
What Is the Plan Based On?



- Teacher evaluations (70.8%)
- Parent communication (8.3%)
- Teacher development (8.3%)
- Additional teacher responsibilities (4.2%)
- District improvement (4.2%)
- Teacher attendance (4.2%)

Dollars in the Classroom (Fiscal Year 2001)

\$4,069,289



Other:

Student support services	\$ 315,597
Instruction support	181,938
Plant operations	628,259
Transportation	409,534
Administration	834,965
Food service	<u>340,732</u>
Total	<u><u>\$2,711,025</u></u>

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