

# Palo Verde Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 320  
 Number of certified teachers: 16

## Proposition 301 Dollars

Base pay:	\$ 23,208
Performance pay:	46,416
Menu options:	<u>46,416</u>
Total Proposition 301 dollars:	<u><u>\$ 116,040</u></u>
Total budgeted expenditures for fiscal year 2002:	\$3,449,437

## Comparative Information

	District	State
Student/teacher ratio:	20	18
Average teacher salary:	\$30,097	\$37,176
Beginning teacher salary:	\$26,936	\$26,516
Percentage of dollars spent in the classroom:	52.3%	57.7%

### Base Pay (\$23,208):

The District has budgeted a base pay increase of approximately \$1,363 for each of its 17 classroom teachers. Monies will be paid at the end of the 2002 school year.

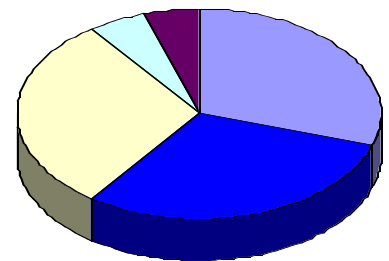
### Menu Options (\$46,416):

A committee composed of district administrators and school principals determined that 100 percent of menu monies will be used to hire an additional teacher to reduce class sizes.

### Performance Pay (\$46,416):

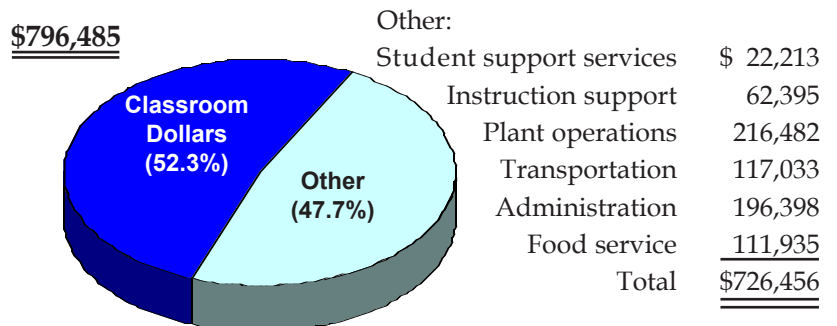
Classroom teachers could each earn an estimated \$3,000, to be paid with the 2002 school year's final paycheck, if all goals are met. As shown in the figure, several components are included in the performance pay plan. Performance goals include such things as increasing the percentage of students gaining one-year's academic progress in reading, language, and mathematics, and reducing student absences.

What Is the Plan Based On?



- Student achievement (30%)
- Teacher evaluation (30%)
- School improvement (30%)
- Student/teacher attendance (5%)
- Parental satisfaction (5%)

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



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