

Patagonia Elementary School District

Grades served: PreK-8
 Number of schools: 2
 Students attending: 127
 Number of certified teachers: 10

Proposition 301 Dollars

Base pay:	\$	9,586
Performance pay:		19,172
Menu options:		<u>19,172</u>
Total Proposition 301 dollars:	\$	<u><u>47,930</u></u>
Total budgeted expenditures for fiscal year 2002:	\$	2,235,781

Comparative Information

	District	State
Student/teacher ratio:	12.7	18
Average teacher salary:	\$32,693	\$37,176
Beginning teacher salary:	\$23,102	\$26,516
Percentage of dollars spent in the classroom:	57.3%	57.7%

Base Pay (\$9,586):

The District has estimated that classroom teachers and counselors could receive approximately \$918 each in additional base pay. The monies have been used to increase starting pay and are distributed during the normal payroll cycle, starting in December 2001, with payments being retroactive to August 2001.

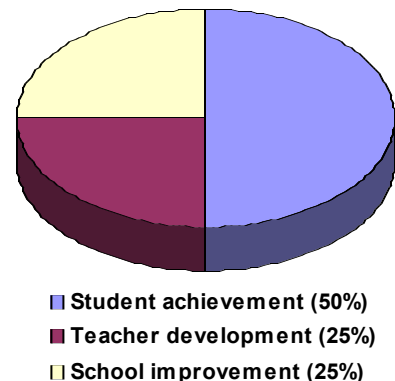
Menu Options (\$19,172):

A committee of district administrators, school principals, teachers, and site councils divided the menu monies into three sections. The majority will be used for an AIMS intervention program designed to improve instruction by analyzing lesson designs and resulting student work. Remaining monies will be used to pay for sick- and personal-leave buy-back, and for teacher development activities.

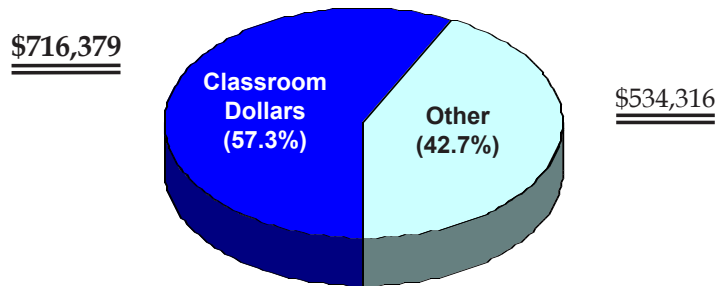
Performance Pay (\$19,172):

The District has budgeted approximately \$1,812 in performance pay per eligible employee. The performance pay plan's criteria include student achievement, teacher development, and school improvement factors. Specifically, classroom teachers and counselors must complete projects that involve such things as improving student achievement by aligning curriculum, instruction, and student assessments; reviewing student needs and progress; and modifying lesson design and delivery. Monies will be paid in biannual installments as goals are met.

What Is the Plan Based On?



Dollars in the Classroom (Fiscal Year 2001)



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