

Pearce Elementary School District

Grades served: PreK-8
 Number of schools: 1
 Students attending: 135
 Number of certified teachers: 12

Proposition 301 Dollars

Base pay:	\$ 10,223
Performance pay:	20,446
Menu options:	<u>20,446</u>
Total Proposition 301 dollars:	<u>\$ 51,115</u>
Total budgeted expenditures for fiscal year 2002:	\$1,574,376

Comparative Information

	District	State
Student/teacher ratio:	11.3	18
Average teacher salary:	\$27,277	\$37,176
Beginning teacher salary:	\$22,145	\$26,516
Percentage of dollars spent in the classroom:	56.9%	57.7%

Base Pay (\$10,223):

The District's 12 classroom teachers received base pay increases of approximately \$534 each in December 2001.

Menu Options (\$20,446):

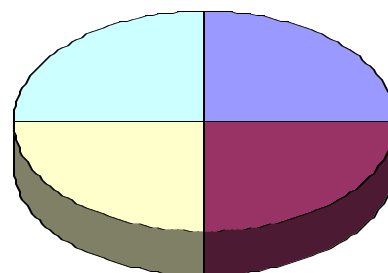
A committee composed of board members, district administrators, and teachers chose to use the menu monies solely for compensation increases. Twelve classroom teachers will receive the monies in two installments.

Performance Pay (\$20,446):

The District has budgeted approximately \$1,170 per employee for performance pay increases.

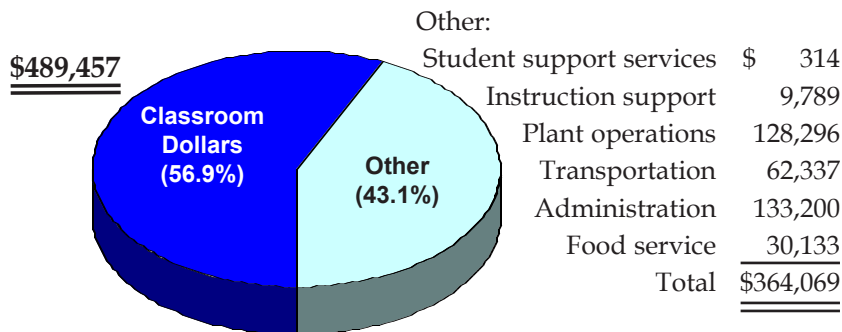
Monies will be paid if goals are met in four areas: student achievement, teacher evaluation, teacher development, and additional teacher responsibility. Goals in these areas relate to such things as increased teacher training and education; participating in extracurricular activities such as coaching and chaperoning activities; and developing student assessments.

What Is the Plan Based On?



- Student achievement (25%)
- Teacher evaluation (25%)
- Teacher development (25%)
- Additional teacher responsibility (25%)

Dollars in the Classroom (Fiscal Year 2001)



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