

# Phoenix Elementary School District

Grades served: PreK-8  
 Number of schools: 20  
 Students attending: 8,136  
 Number of certified teachers: 504

## Proposition 301 Dollars

Base pay:	\$ 513,888
Performance pay:	1,027,775
Menu options:	1,027,775
Total Proposition 301 dollars:	<u>\$ 2,569,438</u>
Total budgeted expenditures for fiscal year 2002:	\$102,091,468

## Comparative Information

	District	State
Student/teacher ratio:	16.1	18
Average teacher salary:	\$36,402	\$37,176
Beginning teacher salary:	\$29,747	\$26,516
Percentage of dollars spent in the classroom:	54.8%	57.7%

### Base Pay (\$513,888):

The District considered various factors, both experience and non-experience related, in awarding base pay increases. Classroom teachers, counselors, and district-based teachers are eligible to receive pay increases, which are estimated to be between \$500 and \$1,321 each. The monies are being paid out during the normal payroll cycle.

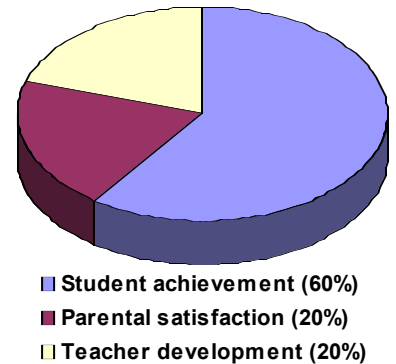
### Menu Options (\$1,027,775):

District meet-and-confer teams decided that 100 percent of the menu option monies should be spent to increase salary and benefits for classroom teachers.

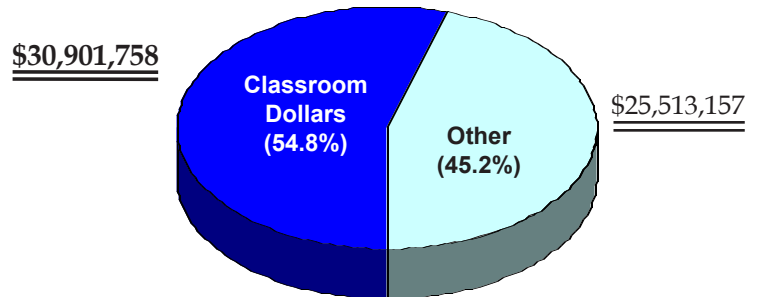
### Performance Pay (\$1,027,775):

The District anticipates paying approximately \$1,616 each to classroom teachers, counselors, and district-based teachers who successfully accomplish performance goals. Monies will be paid out in the 2002 school year's final paycheck. As shown in the figure, the most important element of the performance pay plan is student achievement on standardized tests. Other goals require schools to receive satisfactory ratings on parent surveys and require employees to attend additional training or take additional course-work.

**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*.