

Pomerene Elementary School District

Grades served: PreK-8
 Number of schools: 1
 Students attending: 117
 Number of certified teachers: 7

Proposition 301 Dollars

Base pay:	\$	8,879
Performance pay:		17,758
Menu options:		17,758
Total Proposition 301 dollars:	\$	<u>44,395</u>
Total budgeted expenditures for fiscal year 2002:		\$1,441,743

Comparative Information

	District	State
Student/teacher ratio:	16.7	18
Average teacher salary:	\$37,159	\$37,176
Beginning teacher salary:	\$24,955	\$26,516
Percentage of dollars spent in the classroom:	56.9%	57.7%

Base Pay (\$8,879):

Full-time classroom teachers are receiving base pay increases of approximately \$648 each. The increases are prorated for part-time teachers. Monies were to be distributed in December 2001 and May 2002.

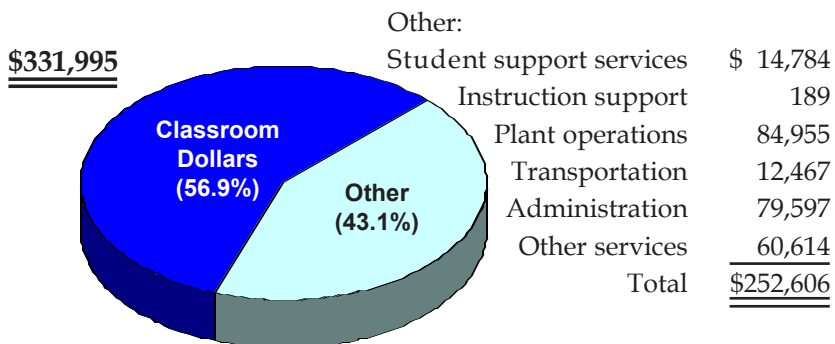
Menu Options (\$17,758):

A committee of board members, district administrators, support staff, teachers, and school principals determined that menu monies would be used to compensate teachers for additional work. With prior approval by the superintendent, teachers can receive \$20 per hour for attending up to 2 days of workshops and trainings that are not part of the required 180 workdays. Teachers can also be compensated for work completed before and after the official workday and for taking on additional responsibilities such as coaching.

Performance Pay (\$17,758):

Classroom teachers can earn between \$960 and \$1,560 each in performance incentives if goals are met. The District's plan earmarks \$800 per full-time teacher to be paid if 50 percent of students demonstrate one-year's academic progress on standardized tests. Teachers can earn another \$400 if 50 percent of surveys administered to teachers, students, and parents indicate satisfaction with the District. Further, the District will pay teachers \$60 for each educational credit earned, up to \$360.

Dollars in the Classroom (Fiscal Year 2001)



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