

# Santa Cruz Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 100  
 Number of certified teachers: 8

## Proposition 301 Dollars

Base pay:	\$ 7,632
Performance pay:	15,264
Menu options:	<u>15,264</u>
Total Proposition 301 dollars:	<u>\$ 38,160</u>
Total budgeted expenditures for fiscal year 2002:	\$1,291,444

## Comparative Information

	District	State
Student/teacher ratio:	12.5	18
Average teacher salary:	\$35,882	\$37,176
Beginning teacher salary:	\$24,765	\$26,516
Percentage of dollars spent in the classroom:	68.6%	57.7%

### Base Pay (\$7,632):

The District divided the base pay monies equally among ten classroom teachers. Each eligible employee is receiving approximately \$763, which is paid out during the normal payroll cycle.

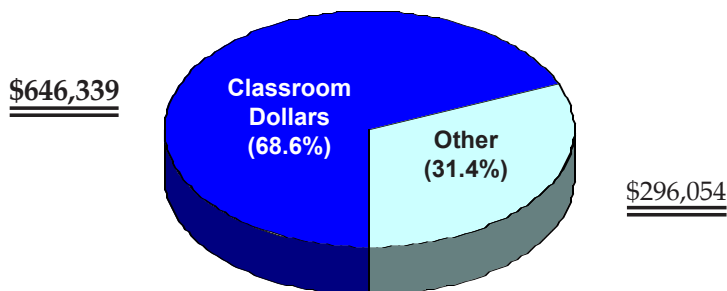
### Menu Options (\$15,264):

A committee of board members, district administrators, and teachers decided to hire an additional middle-school English teacher with menu monies to reduce class sizes.

### Performance Pay (\$15,264):

A committee consisting of board members, district administrators, and teachers developed the performance pay plan. According to the District, all classroom teachers will receive an estimated \$960 in performance pay incentives if goals are met. To be eligible for the additional compensation, each classroom teacher will be required to participate in developing standards in core areas such as math and reading. Teachers will also be required to track student progress in the core areas. Additional performance pay incentives, estimated to be between \$426 and \$1,279, can be earned by teachers who also act as curriculum leaders. Curriculum leaders work with other teachers to develop student assessments and record progress. Performance pay monies will be distributed in biannual installments.

Dollars in the Classroom (Fiscal Year 2001)



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