

Hackberry Elementary School District

Grades served: PreK-8
 Number of schools: 1
 Students attending: 40
 Number of certified teachers: 3

Proposition 301 Dollars

| | |
|---|-----------------|
| Base pay: | \$ 3,020 |
| Performance pay: | 6,040 |
| Menu options: | <u>6,040</u> |
| Total Proposition 301 dollars: | <u>\$15,100</u> |
| | |
| Total budgeted expenditures for fiscal year 2002: | NA |

Comparative Information

| | District | State |
|---|----------|----------|
| Student/teacher ratio: | 13.2 | 18 |
| Average teacher salary: | \$44,250 | \$37,176 |
| Beginning teacher salary: | \$24,675 | \$26,516 |
| Percentage of dollars spent in the classroom: | 47% | 57.7% |

Base Pay (\$3,020):

The District is dividing its base pay monies equally among its four classroom teachers. As a result, each teacher will receive a base pay increase of approximately \$436 at the end of the 2002 school year.

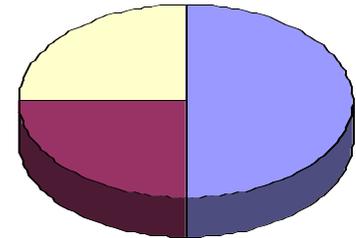
Menu Options (\$6,040):

District administrators allocated 57 percent of menu monies to compensation increases for classroom teachers and teachers' aides. To receive this increase, eligible employees must attend additional in-service trainings. The remaining 43 percent of menu monies will cover the costs of further teacher development workshops.

Performance Pay (\$6,040):

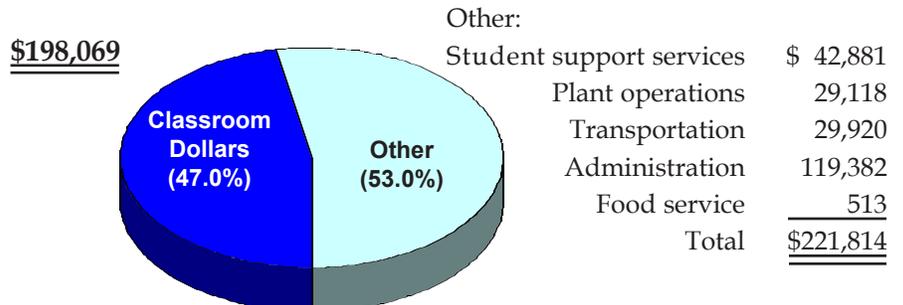
Classroom teachers, as well as teachers' aides, are eligible to receive up to \$498 each in performance pay, as goals are met. As seen in the figure, half of the performance monies are based on teacher development, which requires eligible employees to attend six workshops. Performance increases will be paid at the end of the 2002 school year.

What Is the Plan Based On?



- Teacher development (50%)
- Additional teacher responsibility (25%)
- Teacher evaluation/performance (25%)

Dollars in the Classroom (Fiscal Year 2001)



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