

# J.O. Combs Elementary School District

Grades served: PreK-8  
 Number of schools: 1  
 Students attending: 307  
 Number of certified teachers: 15

## Proposition 301 Dollars

Base pay:	\$ 22,374
Performance pay:	44,748
Menu options:	44,748
Total Proposition 301 dollars:	<u>\$ 111,870</u>
Total budgeted expenditures for fiscal year 2002:	\$3,924,130

## Comparative Information

	District	State
Student/teacher ratio:	20.5	18
Average teacher salary:	NA	\$37,176
Beginning teacher salary:	\$28,490	\$26,516
Percentage of dollars spent in the classroom:	50.5%	57.7%

### Base Pay (\$22,374):

The District has divided the base pay monies equally among its classroom teachers and librarian. The pay increases, estimated at \$665 per employee, are being paid during the normal payroll cycle.

### Menu Options (\$44,748):

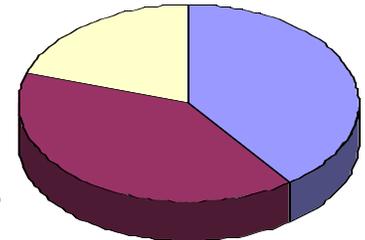
A committee of district administrators, school principals, classroom teachers, and parents determined that the District's menu monies would be used to hire an additional kindergarten teacher and pay for two additional teacher preparation days.

### Performance Pay (\$44,748):

A committee of district administrators, school principals, classroom teachers, and parents developed the District's performance pay plan. The plan focuses primarily on student achievement, as measured by standardized tests, and teacher development, as measured by participation in pre-approved staff development programs, workshops, and graduate classes. The District's teachers and librarian are eligible for performance pay, estimated at \$1,436 each, if goals are met. The monies will be paid in both the 2002 school year's final paycheck and the 2003 school year's first paycheck.

However, employees do not have to be under contract for the 2003 school year to receive their monies.

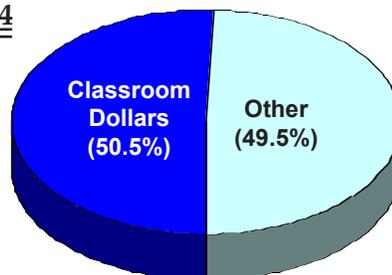
### What Is the Plan Based On?



- Student achievement (40%)
- Teacher development (40%)
- Teacher evaluations (20%)

### Dollars in the Classroom (Fiscal Year 2001)

\$770,064



Other:	
Student support services	\$ 93,883
Instruction support	21,667
Plant operations	180,142
Transportation	136,347
Administration	319,707
Other services	<u>1,061</u>
Total	<u>\$752,807</u>

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