

Mobile Elementary School District

Grades served: PreK-8
 Number of schools: 1
 Students attending: 15
 Number of certified teachers: 2

Proposition 301 Dollars

Base pay:	\$ 1,115
Performance pay:	2,230
Menu options:	<u>2,230</u>
Total Proposition 301 dollars:	<u>\$ 5,575</u>
Total budgeted expenditures for fiscal year 2002:	\$538,654

Comparative Information

	District	State
Student/teacher ratio:	7.3	18
Average teacher salary:	\$33,071	\$37,176
Beginning teacher salary:	NA	\$26,516
Percentage of dollars spent in the classroom:	31.8%	57.7%

Base Pay (\$1,115):

The District has decided to give equal percentage base pay increases to classroom teachers. Increases are estimated to average approximately \$500 each, and are distributed during the normal payroll cycle. To receive the monies, teachers must obtain additional training. Only 15 other districts are requiring additional duties for base pay increases.

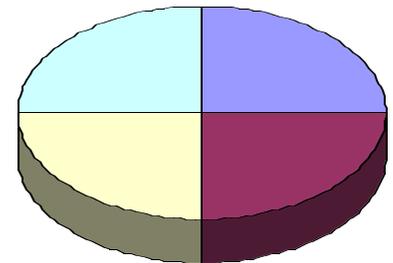
Menu Options (\$2,230):

A committee of district administrators, support staff, and teachers decided to use 100 percent of the menu monies for performance-based compensation increases for classroom teachers. To receive these monies, eligible employees must attend additional training courses.

Performance Pay (\$2,230):

Classroom teachers can earn up to an additional \$1,000 each as performance goals are met. As shown in the figure, the performance pay plan includes goals in four areas. Plan goals relate to such things as student standardized test scores and satisfactory teacher performance evaluations.

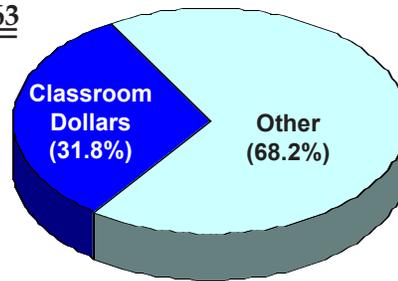
What Is the Plan Based On?



- Student achievement (25%)
- Parental satisfaction (25%)
- Teacher evaluations (25%)
- District improvement (25%)

Dollars in the Classroom (Fiscal Year 2001)

\$143,563



Other:

Instruction support	\$ 5,202
Plant operations	105,649
Transportation	53,881
Administration	90,190
Food service	<u>50,469</u>
Total	<u>\$305,391</u>

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