

Buckeye Elementary School District

Grades served: PreK-8
 Number of schools: 1
 Students attending: 1,270
 Number of certified teachers: 74

Proposition 301 Dollars

Base pay:	\$	80,200
Performance pay:		160,399
Menu options:		160,399
Total Proposition 301 dollars:	\$	<u>400,998</u>
Total budgeted expenditures for fiscal year 2002:		\$20,928,728

Comparative Information

	District	State
Student/teacher ratio:	17.2	18
Average teacher salary:	\$33,364	\$37,176
Beginning teacher salary:	\$28,000	\$26,516
Percentage of dollars spent in the classroom:	53.9%	57.7%

Base Pay (\$80,200):

The District has decided to divide base pay monies equally among its 70 classroom teachers and 3 counselors. Eligible employees are each receiving an estimated \$875 increase in base pay distributed during the normal payroll cycle.

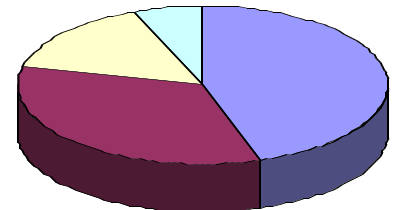
Menu Options (\$160,399):

A committee composed of district administrators and school principals determined that approximately 71 percent of menu monies should be spent to hire 3 classroom teachers to reduce class sizes. The remaining monies will be used to increase base and performance compensation for classroom teachers and counselors.

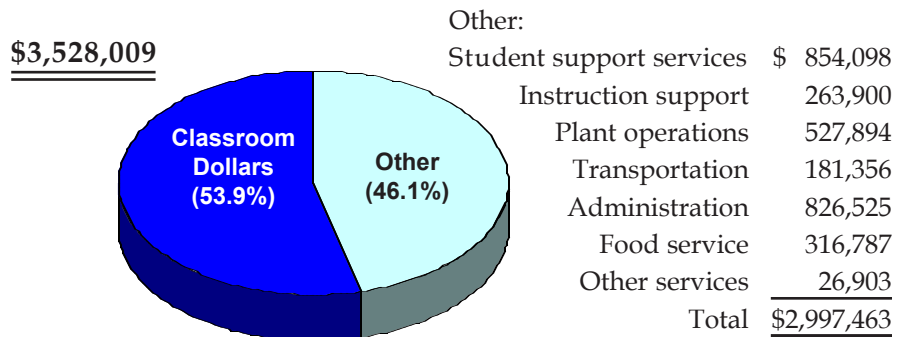
Performance Pay (\$160,399):

The District budgeted performance pay of approximately \$2,179 per classroom teacher and counselor eligible to participate in the teacher-developed performance pay plan. The monies will be paid out if goals in four areas are met. Teacher development includes obtaining an advanced degree or participation in 40 hours of professional development activities, while the student achievement portion is based upon increased standardized test scores. For the other factors, eligible employees must participate in a curriculum development committee and be absent less than 1 day per semester.

What Is the Plan Based On?



Dollars in the Classroom (Fiscal Year 2001)



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