

# Glendale Union High School District

Grades served: 9-12  
 Number of schools: 12  
 Students attending: 13,581  
 Number of certified teachers: 659

## Proposition 301 Dollars

Base pay:	\$ 938,240
Performance pay:	1,876,481
Menu options:	<u>1,876,481</u>
Total Proposition 301 dollars:	<u><u>\$ 4,691,202</u></u>
Total budgeted expenditures for fiscal year 2002:	\$124,389,821

## Comparative Information

	District	State
Student/teacher ratio:	20.6	18
Average teacher salary:	\$41,587	\$37,176
Beginning teacher salary:	\$29,363	\$26,516
Percentage of dollars spent in the classroom:	57.3%	57.7%

### Base Pay (\$938,240):

Approximately \$850 to \$1,750 in base pay increases are available to classroom teachers, counselors, librarians, and teachers on assignment. These increases are paid through the District's normal payroll cycle. To receive base pay increases, employees must work additional days and receive additional training.

### Menu Options (\$1,876,481):

A committee of board members, district administrators, school principals, teachers, and parents divided the District's menu monies equally between increased compensation for two additional instruction days and teacher development for two additional staff development days.

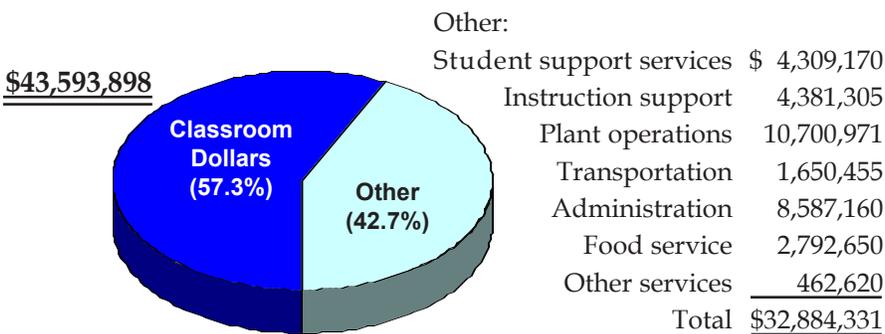
### Performance Pay (\$1,876,481):

Eligible classroom teachers, counselors, librarians, and teachers on assignment can receive up to \$1,400 in performance pay monies as goals are met. However, the District is one of only 25 districts that require employees to be under contract for the 2003 school year to receive performance pay monies for the 2002 school year.

The components of the performance plan include:

- Student Achievement – measured by student performance on standardized exams
- Parental Satisfaction – satisfactory rating from 80 percent of parents responding to survey
- School Improvement Factors – factors developed by each school
- Dropout/Completion Rate – dropout rate must be maintained at or below 6 percent

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



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