

Mesa Unified School District

Grades served: PreK-12
 Number of schools: 90
 Students attending: 69,272
 Number of certified teachers: 3,626

Proposition 301 Dollars

Base pay:	\$ 4,491,227
Performance pay:	8,982,454
Menu options:	<u>8,982,454</u>
Total Proposition 301 dollars:	<u>\$ 22,456,135</u>
Total budgeted expenditures for fiscal year 2002:	\$587,658,561

Comparative Information

	District	State
Student/teacher ratio:	19.1	18
Average teacher salary:	\$40,722	\$37,176
Beginning teacher salary:	\$30,379	\$26,516
Percentage of dollars spent in the classroom:	61.9%	57.7%

Base Pay (\$4,491,227):

The District budgeted to increase classroom teacher, counselor, and librarian base pay salaries by an equal percentage, averaging approximately \$1,089 per eligible employee. This increase is being paid during the normal payroll cycle.

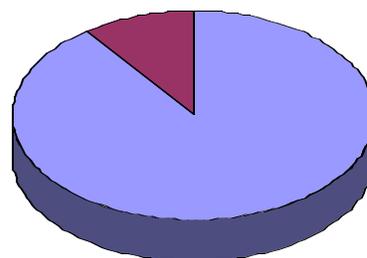
Menu Options (\$8,982,454):

The District allocated 41 percent of the menu option monies to base pay compensation increases for classroom teachers, counselors, and librarians. The remaining 59 percent was allocated to the schools for programs that will advance their particular academic goals. The District provided guidelines for school principals, teachers, parents, and school site councils to follow, instructing them to choose from these programs on the menu option list: AIMS intervention, classroom size reduction, teacher development, and dropout prevention.

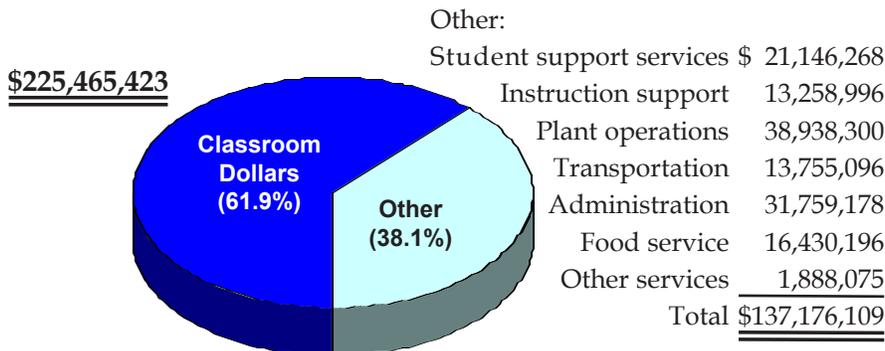
Performance Pay (\$8,982,454):

The District used its existing Career Ladder and Performance Incentive Programs as a foundation for developing the Proposition 301 performance pay plan. Only 24 other districts used existing pay-for-performance plans in a similar manner. Classroom teachers, counselors, and librarians can receive up to an estimated \$2,000 each when goals are met. The majority of the plan is based on student achievement in reading, writing, and mathematics. The District will also use a survey to assess parental satisfaction.

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*.