

# Miami Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 1,203  
 Number of certified teachers: 70

## Proposition 301 Dollars

Base pay:	\$ 85,081
Performance pay:	170,162
Menu options:	<u>170,162</u>
Total Proposition 301 dollars:	<u>\$ 425,405</u>
Total budgeted expenditures for fiscal year 2002: \$9,367,212	

## Comparative Information

	District	State
Student/teacher ratio:	17.2	18
Average teacher salary:	\$31,748	\$37,176
Beginning teacher salary:	\$27,000	\$26,516
Percentage of dollars spent in the classroom:	52%	57.7%

### Base Pay (\$85,081):

The District divided base pay monies equally among classroom teachers, counselors, a librarian, and a nurse. Eligible employees will receive approximately \$1,038 each, which is being distributed during the normal payroll cycle.

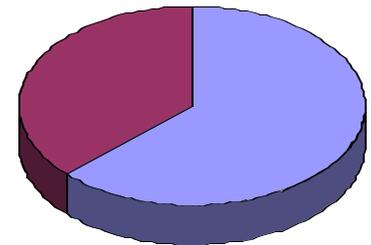
### Menu Options (\$170,162):

A committee of district administrators and teachers allocated most of the menu monies for classroom teachers, counselors, librarian, and nurse base pay and benefit increases. The remaining monies will be used to hire a new teacher to help reduce classroom sizes.

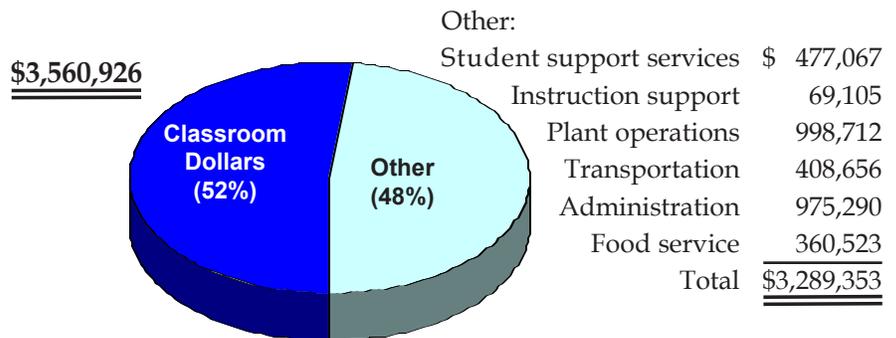
### Performance Pay (\$170,162):

Classroom teachers, counselors, a librarian, and a nurse can earn up to an additional \$1,072 in performance incentives. The majority of the performance pay plan focuses on teacher evaluation and performance, and awards monies according to points earned on the evaluation. The plan also includes a student achievement element based on standardized test scores in reading, language, and math and a student writing assessment. Performance pay will be distributed in June 2002.

#### 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*.