

Scottsdale Unified School District

Grades served: PreK-12
 Number of schools: 32
 Students attending: 26,114
 Number of certified teachers: 1,534

Proposition 301 Dollars

Base pay:	\$ 1,704,892
Performance pay:	3,409,784
Menu options:	<u>3,409,784</u>
Total Proposition 301 dollars:	<u>\$ 8,524,460</u>
Total budgeted expenditures for fiscal year 2002:	\$298,995,209

Comparative Information

	District	State
Student/teacher ratio:	17	18
Average teacher salary:	\$38,237	\$37,176
Beginning teacher salary:	\$31,143	\$26,516
Percentage of dollars spent in the classroom:	58.6%	57.7%

Base Pay (\$1,704,892):

The District is increasing classroom teacher, counselor, and librarian base pay by approximately \$467 to \$899 each, depending on experience. To receive this salary increase, each employee must work additional days beyond the 176 days included in the contract period, and must obtain additional training. The monies are distributed during the normal payroll cycle.

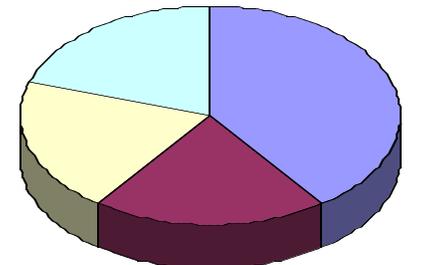
Menu Options (\$3,409,784):

A broad-based committee, including board members, support staff, district administrators, teachers, parents, school principals, and community members, participated in determining how menu monies were allocated. The committee determined that all of the money would be used for compensation increases. To receive these increases, classroom teachers, counselors, and librarians are required to work an additional 4 days.

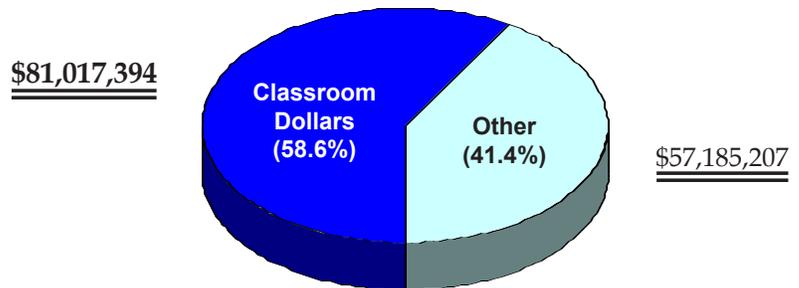
Performance Pay (\$3,409,784):

Classroom teachers, counselors, and librarians can earn up to an additional \$1,500 each in performance pay. The performance pay plan is based on the District's already existing Career Ladder program. There are only six other districts using the Career Ladder program as a foundation for their Proposition 301 performance pay plan. The largest single criteria of the plan is based on students achieving higher test scores and grades, and demonstrating yearly academic progress. As shown in the figure, there are several other performance factors that are also included in the plan.

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*.