

Tolleson Union High School District

Grades served: 9-12
 Number of schools: 2
 Students attending: 4,351
 Number of certified teachers: 223

Proposition 301 Dollars

Base pay:	\$ 300,564
Performance pay:	601,129
Menu options:	<u>601,129</u>
Total Proposition 301 dollars:	<u>\$ 1,502,822</u>
Total budgeted expenditures for fiscal year 2002:	\$69,355,277

Comparative Information

	District	State
Student/teacher ratio:	19.5	18
Average teacher salary:	\$35,880	\$37,176
Beginning teacher salary:	\$31,100	\$26,516
Percentage of dollars spent in the classroom:	54.7%	57.7%

Base Pay (\$300,564):

The District's 223 classroom teachers, 10 counselors, 2 librarians, and 4 social workers are eligible for a \$1,000 base pay increase, on average, based on each employee's full-time equivalent status. These employees are also eligible for performance pay and compensation increases from menu monies. Monies are being paid out during the normal payroll cycle.

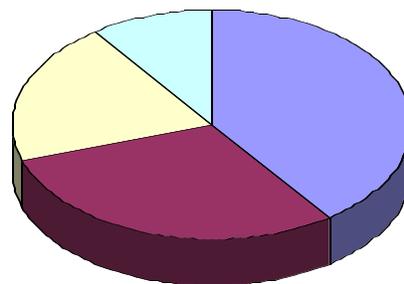
Menu Options (\$601,129):

A committee of district administrators, teachers, school principals, and department chairpersons determined that menu monies will be allocated to each school to be used for performance-based compensation increases. Each department at each school created a menu item of additional educational strategies that will be used to meet the District's performance pay objectives.

Performance Pay (\$601,129):

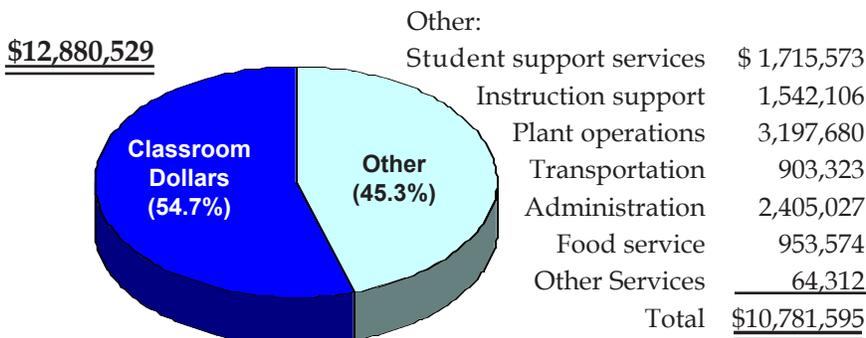
The District estimated that eligible employees may each earn up to \$2,275 in performance pay, to be distributed at the end of the 2002 school year, if goals are accomplished. Student achievement is measured in a variety of ways, including standardized tests and grade point average. Other factors relate to a reduction in student suspensions and results of parent/student surveys.

What Is the Plan Based On?



- Dropout/completion rate (40%)
- Student achievement (30%)
- Other (20%)
- Student attendance (10%)

Dollars in the Classroom (Fiscal Year 2001)



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