

Tucson Unified School District

Grades served: PreK-12
 Number of schools: 122
 Students attending: 59,267
 Number of certified teachers: 3,446

Proposition 301 Dollars

Base pay:	\$ 3,840,913
Performance pay:	7,681,825
Menu options:	<u>7,681,825</u>
Total Proposition 301 dollars:	<u>\$ 19,204,563</u>
Total budgeted expenditures for fiscal year 2002:	\$495,878,751

Comparative Information

	District	State
Student/teacher ratio:	17.2	18
Average teacher salary:	\$37,290	\$37,176
Beginning teacher salary:	\$26,918	\$26,516
Percentage of dollars spent in the classroom:	53.9%	57.7%

Base Pay (\$3,840,913):

The District has chosen to give base pay increases to 2,839 classroom teachers, 137 counselors, 101 librarians, and 76 nurses, speech therapists, and social workers. These employees are also eligible for compensation increases from menu monies. Although dollar amounts per eligible employee vary, base pay raises are expected to range between \$1,012 and \$1,426 each.

Menu Options (\$7,681,825):

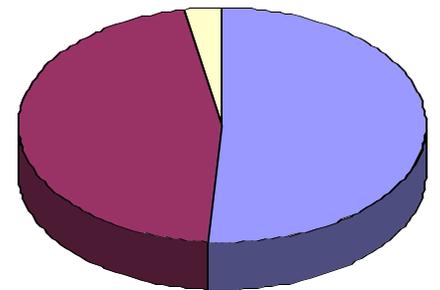
Board members, district administrators, and the Tucson Education Association determined that all menu monies would be used for eligible employee compensation increases.

Performance Pay (\$7,681,825):

A variety of district employees and the Tucson Education Association developed the performance pay plan.

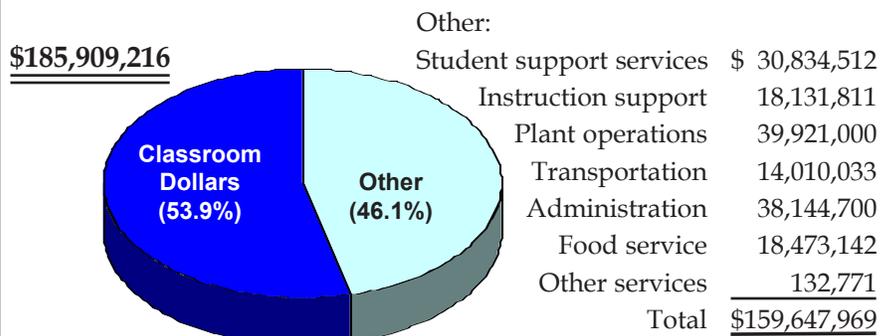
According to the District, 3,133 classroom teachers, 155 counselors, 101 librarians, and 156 nurses, speech therapists, and social workers are eligible to participate in the plan. The plan divides 97 percent of monies between teacher development and student achievement goals. The remaining 3 percent will be used to reward employees for accepting additional responsibilities. The District estimated that performance pay could range from \$1,350 to \$3,350 per eligible employee.

What Is the Plan Based On?



- Teacher development (51%)
- Student achievement (46%)
- Additional teacher responsibility (3%)

Dollars in the Classroom (Fiscal Year 2001)



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