

# Phoenix Union High School District

Grades served: 9-12  
 Number of schools: 14  
 Students attending: 21,183  
 Number of certified teachers: 1,191

## Proposition 301 Dollars

Base pay:	\$ 1,463,419
Performance pay:	2,926,839
Menu options:	<u>2,926,839</u>
Total Proposition 301 dollars:	<u>\$ 7,317,097</u>
Total budgeted expenditures for fiscal year 2002:	\$281,458,875

## Comparative Information

	District	State
Student/teacher ratio:	17.8	18
Average teacher salary:	\$43,887	\$37,176
Beginning teacher salary:	\$28,455	\$26,516
Percentage of dollars spent in the classroom:	52.5%	57.7%

### Base Pay (\$1,463,419):

The District increased base salaries for classroom teachers, counselors, librarians, psychologists, and social workers by varying amounts, depending on where each employee is on the salary schedule. The range of increases was approximately \$525 to \$1,083 each. Eligible employees are receiving this increase in their regular paychecks.

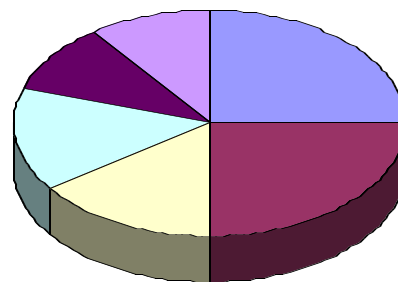
### Menu Options (\$2,926,839):

A committee composed of district administrators, support staff, teachers, and school principals developed the menu monies spending plan. The plan designates monies for base pay increases and for additional teacher training in reading, writing, and mathematics. Monies will also be used to compensate employees for working longer instructional days and for an additional day added to the school calendar.

### Performance Pay (\$2,926,839):

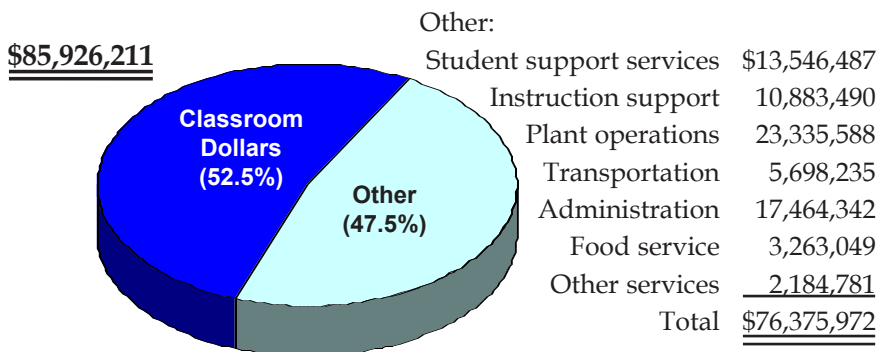
Classroom teachers, counselors, librarians, psychologists, social workers, and nurses can each earn up to an additional \$1,500 in performance pay, to be paid out in June 2002, if goals are accomplished. As shown in the figure, there are several performance criteria, including student achievement on standardized tests, and student and teacher attendance.

What Is the Plan Based On?



- Student attendance (25%)
- Teacher attendance (25%)
- Dropout rate (15%)
- Graduation rate (15%)
- Student achievement (10%)
- Parental satisfaction (10%)

### Dollars in the Classroom (Fiscal Year 2001)



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