

Tanque Verde Unified School District

Grades served: PreK-12
 Number of schools: 3
 Students attending: 1,526
 Number of certified teachers: 99

Proposition 301 Dollars

Base pay:	\$ 99,573
Performance pay:	199,147
Menu options:	<u>199,147</u>
Total Proposition 301 dollars:	<u>\$ 497,867</u>
Total budgeted expenditures for fiscal year 2002:	\$23,247,655

Comparative Information

	District	State
Student/teacher ratio:	15.4	18
Average teacher salary:	\$33,834	\$37,176
Beginning teacher salary:	\$25,286	\$26,516
Percentage of dollars spent in the classroom:	60.5%	57.7%

Base Pay (\$99,573):

The District divided the base pay monies equally among its classroom teachers. Increases are estimated to be \$931 each, and are distributed during the normal payroll cycle.

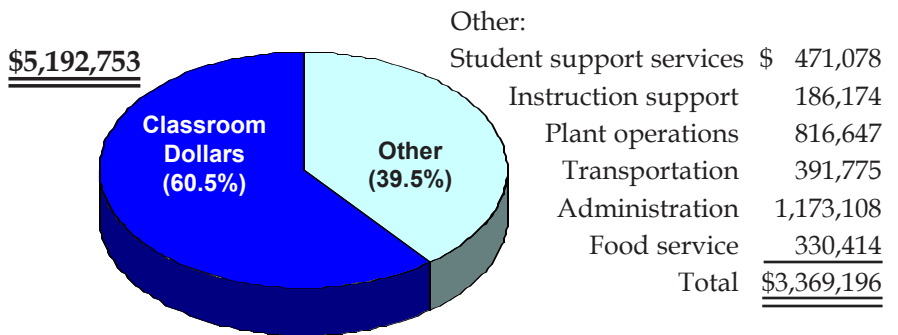
Menu Options (\$199,147):

A committee of board members, district administrators, school principals, and teachers decided to use 100 percent of the menu option monies to further increase compensation for classroom teachers.

Performance Pay (\$199,147):

The District based the Proposition 301 performance pay plan on its existing Career Ladder plan. Only 24 other districts used an existing pay-for-performance plan in a similar manner. Classroom teachers who accomplish performance goals can earn up to an estimated \$1,550 each in performance incentives. The District's plan is based on three criteria: student achievement, teacher evaluation, and teacher development. Participating employees design their own programs to assess student academic growth according to district-approved standards. Teachers must also receive satisfactory performance evaluations to qualify for the performance pay.

Dollars in the Classroom (Fiscal Year 2001)



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