## Tucson Unified School District

District size<br>Students attending Number of schools:<br>Number of certified teachers:

## Comparative Information

|  | District |  |  |  |
| :--- | :---: | :---: | :---: | :---: |
|  | 2001 | 2002 | 2003 | State |
|  | 2003 |  |  |  |
| Student/teacher ratio | 17.2 | 17.2 | 17.0 | 17.9 |
| Average teacher salary | $\$ 37,290$ | $\$ 41,870$ | $\$ 41,335$ | $\$ 40,328$ |
| Average years' experience | 9.6 | 10.2 | 10.3 | 8.7 |

Proposition 301

| Base | $\$ 3,408,230$ | $\$ 3,492,245$ |
| :--- | ---: | ---: |
| Performance | $3,894,898$ | $6,879,237$ |
| Menu | $\underline{6,817,854}$ | $\underline{6,963,306}$ |
|  | $\underline{\$ 14,120,982}$ | $\underline{\$ 17,334,788}$ |
| Total | $\underline{ }$ |  |

## District-reported 2003 results

Teacher pay

- On average, each teacher, librarian, speech pathologist, audiologist, counselor, nurse, therapist, and other staff earned between $\$ 4,223$ and $\$ 5,058$ in additional salary.


## Performance

- The District accomplished its goals, which were based on school performance.
- Goals were linked to student attendance, dropout and graduation rates, and achievement on standardized tests; and to teacher participation in weekly professional development activities.


## Menu

- Monies were used solely to compensate eligible employees for developing and achieving goals focused on improving student achievement.

