

# Mingus Union High School District

Grades served: 9-12  
 Number of schools: 1  
 Students attending: 1,163  
 Number of certified teachers: 60

## Proposition 301 Dollars

Base pay:	\$ 86,097
Performance pay:	172,194
Menu options:	<u>172,194</u>
Total Proposition 301 dollars:	<u>\$ 430,485</u>
Total budgeted expenditures for fiscal year 2002:	\$9,554,189

## Comparative Information

	District	State
Student/teacher ratio:	19.4	18
Average teacher salary:	\$40,837	\$37,176
Beginning teacher salary:	\$26,838	\$26,516
Percentage of dollars spent in the classroom:	59.8%	57.7%

### Base Pay (\$86,097):

This District is paying classroom teachers and counselors base pay increases of approximately \$827 to \$1,465 each, depending on experience. This additional pay is distributed during the normal payroll cycle.

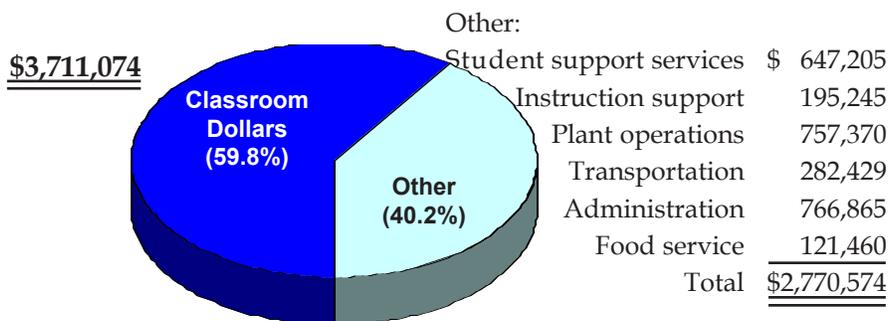
### Menu Options (\$172,194):

A committee of board members, district administrators, support staff, teachers, and school principals decided that classroom teachers and counselors will receive 100 percent of menu monies for base pay increases and associated benefits.

### Performance Pay (\$172,194):

Classroom teachers and counselors can earn up to an estimated \$2,434 each in performance incentives. The performance pay plan incorporates several different criteria and goals. For example, student achievement will be measured according to standardized test scores in writing. Other goals require teachers to communicate with at least 95 percent of their students' parents each semester and keep a log of these contacts; and, require student absence and dropout rates to stay at or below 6 percent throughout the school year. The District will distribute any performance incentives earned in the final paycheck of the 2002 school year.

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



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