

# Red Mesa Unified School District

Grades served: PreK-12  
 Number of schools: 4  
 Students attending: 866  
 Number of certified teachers: 55

## Proposition 301 Dollars

Base pay:	\$ 62,074
Performance pay:	124,148
Menu options:	124,148
<b>Total Proposition 301 dollars:</b>	<b>\$ 310,370</b>
Total budgeted expenditures for fiscal year 2002:	\$29,693,014

## Comparative Information

	District	State
Student/teacher ratio:	15.7	18
Average teacher salary:	\$30,396	\$37,176
Beginning teacher salary:	\$28,000	\$26,516
Percentage of dollars spent in the classroom:	43.6%	57.7%

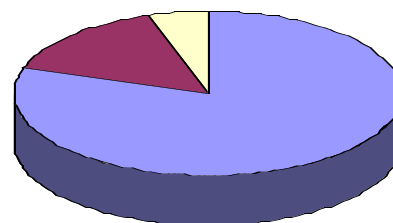
### Base Pay (\$62,074):

Classroom teachers, counselors, librarians, and certified staff who are not administrators are eligible to receive base pay increases. These same types of employees are also eligible to receive performance pay and compensation from menu monies. Base pay increases vary, based on experience, but are estimated to average about \$940 each. Monies are being paid out during the normal payroll cycle.

### Performance Pay (\$124,148):

The District's performance pay plan is primarily focused on improving student reading skills as measured by the State's AIMS test and other assessments. Other goals encourage employees to obtain endorsements in areas such as bilingual education, gifted education, and reading. Under the plan, employees can also be rewarded for taking on additional responsibilities.

#### What Is the Plan Based On?

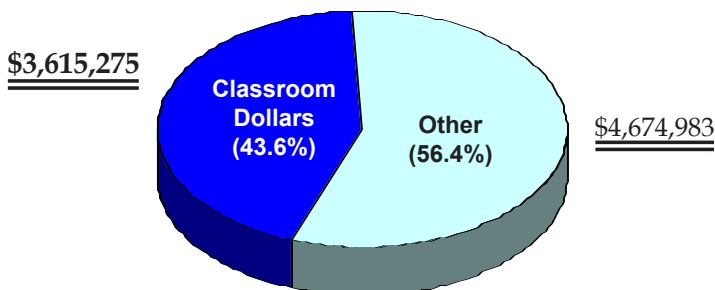


- Student achievement (80%)
- Teacher development (15%)
- Additional responsibility (5%)

### Menu Options (\$124,148):

A committee of district administrators, teachers, and school principals determined that all menu monies will be used to increase employee base pay.

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



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