Window Rock Unified School District

Grades served:	PreK-12
Number of schools:	6
Students attending:	2,935
Number of certified teachers:	196

Proposition 301 Dollars

Base pay:	$190,061
Performance pay:	380,122
Menu options:	380,122
Total Proposition 301 dollars:	$950,305
Total budgeted expenditures for fiscal year 2002:	NA

Comparative Information

	District	State
Student/teacher ratio:	15	18
Average teacher salary:	$34,975	$37,176
Beginning teacher salary:	$28,810	$26,516
Percentage of dollars spent in the classroom:	54.1%	57.7%

Base Pay ($190,061):

The District decided to divide base pay monies equally among 191 classroom teachers, 8 counselors, 4 librarians, and 18 other employees including speech therapists, social workers, nurses, peer evaluators, and mental health workers. These types of employees are also eligible to receive performance pay and compensation increases from menu monies. The base pay increases, estimated at $829 per eligible employee, are being paid out during the normal payroll cycle.
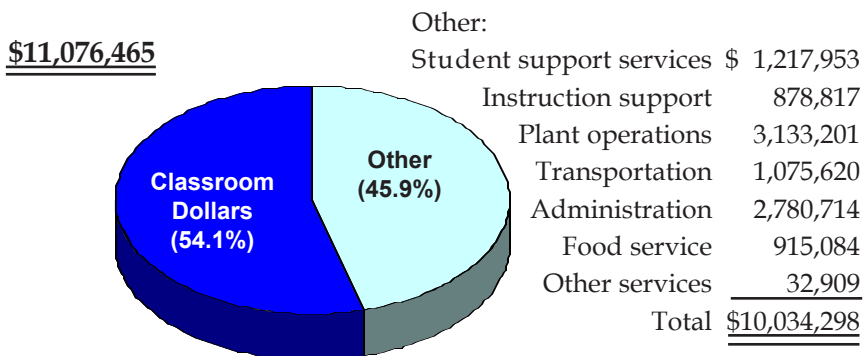
Performance Pay ($380,122):

The District estimates that eligible employees may earn up to $1,600 each in performance pay, to be paid out in the 2002 school year's final paycheck. Each school was directed to base its performance pay on two goals. One of these goals must be student achievement, as indicated by improvement in average percentile rankings on standardized tests. The other performance goal could be based on factors such as student/teacher attendance, parental satisfaction, student discipline, or student retention/dropout rates.

Menu Options ($380,122):

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

Dollars in the Classroom (Fiscal Year 2001)

$11,076,465

Other:	
Student support services	$ 1,217,953
Instruction support	878,817
Plant operations	3,133,201
Transportation	1,075,620
Administration	2,780,714
Food service	915,084
Other services	32,909
Total	$10,034,298

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