

Hayden/Winkelman Unified School District

Grades served: PreK-12
 Number of schools: 4
 Students attending: 589
 Number of certified teachers: 40

Proposition 301 Dollars

Base pay:	\$ 46,415
Performance pay:	92,829
Menu options:	92,829
Total Proposition 301 dollars:	<u>\$ 232,073</u>
Total budgeted expenditures for fiscal year 2002:	\$7,890,211

Comparative Information

	District	State
Student/teacher ratio:	14.7	18
Average teacher salary:	\$30,497	\$37,176
Beginning teacher salary:	\$25,000	\$26,516
Percentage of dollars spent in the classroom:	53.3%	57.7%

Base Pay (\$46,415):

The District is distributing base pay increases to 41 classroom teachers, as well as its counselor and librarian. The increases, estimated at approximately \$1,080 each, are based on factors other than experience and are being distributed through the District's normal payroll cycle.

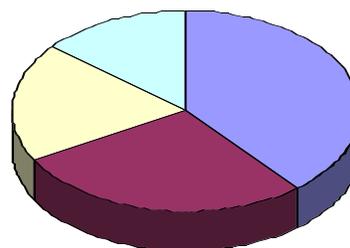
Menu Options (\$92,829):

A committee of board members, district administrators, teachers, and school principals decided to use all of the District's menu monies to increase compensation for its classroom teachers, counselor, and librarian. This compensation increase will be paid to eligible employees through a stipend.

Performance Pay (\$92,829):

The District's classroom teachers, counselor, and librarian could each receive up to \$2,017 at the end of the 2002 school year if performance goals are met. The two largest components of the performance pay plan focus on additional teacher responsibility and student achievement.

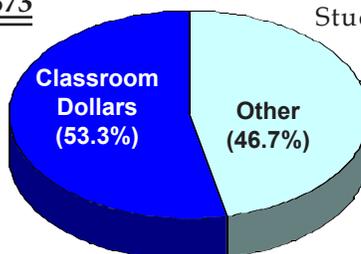
What Is the Plan Based On?



- Additional teacher responsibility (39%)
- Student achievement (28%)
- School improvement factors (19%)

Dollars in the Classroom (Fiscal Year 2001)

\$1,875,873



Other:

Student support services	\$ 133,567
Instruction support	50,000
Plant operations	516,293
Transportation	176,553
Administration	535,289
Food service	<u>234,665</u>
Total	<u>\$1,646,367</u>

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