

Holbrook Unified School District

Grades served: PreK-12
 Number of schools: 4
 Students attending: 1,885
 Number of certified teachers: 123

Proposition 301 Dollars

Base pay:	\$ 123,281
Performance pay:	246,562
Menu options:	246,562
Total Proposition 301 dollars:	<u>\$ 616,405</u>
Total budgeted expenditures for fiscal year 2002:	\$36,340,355

Comparative Information

	District	State
Student/teacher ratio:	15.3	18
Average teacher salary:	\$32,719	\$37,176
Beginning teacher salary:	\$30,000	\$26,516
Percentage of dollars spent in the classroom:	57.3%	57.7%

Base Pay (\$123,281):

The District has divided base pay monies equally among its classroom teachers. The pay increases, estimated at \$1,000 each, are being paid out during the normal payroll cycle.

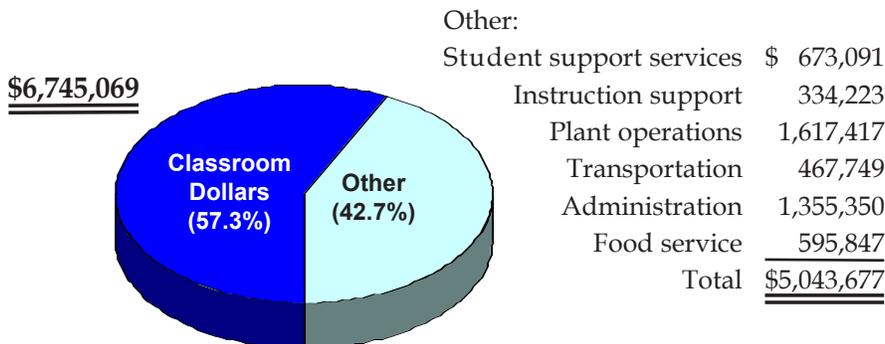
Menu Options (\$246,562):

A committee of board members, district administrators, and school principals determined that 100 percent of the District's menu monies will be used for classroom teacher compensation. Only 32 other districts are using menu monies to compensate classroom teachers exclusively.

Performance Pay (\$246,562):

The District has decided that only classroom teachers will be eligible to receive performance pay monies, estimated at \$2,000 each, if goals are met. The District's plan is primarily focused on student achievement, with specific goals of improving student performance in reading and writing. In addition, schools in the District have set goals to increase parental involvement. For example, classroom teachers will contact parents, develop parent/teacher contacts, promote parental attendance at parent/teacher/student conferences, and provide opportunities for parents and others to be involved with their students. Also, the high school will be working toward decreasing the dropout rate. Performance pay monies will be paid with the 2002 school year's final paycheck.

Dollars in the Classroom (Fiscal Year 2001)



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