

# Kayenta Unified School District

Grades served:	PreK-12
Number of schools:	5
Students attending:	2,503
Number of certified teachers:	162

## Proposition 301 Dollars

Base pay:	\$ 163,404
Performance pay:	326,807
Menu options:	<u>326,807</u>
Total Proposition 301 dollars:	<u>\$ 817,018</u>
Total budgeted expenditures for fiscal year 2002:	\$32,843,777

## Comparative Information

	District	State
Student/teacher ratio:	15.5	18
Average teacher salary:	\$33,472	\$37,176
Beginning teacher salary:	\$25,950	\$26,516
Percentage of dollars spent in the classroom:	55.1%	57.7%

### Base Pay (\$163,404):

The District is dividing its base pay monies equally among its classroom teachers, counselors, and librarians and increasing starting pay in the District. These monies, estimated at \$811 per eligible employee, are paid during the normal payroll cycle.

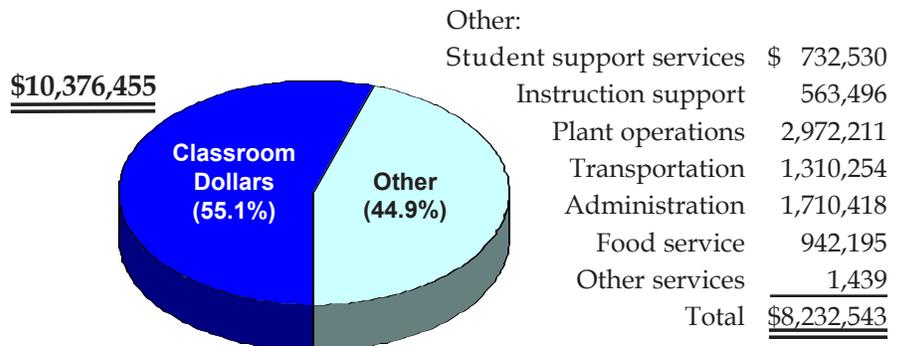
### Menu Options (\$326,807):

A committee of school principals determined how menu monies would be spent. Only two other districts had committees solely made up of school principals. The committee chose to allocate one-third of the menu monies to staff development for AIMS intervention, one-third to hiring two staff development specialists, and one-third to hiring two additional counselors to aid in dropout prevention.

### Performance Pay (\$326,807):

A committee of school principals and teachers determined that classroom teachers, counselors, and librarians are eligible to participate in the District's performance pay plan and could earn up to \$1,623 each, if performance goals are met. Performance goals are equally divided between student achievement, as measured by standardized tests, and additional teacher responsibilities, as determined by the individual schools. Performance monies will be paid with the 2002 school year's final paycheck; however, only employees under contract for the 2003 school year will receive these monies. Only 24 other districts had this requirement.

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



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