

# Teacher Production

Lorrell Noahr, Ways & Means Committee Staff



# Elementary Teacher Production Analysis

<u><b>Demand</b></u>	<u><b>2015-16</b></u>	<u><b>2016-17</b></u>	<u><b>2017-18</b></u>
All-day Kindergarten	333	667	1,000
High-poverty K-3 class size	887	1,773	2,660
Non-poverty K-3 class size	1,192	2,383	3,575
<b><i>Demand</i></b>	<b><i>2,412</i></b>	<b><i>4,823</i></b>	<b><i>7,235</i></b>
<u><b>Supply</b></u>			
Locally Funded Elem. Teachers	765	765	765
Teachers moving from out of state*	235	470	706
Teachers returning to the workforce	359	718	1,077
<b><i>Current capacity of additional teachers</i></b>	<b><i>1,358</i></b>	<b><i>1,953</i></b>	<b><i>2,547</i></b>
Teacher Production (5 Yr Average)	1,612	3,224	4,835
Teacher Attrition (11 Yr Average)	(1,359)	(2,717)	(4,076)
<b><i>Production Minus Attrition</i></b>	<b><i>253</i></b>	<b><i>506</i></b>	<b><i>759</i></b>
<b>Total Supply</b>	<b>1,612</b>	<b>2,459</b>	<b>3,306</b>
<b><i>Delta</i></b>	<b><i>(800)</i></b>	<b><i>(2,364)</i></b>	<b><i>(3,929)</i></b>

Data Sources: PESB - <http://data.pesb.wa.gov/production> and ERDC - <http://www.erdc.wa.gov/briefs/pdf/201101.pdf>


\*PESB data for teachers moving from out of state shows historically low numbers. Continued analysis will be done on this dataset.

# K-12 Compensation

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# Funding of Basic Education should reflect actual costs and be ample

## The Washington Supreme Court re: Salaries

- In terms of "quantitative inputs," **staffing ratios and salaries are the most significant factors in determining the cost of education.** *School Funding I (1978) (State Supreme Court review of Doran I)*
- **Local levies may not be used for basic education (BE)** costs, only for enhancements outside of BE. *School Funding I (1978) (State Supreme Court review of Doran I)*
- Article IX, section 2, (general and uniform clause), requires **uniformity of the educational program** provided, not the minutiae of funding. *Federal Way School District v. State (Supreme Court 2009)*
- **Some of the difference between actual salaries and state allocations** represented permissible incentive pay that went toward **non-basic education** related tasks. (*McCleary*)
- Substantial evidence at trial showed that **the State consistently underfunded staff salaries.** (*McCleary*)
- The **state allocation for salaries and benefits fell far short of the actual cost** of recruiting and retaining competent teachers, administrators, and staff. (*McCleary*)



Previous Workgroup Recommendations	WA Learns K-12 Advisory Committee (2006)	Joint Task Force on Basic Education (2009)	Compensation Technical Working Group (June 2012)	Joint Task Force on Education Funding (Dec. 2012)
New Salary Allocation Model				
Based on Comparable Wages	Be competitive	<i>(Addressed through Regional Adjustment Factor below)</i>	<ul style="list-style-type: none"><li>• Based on Employment Security Dept. comparable occupations</li><li>• Maintain with I-732 COLA and periodic wage analyses</li></ul>	Labor-market-based for classified and administrative
Recognize Certification	<ul style="list-style-type: none"><li>• Professional</li><li>• Mentor/Coach</li><li>• NBPTS</li></ul>	<ul style="list-style-type: none"><li>• Residency</li><li>• Professional</li><li>• Master/NBPTS</li></ul>	<ul style="list-style-type: none"><li>• 3 levels of certification<ul style="list-style-type: none"><li>○ Residency and</li><li>○ Professional</li><li>○ Master/NBPTS</li></ul></li><li>• Years of experience tied to the level of cert</li><li>• Recognizes Bachelor's and relevant Master's degrees</li></ul>	N/A
Regional Adjustment Factor	Explore	Yes, to ensure comparable wages.	<i>(Addressed through local supplemental pay)</i>	N/A

Previous Workgroups	WA Learns K-12 Advisory Committee (2006)	Jt Task Force on Basic Education (2009)	Compensation Technical Working Group (June 2012)	Joint Task Force on Education Funding (Dec. 2012)
<b>Wage Premiums</b>	<ul style="list-style-type: none"> <li>• Hard to staff schools</li> <li>• High demand subjects</li> </ul>	<ul style="list-style-type: none"> <li>• Hard to staff schools</li> <li>• Mentors</li> <li>• NBPTS cert</li> <li>• NBPTS high-poverty school</li> <li>• Peer Reviewers</li> </ul>	Not recommended. Instead fund mentors and instructional coaches in the prototypical school funding statute (BE)	N/A
<b>School based performance pay</b>	Pilot	<ul style="list-style-type: none"> <li>• Narrowing achievement gap</li> <li>• Raising test scores</li> <li>• Increasing graduation</li> </ul>	N/A	N/A
<b>Professional Development</b>	N/A	10 days	10 days in the prototypical school funding statute (BE)	N/A
<b>Supplemental Pay</b>	N/A	Restrict to only additional time	Local salary enhancements up to 10% above state allocation	N/A
<b>Phase-in</b>	N/A	Option to stay on old SAM for 10 yrs	Ensure school districts receive the same or higher salary per state-funded employee.	N/A



# State Salary Allocation

## Certificated Instructional Staff

- Calculation: **Base Salary X Staff Mix Factor**
- Staff mix is a districtwide calculation of individual teacher experience and educational attainment as provided on the LEAP salary schedule.
- The Legislature has limited a school district's authority to establish salaries by setting a minimum and an average salary level.
- Twelve school districts receive state funding for grandfathered base salaries

## Certificated Administrative & Classified Staff

- There is not a state salary allocation schedule.
- Salaries are based on historical salary allocations adjusted for cost-of-living.

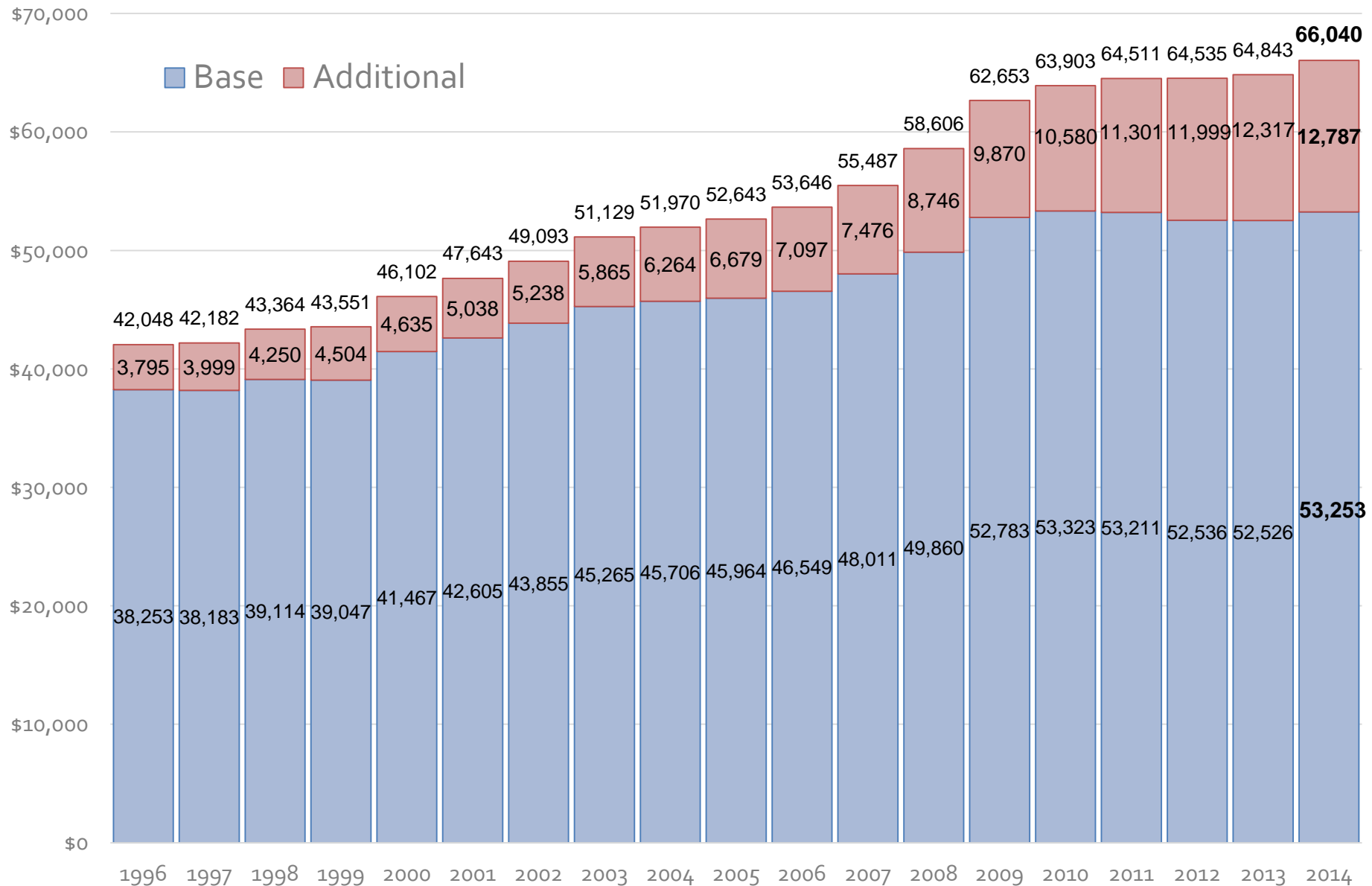


# Initiative 732 Cost-of-Living Increases

- Initiative 732, approved by state voters in November 2000, required the state to provide an **annual cost-of-living salary adjustment for K-12 teachers and other public school employees** and certain community and technical college staff, beginning in school year 2002.
- The Legislature modified the COLA provisions for K-12 employees so that the state is required to fund only costs associated with providing the COLA to state-funded employees.
- Since all employees receive the COLA, the costs associated with providing a COLA for locally- and federally-funded staff has to come from those funding sources.

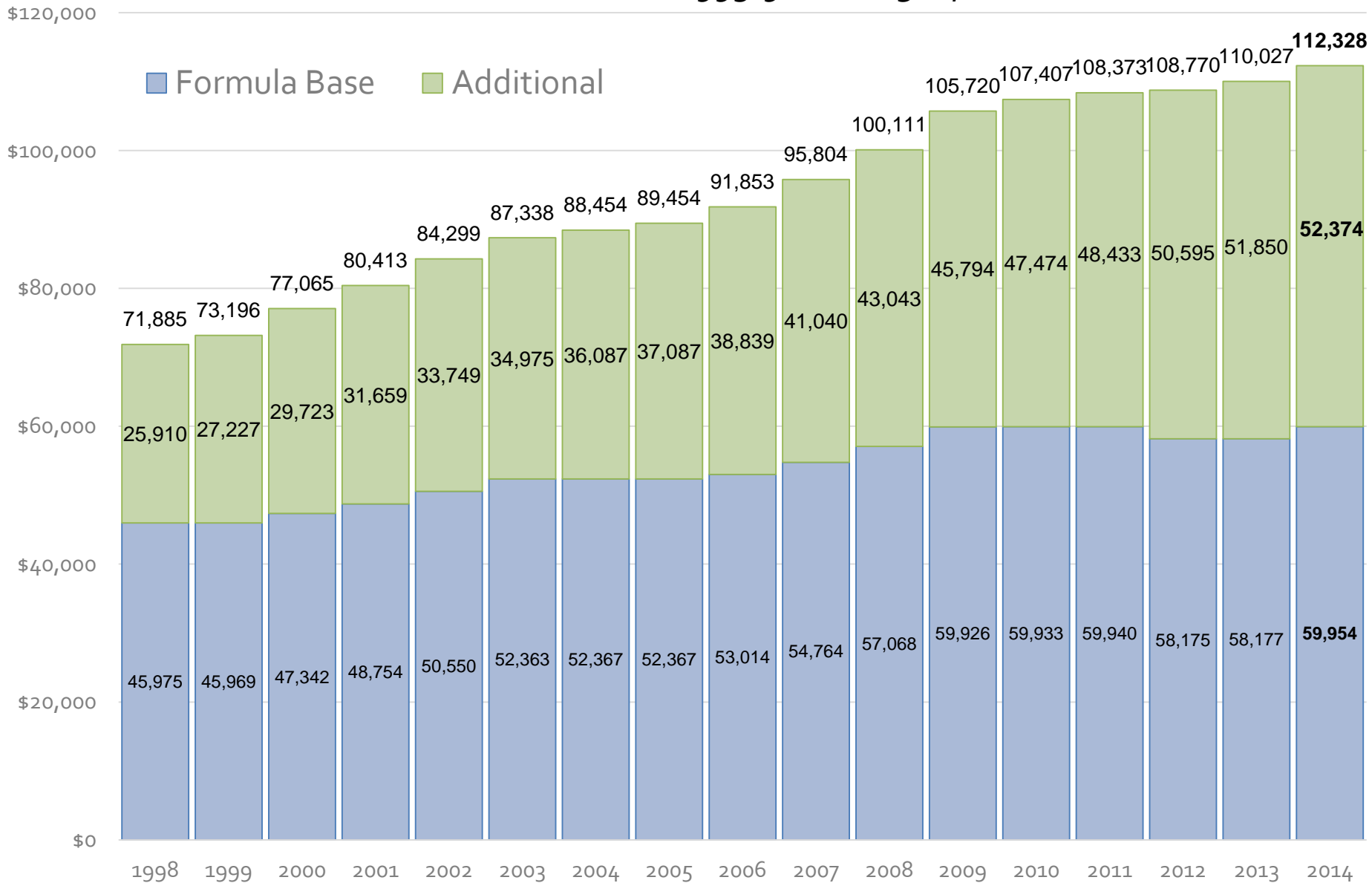
# Statewide Average Salaries for Full-Time Teachers

*School Years 1995-96 to 2013-14*



# Statewide Average Salaries for Administrative Staff

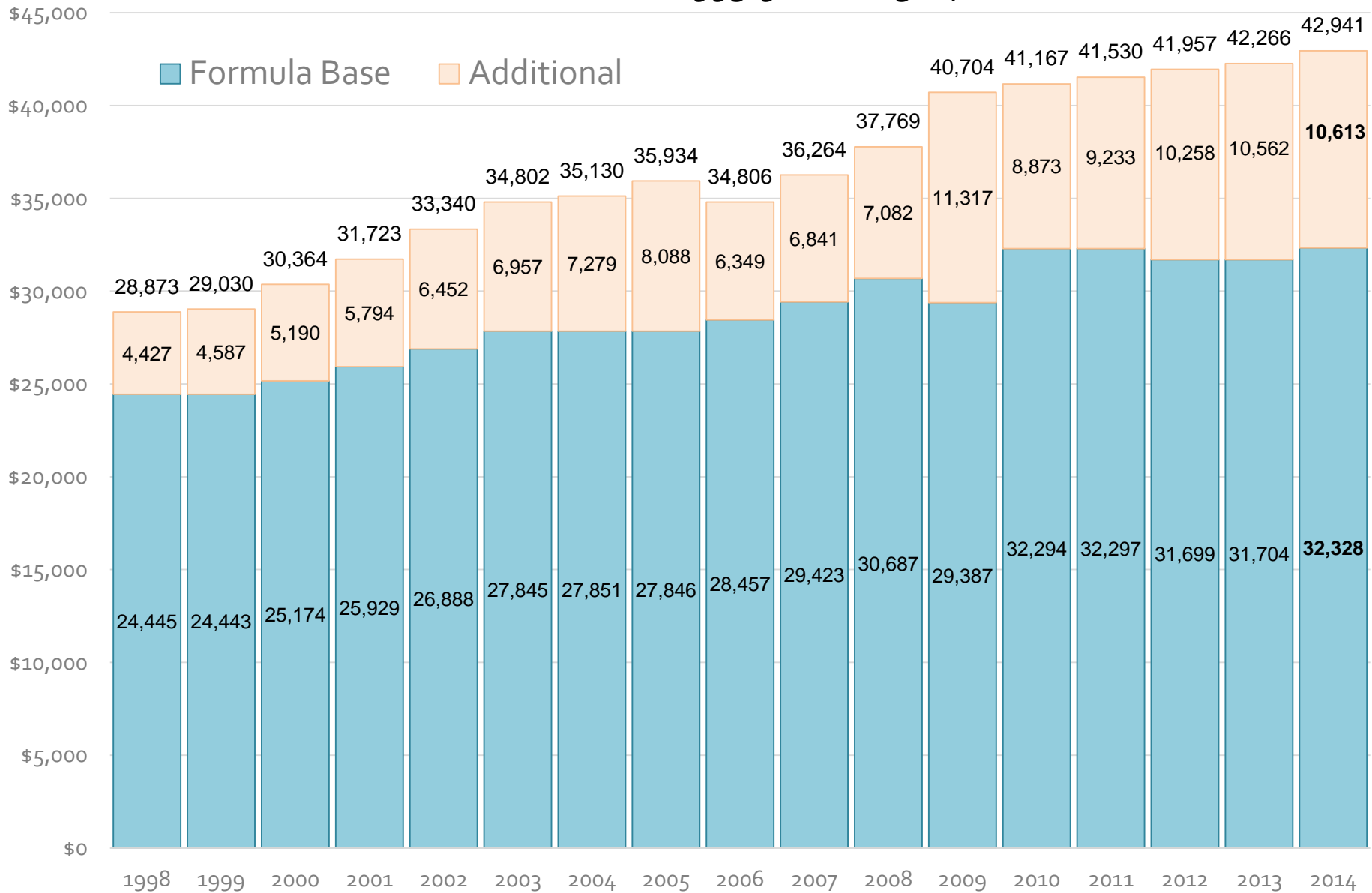
*School Years 1995-96 to 2013-14*



Source: OSPI 1191F and S275, compiled by LEAP. Prior to SY 2006, data is for basic education programs

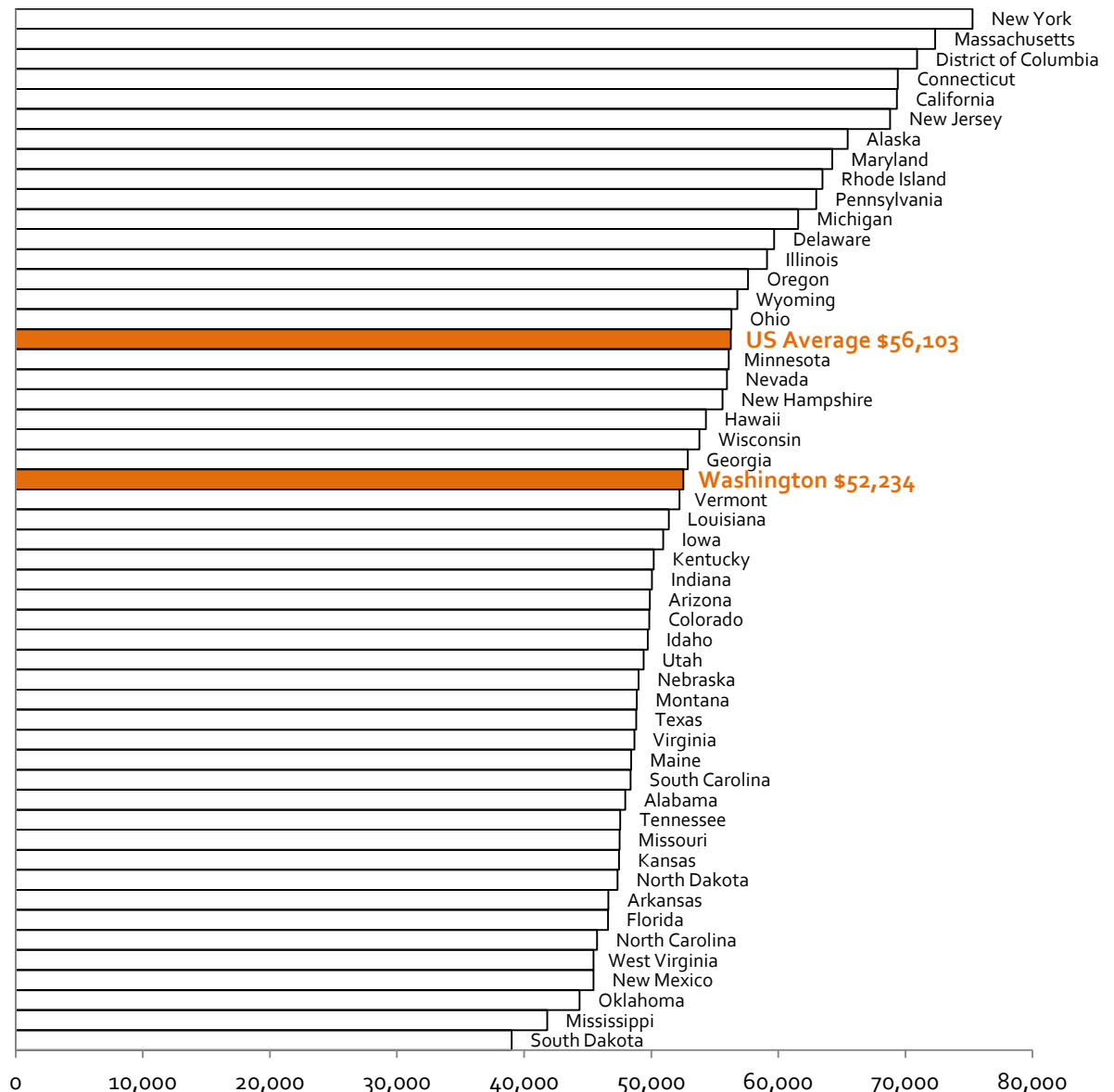
# Statewide Average Salaries for Classified Staff

## School Years 1995-96 to 2013-14



# Average Salary of Public School Teachers

School Year  
2012-13



Source: Rankings & Estimates, National Education Association, Mar. 2014



In addition to the state allocation, local school districts may provide Supplemental Pay.

School districts may provide supplemental pay beyond the state allocation for all staff with local revenues.

**State law provides that supplemental pay contracts must not create any present- or future-funding obligation for the state.**

For Certificated Instructional Staff this can take many forms including:

- TRII – Time, responsibility, incentives and innovation.
- Compensation for additional duties such as:
  - Individual educational plan creation
  - Planning time buy-out
  - Class size overload
  - Department head or mentoring
  - Extended learning opportunities
- Leave cash-outs

# Time, Responsibilities, Incentives and Innovations

The Legislature has authorized school districts to enter into supplemental contracts with individual staff for **additional time, additional responsibilities, incentives, or innovations** (TRII). These type of supplemental contracts are sometimes called TRII contracts.

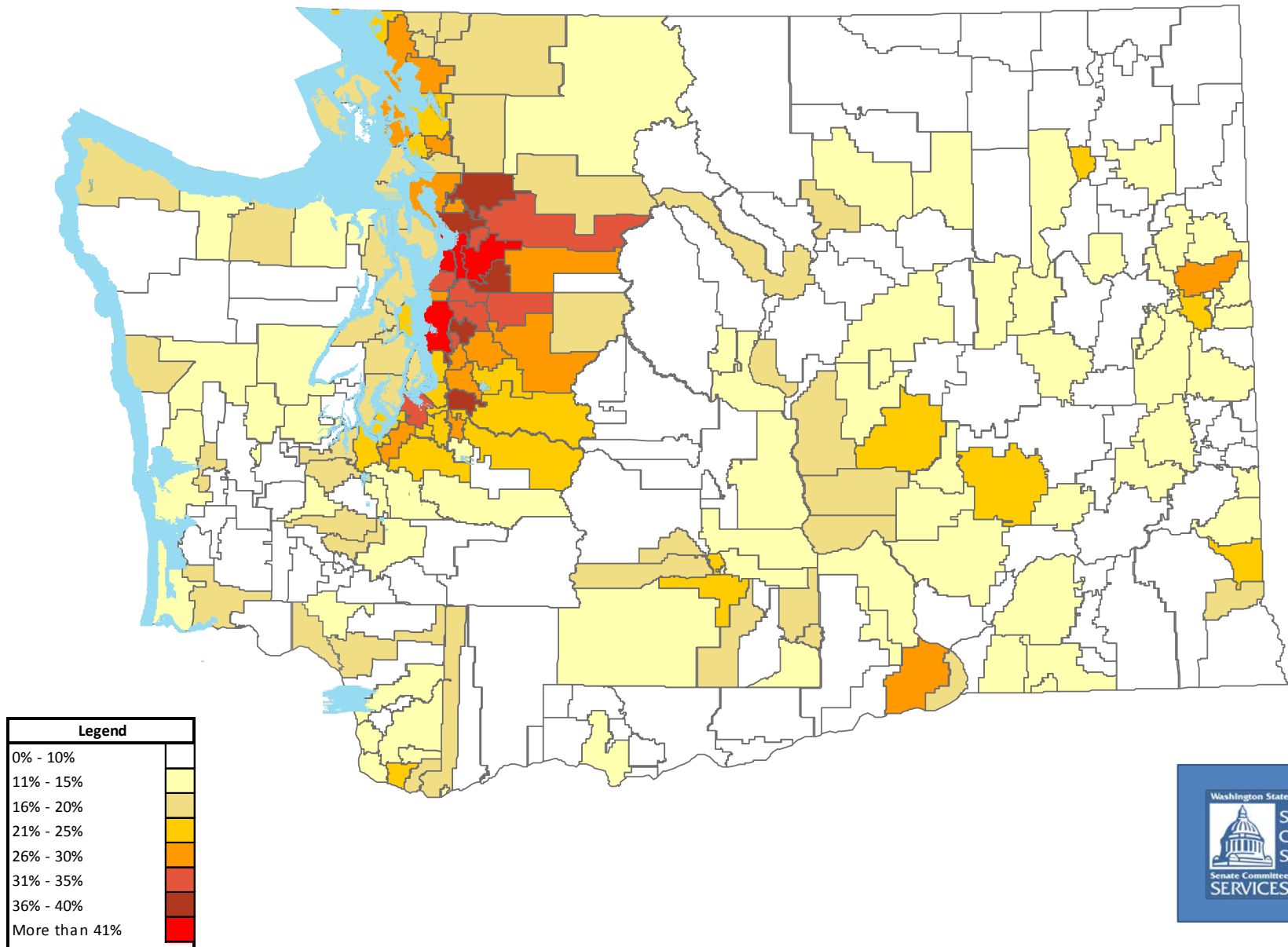
## There are currently statutory limitations specific to TRII contracts:

- School districts **must use local levy funds** and not state funds to pay the TRII contracts.
- TRII contracts must not cause the state to incur any present or future funding obligation.
- TRII contracts must be subject to collective bargaining.
- A TRII contract must not exceed one year.
- If a TRII contract is not renewed, it is not an adverse change in employment.
- **TRII contracts are not to be used to pay individuals for providing basic education services.**

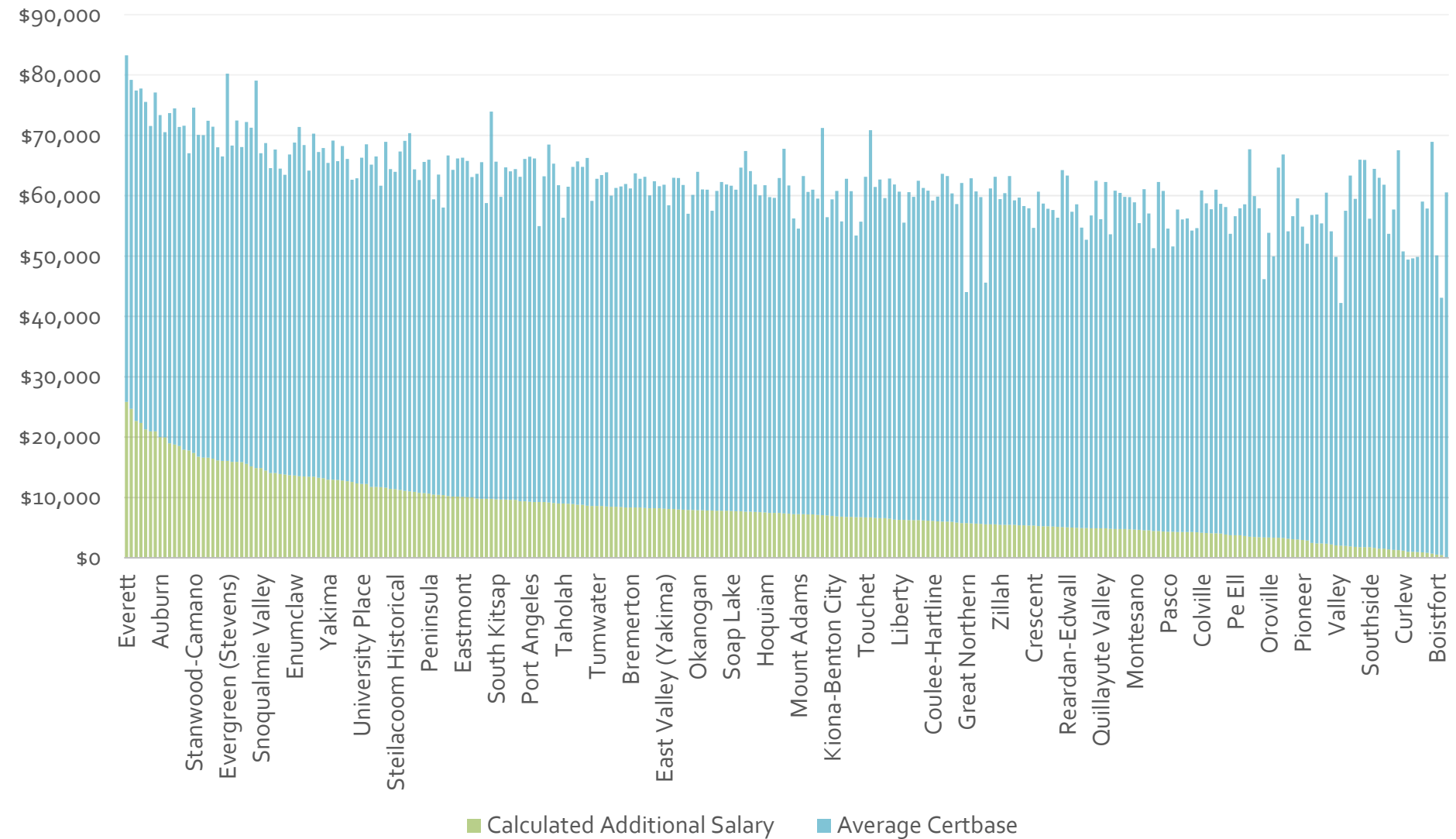
# School District Supplemental Pay

*as a percentage of state salary*

SY 2013-14

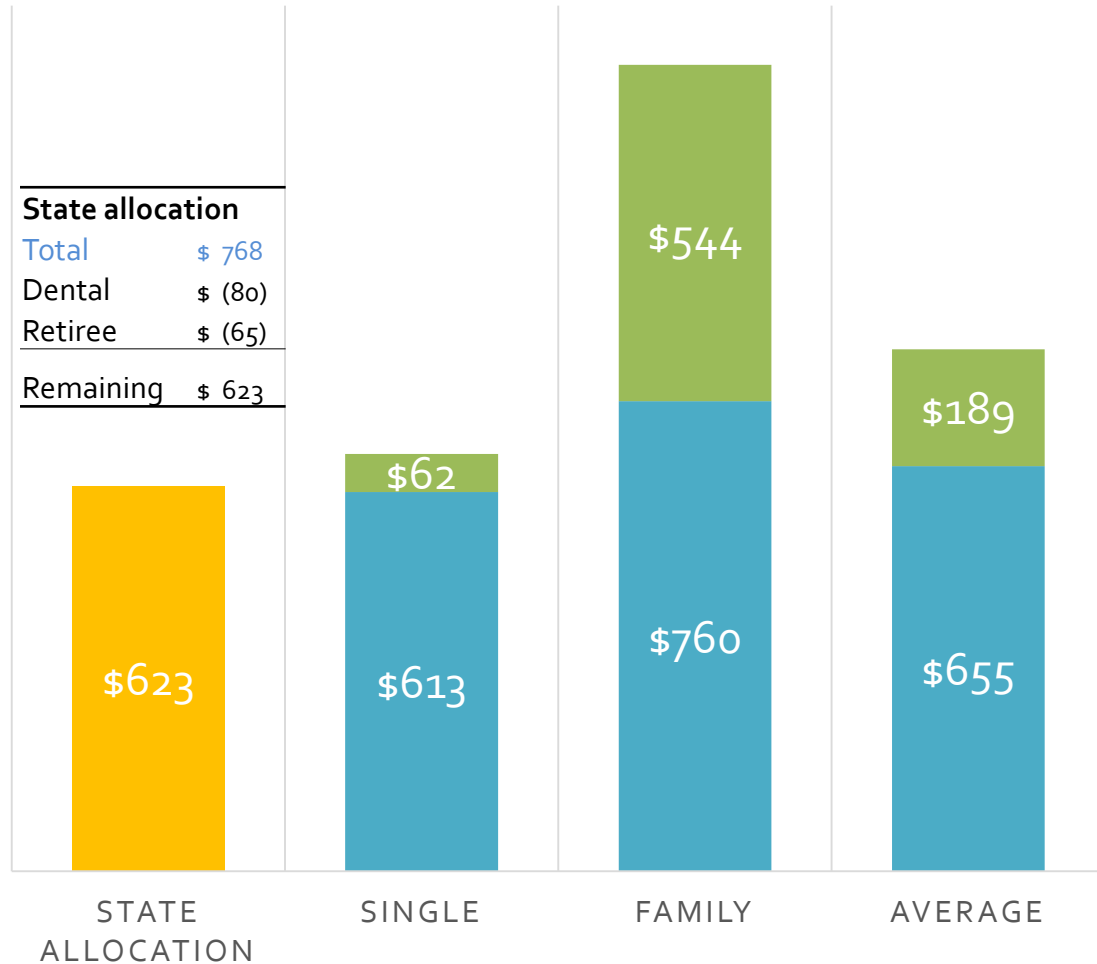


# Average Supplemental Pay by School District



# K-12 Health Benefit Costs

■ State Allocation ■ District Contribution ■ Employee Contribution





# Evidenced based compensation reform initiatives

Washington  
Institute of Public  
Policy



- Teacher in-subject graduate degrees
- Teacher performance pay programs
- National Board for Professional Teaching Standards (NBPTS) certification
- Targeted Professional Development focusing on a particular content area such as reading, math, and science and/or a particular grade level.
- Teacher experience

# Appendix



WA Learns

K-12  
Advisory  
Committee

(2006)

## New Salary Allocation Model

- Increase base pay
  - To be competitive
  - Eliminate grandfathering
- Compensate based on certification: Professional certification, mentor/coach certification, NB certification
- Wage premiums: for hard to staff schools, high demand subjects (math, science, special ed, & ELL)
- Explore a fair regional adjustment factor
- Pilot school based performance pay



# Joint Task Force on Basic Education (2009)



## New Salary Allocation Schedule

- Compensate based on certification: residency, professional, master teacher (w/NB cert)
- Regional wage adjustment so salaries are competitive with comparable jobs in similar locations
- Teacher option to remain on current SAM or opt into new system during the next 10 years. (If on old system then 1x award of \$1000 to obtain the professional certificate)
- Stipends for mentors, peer reviewer, hard-to-staff supplement, school bonus for improvement in student learning (narrowing the achievement gap, raising test score, increasing graduation)
- 2 NB cert \$5000 bonus and high-poverty school bonus
- 190 days. 180 school year plus 10 days for professional development or other district-directed activities but may not be used for salary increases.

## Supplemental Pay

- Restrict to only activities that require additional time. Report amount of time, purpose, and pay amount to OSPI.



# Compensation Technical Working Group

Created in ESHB 2261  
(2009)

To convene beginning  
July 1, 2011

Report submitted June  
30, 2012



**Members:** Education finance practitioners and representatives of education organizations. Staffed by OFM & OSPI.

## **Assigned Tasks:**

- Conduct comparative labor market analysis.
- Make recommendations regarding how to:
  - Align the salary allocation model with educator development & certification;
  - Reduce the number of tiers in the current salary schedule;
  - Adjust for labor markets and regional differences; and
  - How to achieving salary equalization.

## **Recommendations:**

- Increase beginning teacher salary.
- Amply fund salaries based on ESD comparable occupations.
- Maintain comparable wages with COLA and periodic updates of comparable wage analyses.
- Reconfigure the salary schedule to recognize 3 certification levels, years of experience tied to certification level, and 2 levels of educational degrees.
- Allocate mentors, instructional coaches, and 10 days of professional development in BE funding.
- Provide appropriate staffing levels and increased support for struggling students.
- Allow local salary enhancements up to 10% above the state allocation.
- Ensure school districts receive the same or higher salary allocations per state-funded employee.



## Can changes be made to the Basic Ed Program and Funding?

- The *McCleary* Court reaffirmed that, “The Legislature has an obligation to **review and revise** the Basic Education Program as the needs of students and the demands of society evolve.”
- The Court provided guidance regarding changes that result in a **reduction** of the Basic Education Program:
  - “any **reduction** of programs or offerings from the Basic Education Program must be accompanied by an **education policy rationale**.”
  - Reductions must **not** be made due to a “**fiscal crisis or mere expediency**.”
  - “Must show that a program it once considered central to providing basic education no longer serves the same educational purpose or should be replaced with a superior program or offering.”

# School District Salary Table

## K-12 Allocation Schedule for Certificated Instructional Staff For School Year 2013-14

Years of Service	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45</u>	<u>BA+90</u>	<u>BA+135</u>	<u>MA</u>	<u>MA+45</u>	MA+90 OR Ph.D.
0	33,401	34,303	35,238	36,175	39,180	41,116	40,045	43,051	44,989
1	33,851	34,765	35,712	36,690	39,727	41,652	40,490	43,527	45,452
2	34,279	35,202	36,159	37,212	40,241	42,186	40,938	43,966	45,912
3	34,720	35,653	36,620	37,706	40,729	42,722	41,363	44,384	46,377
4	35,153	36,127	37,099	38,224	41,264	43,271	41,808	44,849	46,857
5	35,600	36,578	37,561	38,748	41,777	43,824	42,261	45,291	47,339
6	36,060	37,017	38,032	39,279	42,293	44,352	42,725	45,740	47,797
7	36,868	37,839	38,868	40,182	43,241	45,356	43,594	46,652	48,768
8	38,050	39,074	40,127	41,550	44,651	46,844	44,961	48,063	50,254
9		40,353	41,459	42,933	46,106	48,373	46,343	49,518	51,785
10			42,806	44,387	47,602	49,945	47,798	51,014	53,356
11				45,883	49,169	51,558	49,295	52,581	54,969
12				47,332	50,777	53,238	50,850	54,188	56,650
13					52,425	54,959	52,460	55,836	58,370
14					54,081	56,745	54,117	57,600	60,157
15					55,488	58,221	55,523	59,098	61,721
16 or more					56,597	59,385	56,634	60,279	62,955

Certificated  
Instructional  
Staff

Grandfather  
State Salaries

## Base Salaries for School Year 2013-14

Grandfathered Districts Compared to All Other Districts

	Total Base Salaries	% Over "All Other"
1 Everett	35,058	5.0%
2 Orondo	34,990	4.8%
3 Northshore	34,788	4.2%
4 Marysville	34,687	3.8%
5 Puyallup	34,073	2.0%
6 Shaw Island	34,038	1.9%
7 Southside	33,904	1.5%
8 Lake Chelan	33,892	1.5%
9 Mukilteo	33,799	1.2%
10 Lopez Island	33,763	1.1%
11 Seattle	33,626	0.7%
12 Oak Harbor	33,618	0.6%
All Other Districts:	33,401	

Note: Salaries are for certificated-instructional staff (CIS).



# K-12 Health Benefits Compared to State Health Benefits

CY 2013



■ State K-12 Allocation  
■ District Contribution

■ State Allocation  
■ Employee Contribution

