

December 11, 2017

To: Senate and House Caucus Leadership
Senate Ways and Means Committee
Senate K-12 and Early Learning Committee
House Appropriations Committee
House Education Committee

RE: Salary Grid Committee Report

Dear Legislators,

I am writing on behalf of the Washington Association of School Administrators (WASA), the Washington Association of School Business Officials (WASBO) and the Association of Educational Service Districts (AESD). We are providing the attached statement in conjunction with the report submitted by Superintendent of Public Instruction, Chris Reykdal on December 1, 2017. That report summarized the recommendations of the Salary Grid Committee that was convened by OSPI in accordance with EHB 2242 § 107 to develop an optional teacher salary schedule. We appreciate the broad representation reflected in that committee and the opportunity our members had to be represented in those discussions.

Regarding the cover letter Superintendent Reykdal provided with that report, we would like to echo his statement about the critical importance of a staff mix factor as the driver for state allocations. Our members strongly support the reimplementation of the statewide salary schedule coupled with an allocation system based on each district's staff mix. The elimination of the salary schedule, and the change to provide an average teacher allocation, create multiple unintended negative consequences which we hope you will act to avoid.

In observing the Salary Grid Committee meetings, it was clear that all of the representatives were frustrated by the scale of the task and the limited time available to accomplish it. The attached statement was developed by the WASA, WASBO and AESD representatives and submitted to the committee, expressing that concern, and requesting a delay in the implementation of this significant change. We are forwarding the statement to you in the hopes that you might see the wisdom in their recommendations.

Thank you for considering this additional input regarding adjustments to the implementation of EHB 2242.

Respectfully,



Dr. Bill Keim
Executive Director, WASA

c: Chris Reykdal
attachment

Superintendent Component Group Salary Grid Committee Recommendations

It is the belief of the superintendents who are members of the salary grid task force that the ultimate product of the task force's work should represent a tool which will not only guide districts in the equitable allocation of state resources toward salary, it should also be a tool which allows districts, of all sizes in the state of Washington, a starting point from which to adequately compensate certificated instructional and ESA staff, and, in addition, provide a framework from which districts have the ability to accurately project certificated employee costs into the future.

For this work to be effectively undertaken, it is the recommendation of the superintendent component group that the following steps be considered:

1. That the legislature, with guidance from the Office of the Superintendent of Public Instruction (OSPI), should reconsider both the concept of a statewide "staff mix" formula and related salary allocation model to ensure equity and a level playing field for all Washington state school districts.
2. The legislature, with guidance from OSPI, should respectfully consider retaining the concept of a statewide salary schedule to be used as a base for all 295 school districts in the state of Washington for accurately calculating the foundation of salary allocation given that all school districts will be charged with locally bargaining regional enhancement tasks, as well as tasks and times determined to be enrichment.
3. In order for items one and two to be meaningfully considered, the committee charged with the creation of a new state salary grid must be given adequate time to consider all of the factors now being asked for by OSPI and the legislature. The committee requires the time necessary to complete this work with thoughtfulness and fidelity, therefore, we are recommending:
 - a. That OSPI consider making a recommendation that districts use the current state salary allocation schedule including the portions of Time, Responsibility and Incentive (TRI) compensation that would need to be considered locally. Also, considering the parameters of 2018-19 bargaining adjustments being limited to the Implicit Price Deflator (IPD) and/or the Seattle Consumer Price Index (CPI), it is our recommendation that this modified salary schedule be in place until the committee has the opportunity to complete a recommendation for the 2020-21 school year.
 - b. It is the goal of the superintendent component group of the salary group task force that this 2020-21 grid will effectively inform and guide local districts in their compensation system, that it is transparent and understandable, and

supports career educators for recruitment and retention. We believe strongly that without a thoughtful and well-conceived guide for state salaries, the school districts in Washington will ultimately find themselves in the unenviable position of dealing with vast discrepancies in compensation models, thus pitting districts against one another for the hiring and retention of staff.

- c. The superintendent component group desires the time to examine the salary grid models, including issues related to Educational Service Associates (ESA) recruitment/retention, and to responsibly calculate the implementation costs of competing with higher-paying outside entities for the services of these critical positions.

The superintendent component group deeply appreciates the efforts of the legislature to provide additional funding for public education. We very respectfully believe that the legislature acted with the very best intentions to provide additional funding for all school districts in Washington with the intention of eliminating restrictions which would impose undue challenges on the state's school districts.

We feel compelled to reiterate that the legislature, with guidance from OSPI, reconsider the implementation of a state "staff mix" formula and related salary allocation model to ensure equity in terms of base salary and funding for all 295 districts in Washington; that the legislature, with guidance from OSPI, allow the state salary grid workgroup the time necessary to study, evaluate and compile relevant information leading to a statewide salary grid that will support and guide the 295 school districts in Washington; and lastly, that the current state salary allocation model be retained in some form with previously suggested considerations for the 2018-19 and 2019-20 school years.

Submitted by Salary Grid Committee Members:

Marci Larsen, Mukilteo School District

Jim Kowalkowski, Davenport School District

Sheryl Moore, Seattle School District

Cory Plager, NEWASA 101

Henry Strom, Grandview School District

Tim Yeomans, Puyallup School District