

Unpacking the K-12 Basic Education Compensation Advisory Committee Recommendations

December 13, 2022



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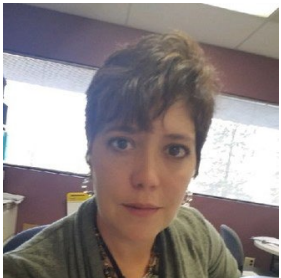
Panel Presenters:



Michelle Scott
Chief Financial Officer, Battleground
WASBO Representative



Tom Seigel
Superintendent, Bethel
WASA Representative



Keri Hutchins
Human Services Director, Mead
WSPA Representative

Dan Steele
Government Relations
WASA/WASBO/WSPA



T.J. Kelly
Chief Financial Officer, OSPI



Background of the Compensation Advisory Committee

Beginning in 2023, [EHB 2242](#) (2017 “McCleary Solution”) and [E2SSB 6362](#) (2018 McCleary “fix”) require a regular “**review and rebase**” of **basic education compensation**, including: minimum state salary allocations, regionalization factors and the inflationary measure [[RCW 28A.150.412\(1\)](#)]

The 2021-23 Operating Budget ([ESSB 5092](#)) required OSPI to establish a **K-12 Basic Education Compensation Advisory Committee**, charged with providing recommendations for the required review/rebase, adding required recommendations that support “recruiting and retaining a multicultural and multilingual educator workforce”

Background of the Compensation Advisory Committee

Comprised of twelve members and an OSPI-appointed Committee Chair:

- One representing school administrators (WASA)
- One representing school business officials (WASBO)
- One representing school district human resources professionals (WSPA)
- Three representing teachers/education staff associates (WEA)
- Three representing classified staff (PSE)
- One representing parents (PTA)
- One representing students (LYAC)
- A representative of federally recognized Indian tribes whose traditional lands and territories lie within the borders of Washington state, designated by the federally recognized tribes

Background of the Compensation Advisory Committee

- Fifteen meetings held between November 30, 2021 and September 15, 2022
- School funding/program presentations provided by: OSPI; Center for Education Data & Research (UW); UW College of Education; PESB
- Recommendations/proposals presented by: WASA/WASBO/WSPA; WEA; PSE; AWSP
- Call for Proposals/Recommendations requested, April 2022
 - Joint recommendations submitted by WASA/WASBO/WSPA, April 2022
 - Joint presentation to Committee by WASA/WASBO/WSPA, May 2022
 - Joint response to Draft Recommendations by WASA/WASBO/WSPA, August 2022
- Final Recommendations submitted to OSPI, September 2022
 - Superintendent Reykdal's "targeted" recommendation submitted, September 2022

Summary of Recommendations

The Advisory Committee adopted fourteen recommendations:

1. Updates of K-12 salary allocations
2. Revised calculation and implementation of Regionalization Factors
3. Adjustments to Inflationary Factor
4. Revised calculation and application of Experience Factors
5. Changes to the Student Transportation funding allocation system
6. Bonuses for school staff, including: high poverty school staff; rural school staff; special education staff; and bilingual proficient staff
7. Updates to Prototypical School Funding Model

Summary of Recommendations Cont'd

Strategies to address workforce needs, to support equity, and recruit/retain a more diverse workforce, including:

8. Funding beginning educator mentor programs
9. Expanding alternative routes and “grow your own” programs
10. Investments in cultivating more native educators
11. Implementing a loan deferral program
12. Funding to rural/remote school districts impacted by housing shortages
13. Investments in statewide recruiting systems
14. Expanding First People’s Language certification

Major Recommendation

The Committee's fourteen recommendations were not organized in priority order; however, consensus of the Committee was to strongly recommend the Legislature fully implement the Staffing Enrichment Workgroup (2019) recommendations *prior* to implementing increased state base salary allocations

- If the Legislature increases base compensation, then school districts may be less able to afford the existing staff they fund through local levies
- The Committee concluded that increasing salaries and wages at the expense of existing and future staffing positions would be a problematic consequence

Recommendations—State Base Salary Allocations

	2022–23 Base Allocations	2022–23 Projected Average Base Salaries	2023–24 Committee Recommended Base State Allocations
K–12 certificated instructional staff	\$72,728	\$86,606*	\$86,000
K–12 classified staff	\$52,173	\$66,392	\$61,500
K–12 classified administrative staff	\$52,173	\$122,039	\$132,000
K–12 certificated administrative staff	\$107,955	\$164,929	\$132,000

Salary Summary Allocations Detail: <https://bit.ly/3BegHmL>

Recommendations—State Base Salary Allocations Cont'd

	2022–23 Average Allocations after Regionalization ¹	2022–23 Projected Average Total Salaries	2023–24 Committee Recommended Average Allocations after Regionalization
K–12 certificated instructional staff	\$79,274	\$95,346	\$98,000
K–12 classified staff	\$56,869	\$67,363	\$70,000
K–12 classified administrative staff	\$56,869	\$124,280	\$150,500
K–12 certificated administrative staff	\$117,671	\$169,948	\$150,500

Salary Summary Allocations Detail: <https://bit.ly/3BegHmL>

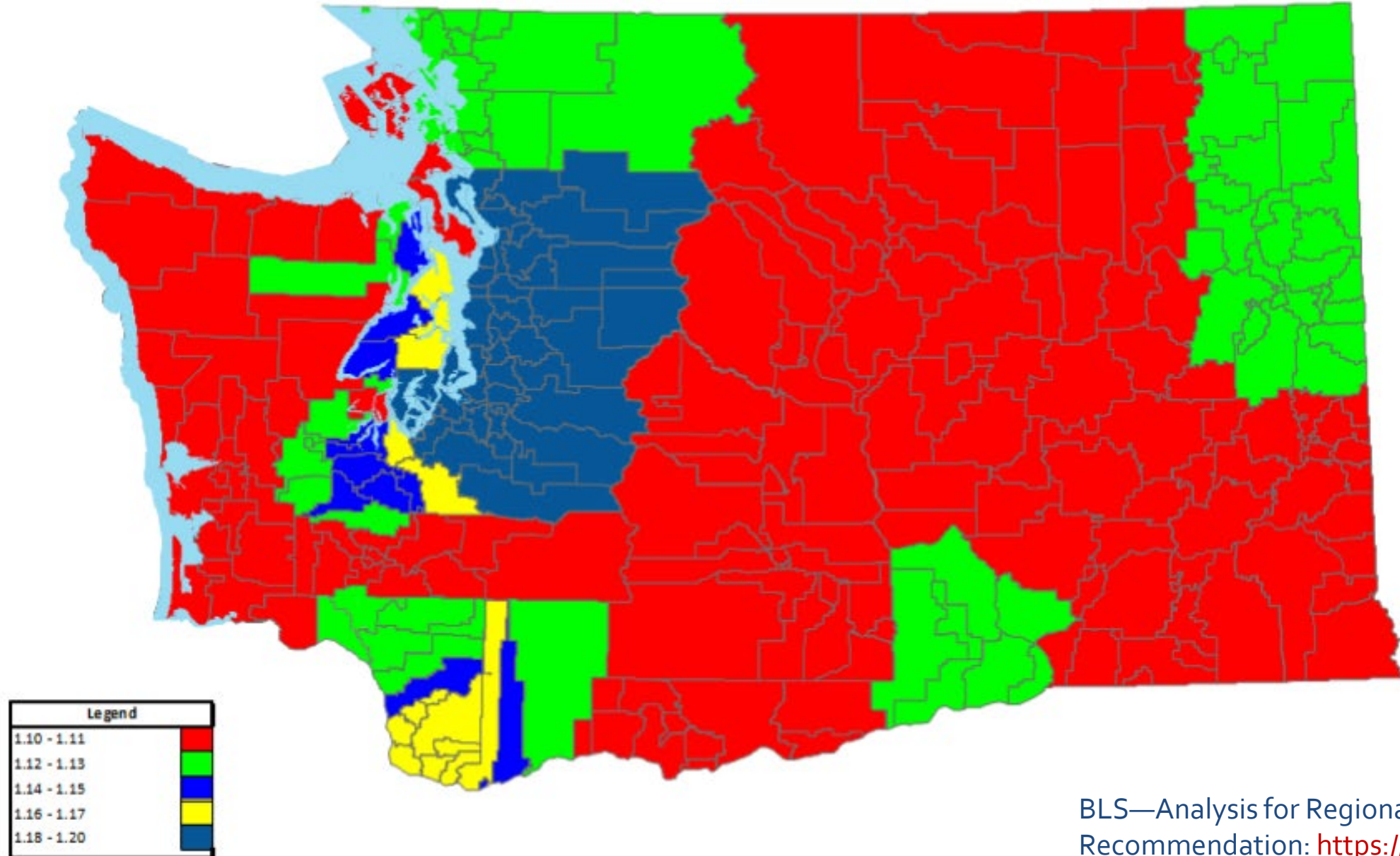
Recommendations—Regionalization Factors

- Regionalization Factors should be aligned with school districts' labor markets (including beyond state boundaries for border districts), rather than housing alone
 - Specifically, Regionalization Factors should be based on average **salary levels** in each of the state's metropolitan and non-metropolitan statistical areas, as published by the Bureau of Labor Statistics (BLS)
- Increase from 4 tiers (0%, 6%, 12%, 18%) to five tiers (10%, 12%, 14%, 16%, 18%)
 - Ensure no more than 2% regionalization difference between geographical areas
- Establish a robust appeals process
- Ensure no district receives less state funding due to regionalization adjustments
[RCW 28A.150.412(4)]

State of Washington K-12 School Districts

Regionalization Factors

2022-23 School Year



BLS—Analysis for Regionalization
Recommendation: <https://bit.ly/3iJ2ox9>

Recommendations—Inflationary Factor

- As adopted by the voters in Initiative 732 (2000), the Legislature should move back to using the Consumer Price Index (CPI) for Seattle-Tacoma-Bellevue, as compiled by the US Department of Labor's Bureau of Labor Statistics, to adjust statewide minimum salary allocations; and
- Statutory language needs to clarify the Inflationary Factor is determined by the “previous calendar year's annual average” inflation index

Recommendations—Experience Factors

- The Legislature should implement the policy contained in [HB 1419](#) (2021), which would:
 - Adjust Experience Factors annually;
 - Provide districts Experience Factors if they have above statewide average CIS experience, above statewide average CIS with advanced degrees, or both (current law requires both elements to be eligible); and
 - Include a slow “step down” for districts that lose Experience Factor eligibility
- Additionally, Committee recommended paraeducator degrees, certifications, and experience should be tracked and state allocations increased for exceeding statewide average experience, education, or both

Recommendations—Bonuses to Recruit/Retain Staff

- State bonuses for:
 - Staff who work in high poverty schools;
 - Staff who work in rural districts and state-tribal education compact schools;
 - Staff who work in special education;
 - Staff proficient speaking a language unique to their communities; and
 - Certificated Instructional Staff who do not have access to National Board bonuses due to their job classification

Recommendations—Mentor Programs

- Funding should be provided for mentor programs to support beginning educators, including certificated staff, paraeducators, bus drivers and principals
 - Mentor grants need to be targeted to ensure mentors and mentee teachers receive the direct support necessary to ensure beginning teachers are successful
 - State funding should be provided for principal mentoring programs, with an emphasis of supporting school principals in small, rural school districts and high poverty schools

Recommendations—Alternative Routes

- The Committee recommended expansion of alternative routes and “grow your own” programs, with a focus on:
 - Classified staff currently working in the system;
 - Potential education candidates from other industries or professions with work experience;
 - Alternative pathways and/or professional residency programs for substitute teachers and those with emergency certification; and
 - Providing opportunities to current high school students to participate in CTE or other programs that allow them to seamlessly move from high school, to college, and then work in K-12, preferably within their own community

Recommendations—Multicultural/Multilingual Workforce

- The Committee recommended the state should:
 - Provide significant investments in cultivating more native educators in K-12;
 - Identify gaps in current federal loan forgiveness programs and target additional loan forgiveness programs to individuals who work in rural and/or high poverty schools;
 - Establish a grant program that provides funding to remote, rural school districts or state-tribal education compact schools that have housing shortages;
 - Create central systems, including a single statewide standard application for all districts, that support education hiring authorities to attract a multicultural, multilingual workforce; and
 - Provide ample resources to expand the First People's Language certification program

Projected Cost of Committee Recommendations

Projected Costs of Salary Re-Base Committee Recommendations (9/15/2022)

All Cost Projections are for the 2023-24 SY

Recommendation / Proposal Budget Driver	School Year Cost
Salary Rate Increases	\$ 3,086,218,000
Regionalization Factor Changes	\$ 1,049,988,000
Experience Mix Factor Change	\$ 157,855,000
Staffing Enrichment Workgroup (2019)	\$ 5,497,217,000
Substitute Teacher Allocation	\$ 85,791,000
Staffing Allocation for Special Education	\$ 890,090,000
Prototypical Model	\$ 10,767,159,000
Staffing Bonuses¹	\$ 1,162,800,000
All Other²	\$ 211,300,000
Total School Year All Recommendations	\$ 12,141,259,000

¹Staff Bonuses include high poverty schools, rural schools, special education hiring and retention, bilingual proficiency grant, and NBCT for ESA staff.

²All other includes new bus driver training, mentor program, expansion of grow your own, cultivating native educators, student loan forgiveness, local housing affordability grants, and expansion of tribal traditions certification program.

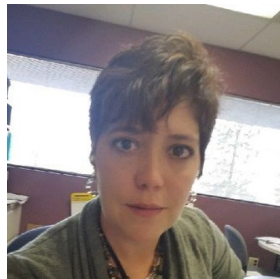
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OSPI Compensation Proposal

T.J. Kelly, Chief Financial Officer
December 13, 2022



Washington Office of Superintendent of
PUBLIC INSTRUCTION

High Level Overview

1. Increase Salary Allocation by 6% for CIS, CAS, and CLS.
2. Establish Maximum Regionalization Factor of 1.12.
3. Assign Regionalization Factor by County based on Highest Factor in the County.
4. Switch from IPD to CPI as an Inflationary Measure.
5. Change the Experience Mix Factor Language from and to or.
6. Provide Bonuses to all School-Based Staff at High Poverty Schools and a One-Time Hiring Bonus for Special Education Staff.



Increase Salary Allocation by 6%

Classification	2023-24SY Current Law	2023-24SY OSPI Proposed
CIS	\$72,728	\$77,092
CAS	\$107,995	\$114,475
CLS	\$52,173	\$55,303



Regionalization Factors

- Factors continue to be based on residential property value, not wage/income data.
- Regionalization factors are capped at 1.12.
 - Any district above 1.12 gets lowered to that value.
- Counties are assigned regionalization factors based on the highest regionalization factor in that county.



Projected Impacts

	Current Law 2023-24 SY				OSPI Proposed 2023-24 SY			
	A Regionalization Factor	B Base Salary	C A * B		D Regionalization Factor	E Base Salary	F D * E	
Certificated Instructional Staff	1.00	\$ 72,728	\$ 72,728		1.00	\$ 77,092	\$ 77,092	
	1.03	\$ 72,728	\$ 74,910		1.03	\$ 77,092	\$ 79,405	
	1.06	\$ 72,728	\$ 77,092		1.06	\$ 77,092	\$ 81,718	
	1.09	\$ 72,728	\$ 79,274		1.09	\$ 77,092	\$ 84,030	
	1.12	\$ 72,728	\$ 81,455		1.12	\$ 77,092	\$ 86,343	
	1.15	\$ 72,728	\$ 83,637		No longer used.			
	1.18	\$ 72,728	\$ 85,819					
Classified Staff	1.00	\$ 52,173	\$ 52,173		1.00	\$ 55,303	\$ 55,303	
	1.03	\$ 52,173	\$ 53,738		1.03	\$ 55,303	\$ 56,962	
	1.06	\$ 52,173	\$ 55,303		1.06	\$ 55,303	\$ 58,621	
	1.09	\$ 52,173	\$ 56,869		1.09	\$ 55,303	\$ 60,280	
	1.12	\$ 52,173	\$ 58,434		1.12	\$ 55,303	\$ 61,939	
	1.15	\$ 52,173	\$ 59,999		No longer used.			
	1.18	\$ 52,173	\$ 61,564					
Certificated Administrative Staff	1.00	\$ 107,995	\$ 107,995		1.00	\$ 114,475	\$ 114,475	
	1.03	\$ 107,995	\$ 111,235		1.03	\$ 114,475	\$ 117,909	
	1.06	\$ 107,995	\$ 114,475		1.06	\$ 114,475	\$ 121,344	
	1.09	\$ 107,995	\$ 117,715		1.09	\$ 114,475	\$ 124,778	
	1.12	\$ 107,995	\$ 120,954		1.12	\$ 114,475	\$ 128,212	
	1.15	\$ 107,995	\$ 124,194		No longer used.			
	1.18	\$ 107,995	\$ 127,434					



Inflationary Impacts

- **Any inflationary increase provided during the 2023 legislative session would be on top of the values shown on the prior table.**
- OSPI proposes a switch from IPD to CPI for compensation allocations.
- At the time this proposal was modeled, IPD and CPI were essentially the same, so no specific impact can be identified using published numbers.



Experience Mix Factor

- Changes to language to make districts eligible if they have CIS staff with either of higher-than-average educational experience or higher-than-average classroom experience.
- Current law requires districts to have both.
- This increases the total number of eligible districts to approximately 200.
- Eligible districts receive a 4% inflation factor in addition to the regionalization for CIS staff salary allocations.



Bonuses – High Poverty and Special Education

- OSPI assumes that 45% of the total school-based staff in the state (approx. 41,000 individuals) would work at eligible high poverty schools and be eligible for that bonus.
 - Bonus would be \$5,000 per school year; allocation would include fringe benefits.
- Special Education hiring bonus would be \$10,000; and the allocation would include fringe benefits. Total allocation per employee to districts would be \$12,298 for the 2023-24 SY.



Total Cost and Link to Proposal

Operating Expenditures	FY 2024	FY 2025	FY 2026	FY 2027
General Fund State - 01	\$1,348,794,000	\$1,783,315,000	\$1,823,633,000	\$1,860,106,000
WA Opp Pathways – 17F	\$6,778,000	\$8,961,000	\$9,164,000	\$9,347,000
Total Expenditures	\$1,355,572,000	\$1,792,276,000	\$1,832,797,000	\$1,869,453,000
Biennial Totals	\$3,147,850,000		\$3,702,250,000	

<https://www.k12.wa.us/sites/default/files/public/communications/2022docs/P13-Retaining-Highly-Effective-Staff-Through-an-Equitable-and-Competitive-Educator-Compensation-Model.pdf>





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