

A Comparison of 2008 K-12 Education Stakeholder Proposals to the Basic Education Finance Joint Task Force – by Barb Billinghamurst 07/2008

CIS Base Pay and Certificated Instructional Staff Salary Schedule				
	OSPI	LEV	FFC	
Base Pay	Increase to make more competitive; (must at least equal Everett's base pay) (waiting for WSIPP study of comparable wages)	Increase to make more competitive; WA state should conduct comprehensive compensation survey	Increase to make more competitive; comparative wage analysis needs to be done. WAF recommended 18.5% increase.	
Annually Adjust Base Pay for COLA	Yes	Yes	Yes and should at least bring salaries up to levels they would have been had COLAs been applied	
Education & Credits	5 columns; BA to MA to Ph.D. or MA+90;	Not Included	8 columns; BA to MA to Ph.D. or MA+90; increments by 15 credits or 45 credits	
Knowledge & Skills	Three Tiers: <u>Entry</u> - Initial Residency (Provisional Status) Teacher Assistance Program Reissued Residency - have 5 years to get Professional Certification <u>Career</u> - Professional Certification or Nationally Board Certified (NBC) <u>Leader</u> - Renewed ProCert or Renewed (NBC)	Three tiers: <u>Entry</u> <u>Professional</u> <u>Lead</u>	No	
Experience	Experience Counts within Tiers <u>Entry</u> - 7 years (with some exceptions); advance to next level or exit system <u>Career</u> - 14 years for pay increases, but can stay in Career level <u>Leader</u> - 9 years for pay increases	No	16 years (or rows) with increases	
Incent new teachers to stay	Yes, with higher base pay and large increments for pay increases in early years	Yes, with higher base pay	Yes, with higher base pay	
Incent teacher certification	Yes, criteria to move to next Tier aligned with certification; also criteria for clock-hour requirements aligned with education columns		Yes, by virtue of education columns	

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Incent teacher endorsement	Yes, reason for maintaining education and degree columns		Yes, by virtue of education columns	
Incent continuous improvement throughout career	Yes, big pay increases come with demonstrated expertise in teaching skills	Yes	No	
Teachers with poor evaluation exit system before professional certification	Yes, if not able to achieve professional certification at end of Entry Level, candidate exits system		No	
Increase multiples to achieve higher salary at career end	Yes, highest salary in old schedule was 1.88 of base pay; highest salary in proposed schedule is 2.06		No	
Adjust for regional differences in salary	Not addressed			

Off-Schedule Additional Pay Variables

	OSPI	LEV	FFC	
Extra pay for hard to staff schools	Yes, continue challenging schools bonus and bonus for NBC teachers in challenging schools	Yes, challenging demographics & remote, rural	Yes - but not a first priority	
Extra pay for hard to staff subjects	No	Yes, math, science, special ed	No	
Extra pay for achieving National Board Certification	Yes		Yes? (ok for NBC teachers to get extra pay in challenging schools)	
Loan forgiveness for teachers in hard to staff subjects	Yes not specific about shortage areas			
School-wide awards for high levels of growth in student outcomes	Yes	Not addressed	No	