

# Summary of Issues and Options Discussed by K-12 Compensation Workgroups

## 1. Administrator Salary Allocations

Base state salary allocations on education and experience of each administrator, and index allocation levels to the teachers' salary grid. Phase in the new system over 6 years.

## 2. Classified Salary Allocations

- a. Increase the state-funded staffing ratio from 60:1 (students to staff) to 58.34:1 (the actual staffing ratio in the general apportionment program).
- b. Equalize district allocations over six years by bringing all districts' "average" allocated salary up to the top allocated salary.
- c. Create a task force to look at ways to create salary bands for classified staff.

## 3. Grandfathered Salary Districts (CIS)

Put process in place to finish equalizing district CIS salary allocations. Two ways to do this:

- a. Provide increases above I-732 to districts not grandfathered. An additional 1% each year of next biennium would leave 11 districts grandfathered.
- b. Hold back I-732 salary increases to grandfathered districts until they are on the statewide schedule.

## 4. Professional Certification and the Salary Grid

The problems in the professional certification and renewal processes should be addressed before changes to the salary grid are implemented. Those teachers already working towards their professional certification should be provided either a flat bonus or moved to the BA+ 30 column on the salary allocation grid.

## 5. Knowledge and Skills-Based Pay and Incentives

Create a six-year compensation pilot that permits school districts to experiment with different compensation models, subject to a list of conditions that include a requirement that local stakeholders affected by the proposal must agree to participate.

## 6. Regional Cost-of-Living Adjustments

Two methods of adjusting salaries: (1) Calculating an adjustment based on county-wide data and (2) calculating an adjustment based on neighboring counties. Potential sources of funding identified were state; state with county match; county-level property tax.