

Educator Compensation

Dr. Terry Bergeson

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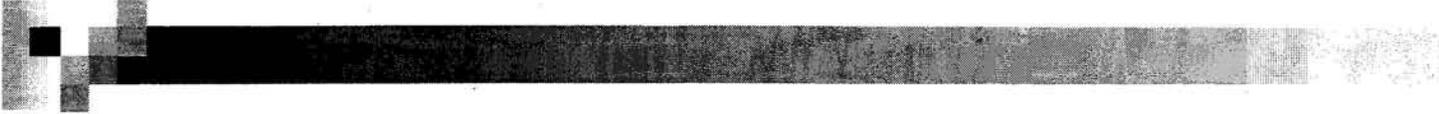
Compensation Philosophy

- Provide adequate base pay (attract entrants into the profession)
- Reward attainment of skill and knowledge (professional growth, relevant knowledge)
- Adjust for environmental differences (regional costs, high need incentive)
- Encourage individual career options and growth—encourage retention
- Provide specialized (and/or local) flexibility



Disconnect in Current Compensation System

- Current SAM rewards years of experience and additional credits or course hours.
- RCW and WAC require new educators to obtain professional certificate...pro cert is standards and performance based.
- We must begin to provide alignment for teachers between what we ask them to know, what we ask them to teach our students and what we pay them.

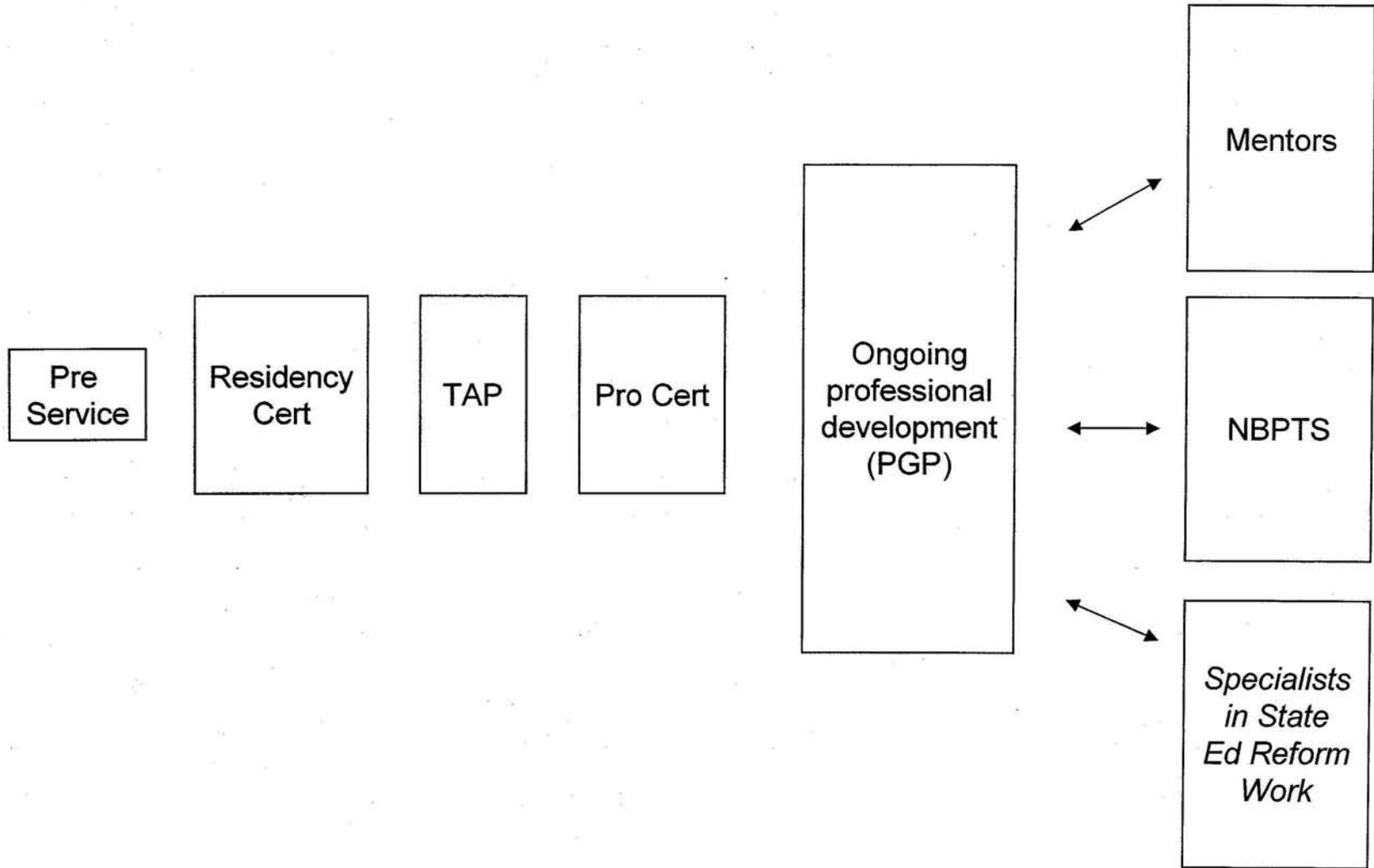


Package Components

- Base pay adjustment (\$252 million)
- ESAs and Vocational Educators (\$19.6 million)
- Knowledge and Skills (\$12 million)
- Conditional Loan (\$1.9 million)

- Additional Options
 - Regional differentials
 - Incentives for specialized ed reform efforts

Illustration of a Career Continuum



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Gaining knowledge, skill, and proficiency tied to positively impacting student achievement.