

GOALS OF DUAL COMPENSATION SYSTEM FOR CERTIFICATED EMPLOYEES

Traditional Compensation System (base plus supplemental contract)

- Recruitment of diverse and qualified candidates
- Retention of diverse and qualified employee
- Dependable, consistent and improved delivery of instructional programs (supplemental pay for professional development)
- Fair and competitive compensation for basic assignment
- Fiscal solvency of school district

Enhanced Compensation System

- Retention of experienced diverse, highly qualified employees
- Recruitment of experienced, diverse and highly qualified candidates
- Continuous and significant improvement of student learning
- Shared administrative and certificated employee leadership of reform work
- Improved employee performance through experienced and highly qualified peer mentoring and coaching programs
- Encouragement for risk-taking to research and deliver improved instructional strategies and programs
- Stable, supplemental funding

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COMPONENTS OF DUAL COMPENSATION SYSTEM

Sample Traditional Compensation Model			Sample Enhanced Compensation Model		
Compensation	Type of Work	Pay Calculation	Compensation Pay Calculation	Type of Work	Additional Requirements
Base Salary	Daily Assignment	Experience/Credits			
Supplemental Contract	Individual Professional Development	Responsibility Stipend-Supplemental Pay Schedule	Supplemental Contract Stipend (One or more years)	<ul style="list-style-type: none"> • Peer Leadership of Instructional Initiatives • District Coordination and Management • Building Coordination and Management • Academic Coaching/Mentoring 	<ul style="list-style-type: none"> • Satisfactory performance • Extended Day/Year • Flexible Schedule • Individual accountability through measurable outcomes of adult learning • District/Building/Program-approved plan
		X hours I-728 Professional Development Hourly			
	Department Chair	Stipends			
	Extra Curricular	Stipends			
	Curriculum Work (Building/Program/District)	Hourly	Supplemental Contract Stipend (Annual Grant Application)	Professional Development with Action Research Component	<ul style="list-style-type: none"> • Satisfactory performance • District-approved plan • Individual accountability through measurable outcomes of student learning • Written verification of plan completion
	Training	Hourly			
	Extended Learning Instruction	Hourly			
	IEP Development Enhancement	Hourly			
District Scheduled Professional Development Days	X Days @ flat rate or per diem		Supplemental Contract Stipend (Automatic renewal)	Challenging Instructional Assignments	Demonstrated successful experience with high needs students
			Supplemental Contract Stipend (Existing state-funded w/ annual renewal))	National Board Certification	Completion of National Board Certification Program