

Time, Responsibility, Incentive Pay

*Analysis of TRI Survey Data
from Washington School Districts*

**Basic Education Finance Joint Task Force
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✓ **Task Force assignment**

✓ **Survey of school districts: May–July 2008**

✓ **Key questions:**

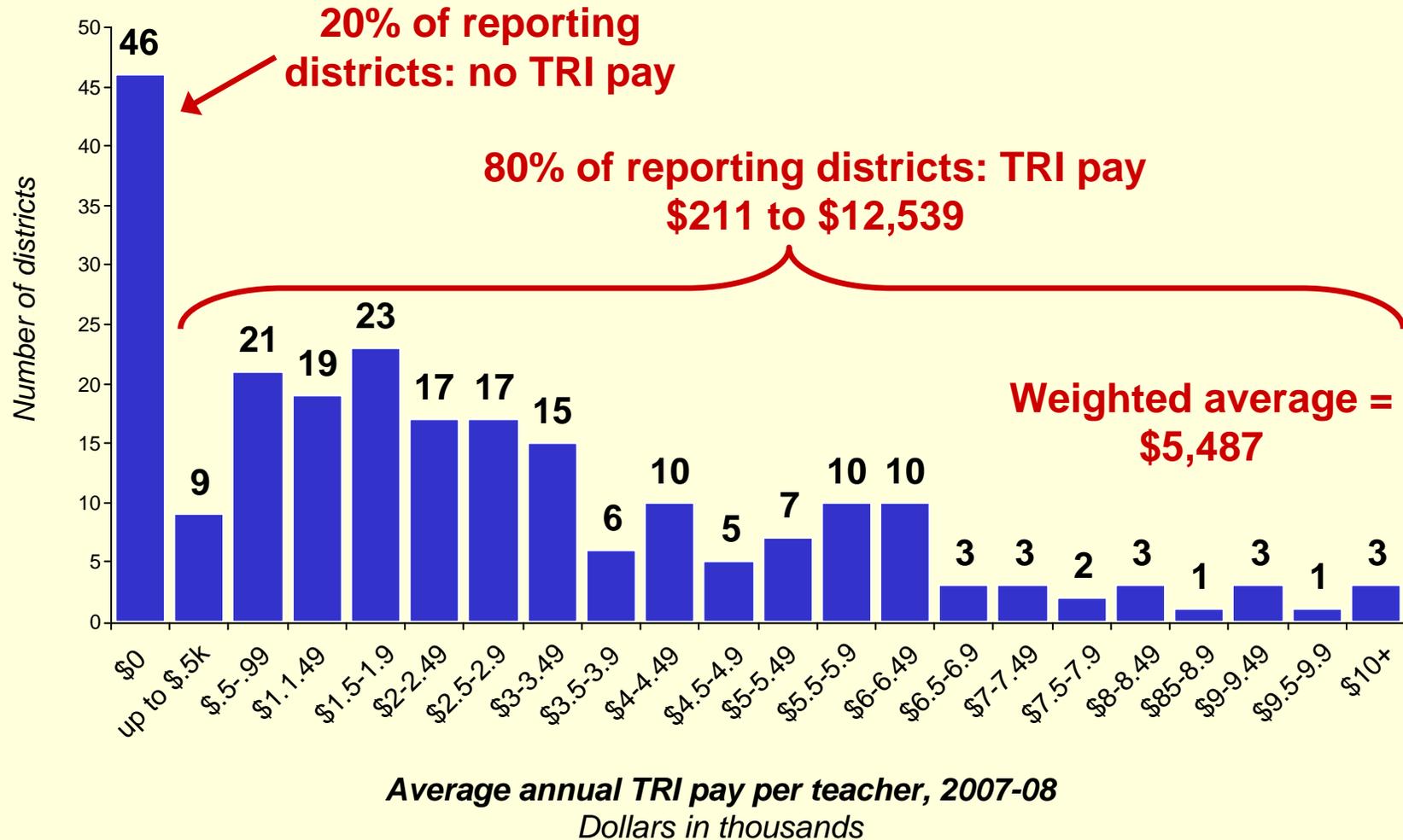
How much TRI pay can Washington teachers earn?

Excluding pay for additional duties such as coaching, department heads, clubs

What factors are associated with TRI pay?

✓ **Data for 2007-08 school year in 234 districts**

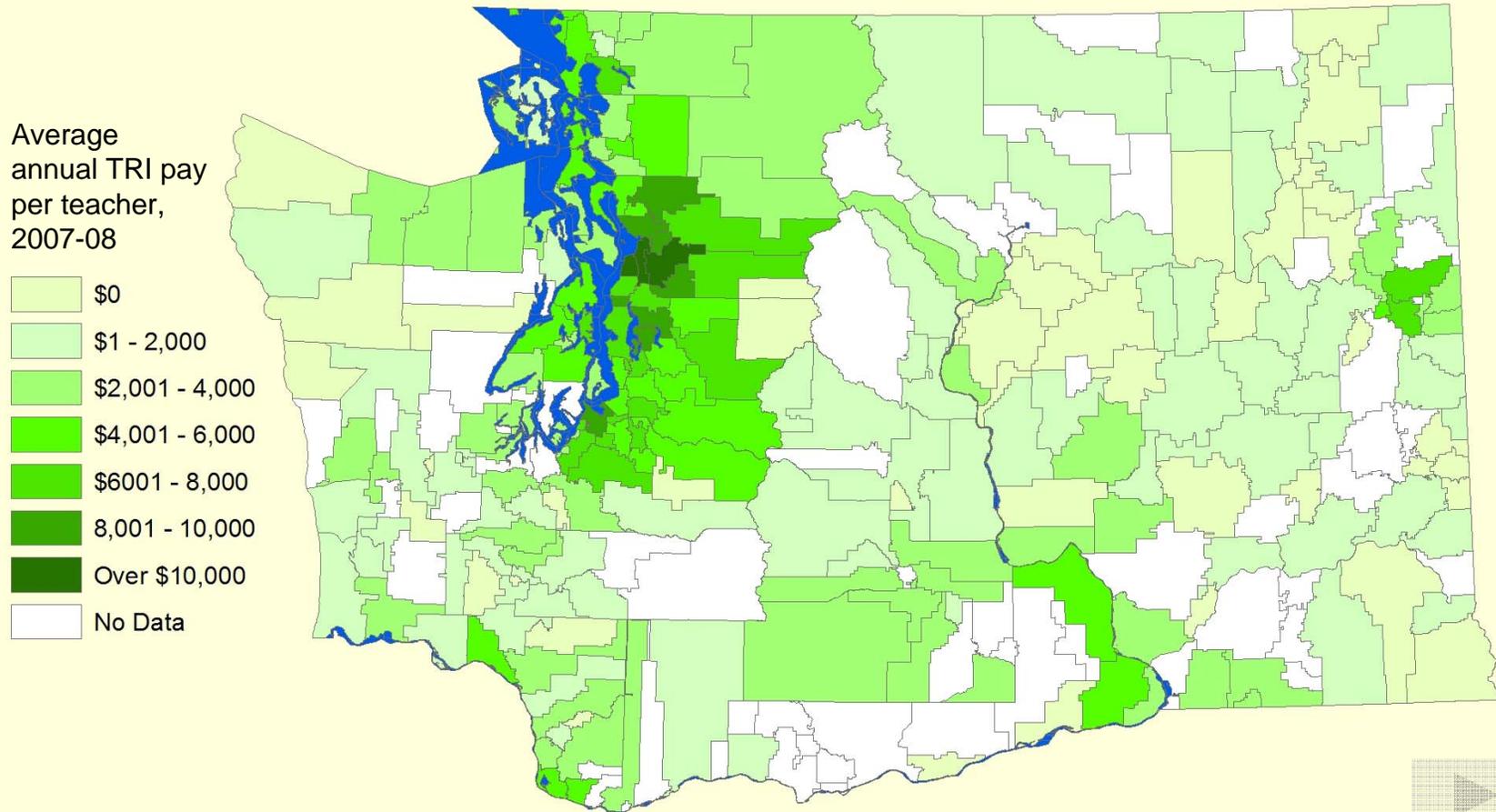
District TRI Pay Amounts Vary



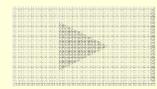
Data source: Spring 2008 TRI Survey

District TRI Pay Amounts Vary

Statewide estimate = \$285 million



Data source: Spring 2008 TRI Survey

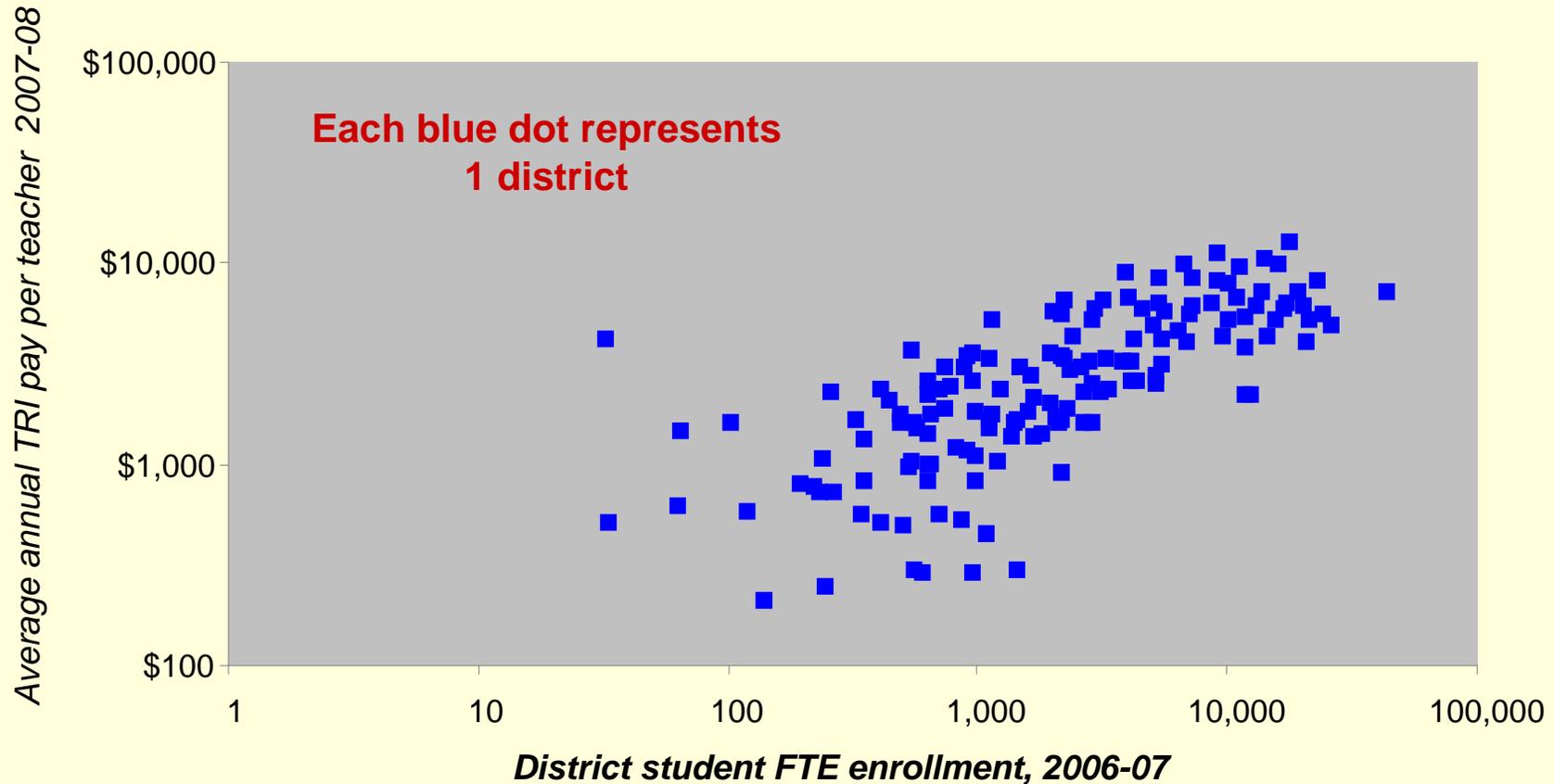


What factors are associated with higher or lower TRR pay?

District-level variables examined:

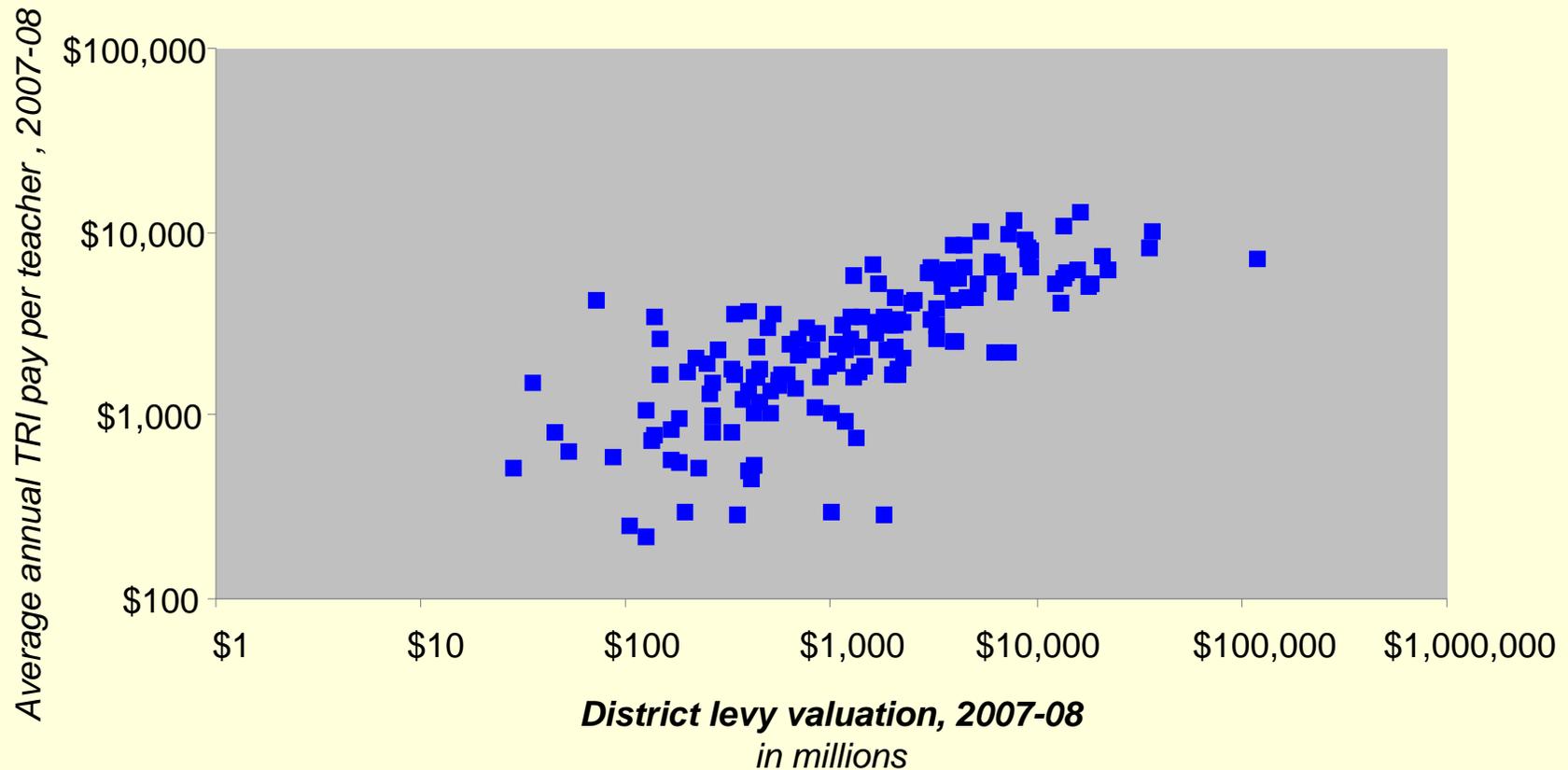
- ✓ Size (number of students)
- ✓ Wealth (levy valuation)
- ✓ Levy passage amount
- ✓ Poverty
- ✓ Teacher average base salaries
- ✓ Geography

Average TRI pay increases with district size



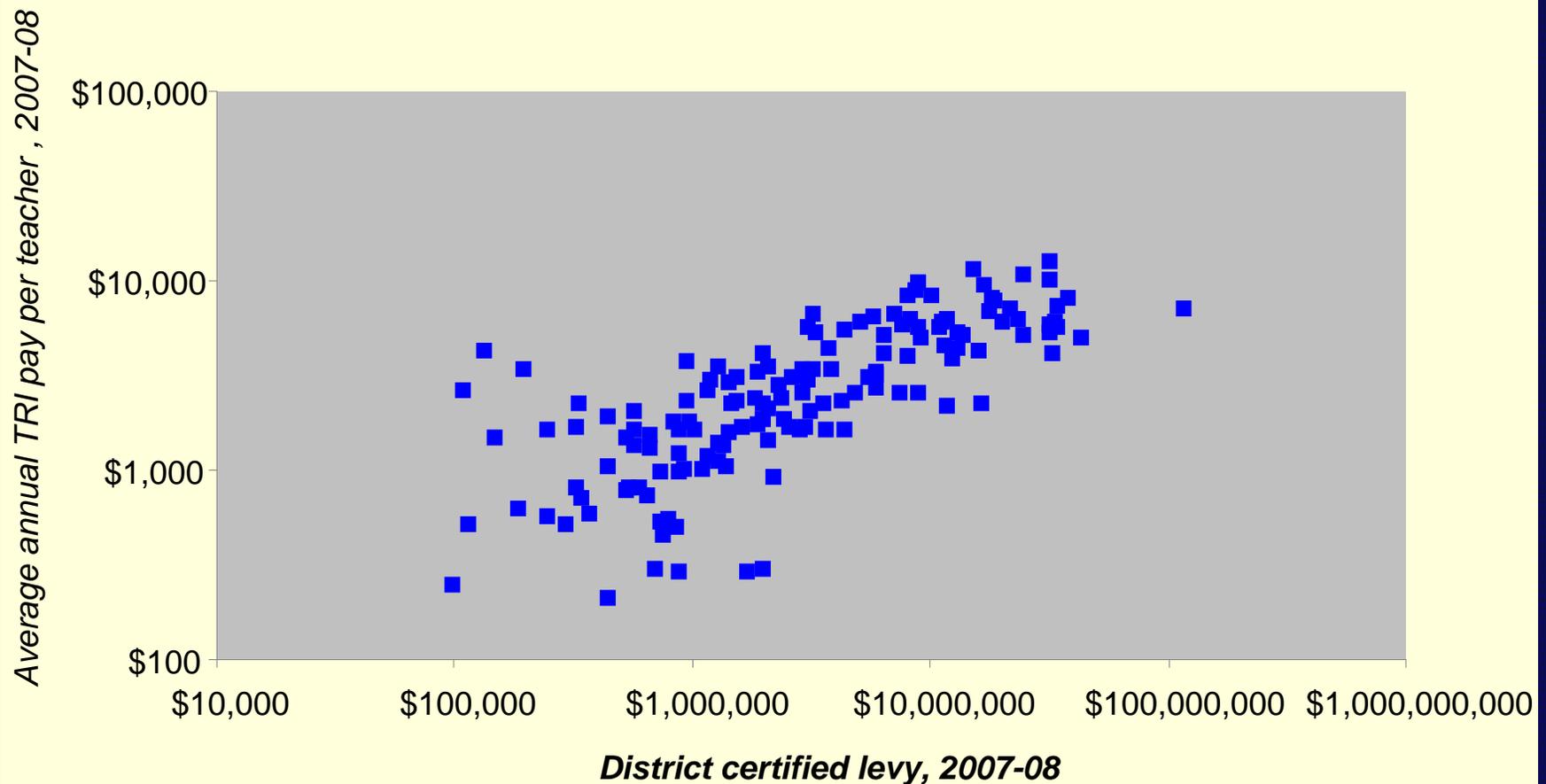
Data sources: TRI Survey and OSPI
Only districts that reported any TRI pay are included in this graph

Average TRI pay increases with district property wealth



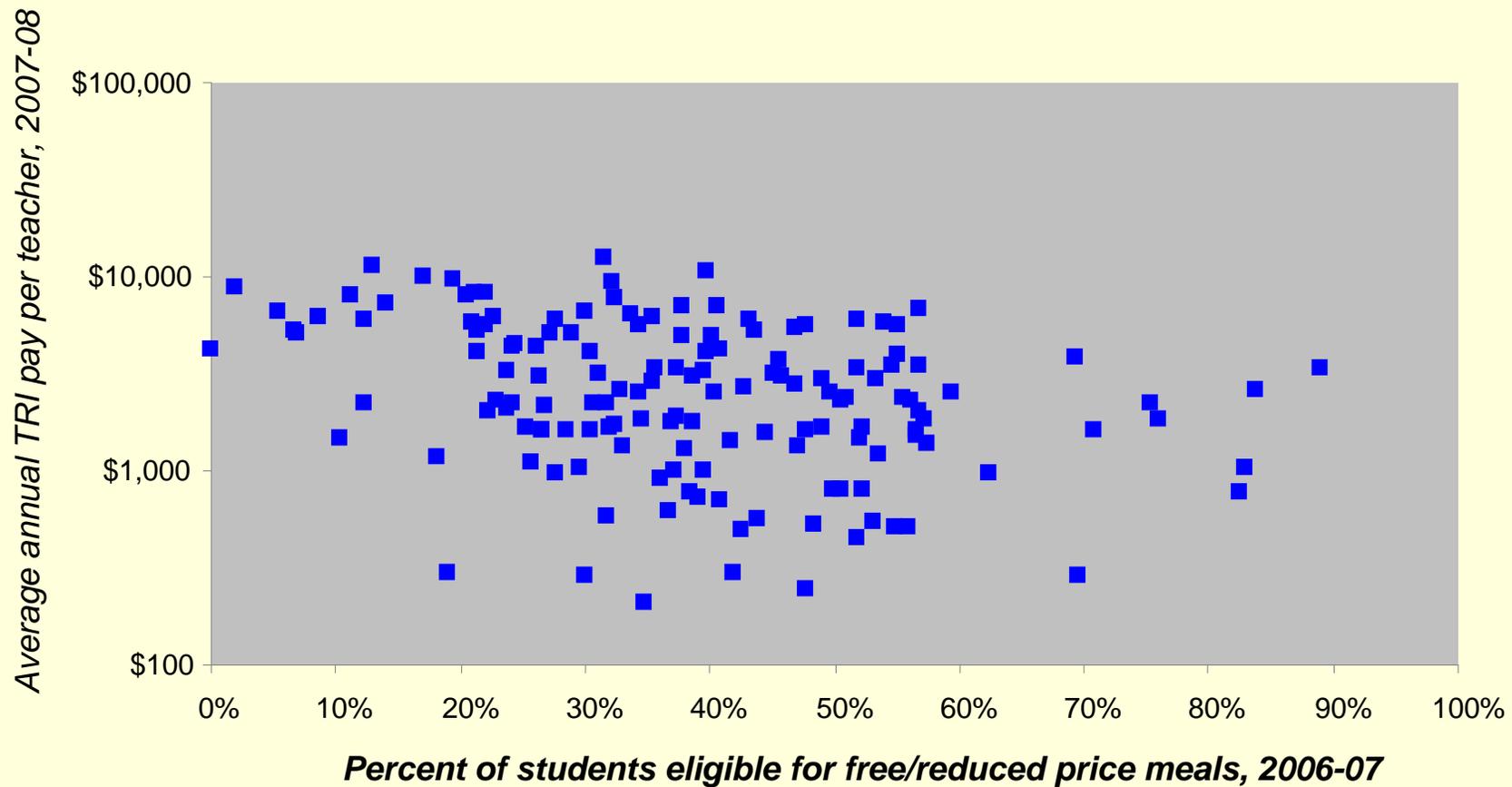
Data sources: TRI Survey and OSPI
Only districts that reported any TRI pay are included in this graph

Average TRI pay increases with district passed levies



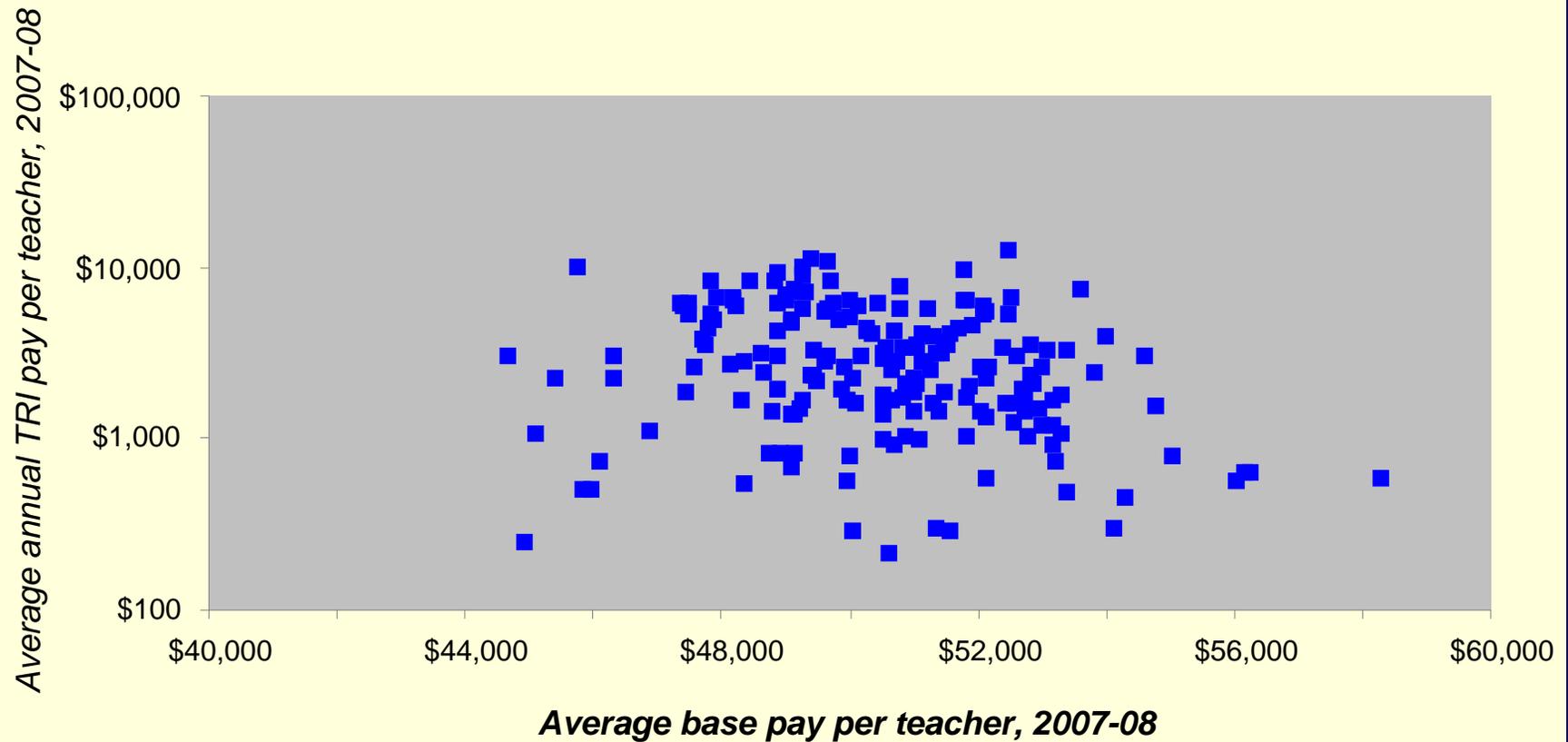
Data sources: TRI Survey and OSPI
Only districts that reported any TRI pay are included in this graph

Average TRI pay is **not** related to district poverty



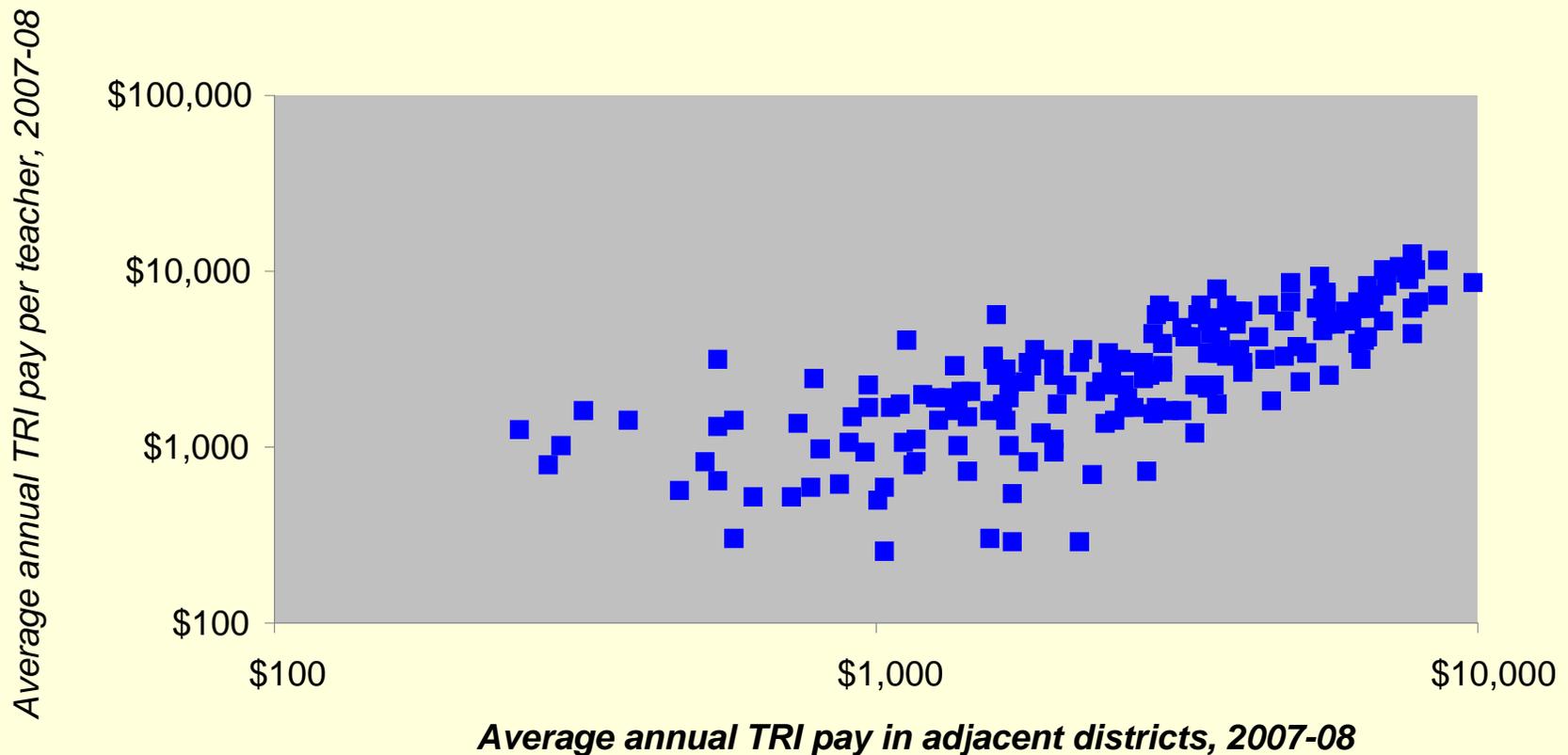
Data sources: TRI Survey and OSPI
Only districts that reported any TRI pay are included in this graph

Average TRI pay is not related to average base salary

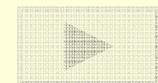


Data sources: TRI Survey and OSPI
Only districts that reported any TRI pay are included in this graph

Average TRI pay increases with average TRI pay in adjacent districts



Data sources: TRI Survey and OSPI
Only districts that reported any TRI pay are included in this graph



- ✓ **Most (80 percent) Washington school districts provide TRI pay for teachers**
- ✓ **Amount varies, primarily by district size, wealth, and geography**
- ✓ **\$5,487 annually per teacher, on average; \$285 million statewide in 2007-08**