

# **Time, Responsibility, Incentive Pay**

***UPDATE: 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 updated fall 2008**

✓ **Key questions:**

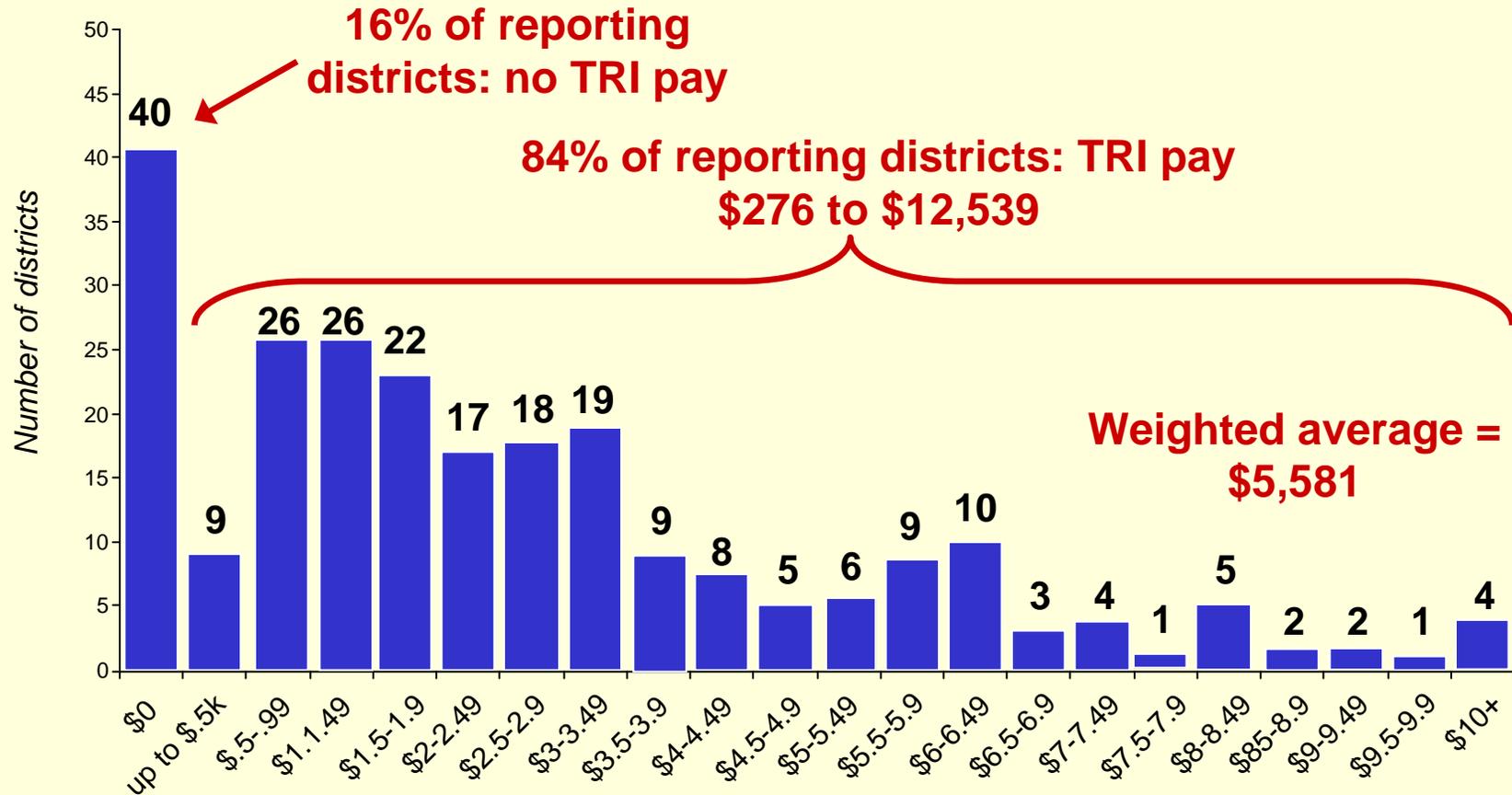
**How much TRI pay can Washington teachers earn?**

**What factors are associated with higher or lower TRI pay in different districts?**

**How much TRI pay is for additional time or responsibility, and how much is incentive not requiring additional time or duties?**

✓ **Data for 2007-08 school year in 246 districts**

## District Supplemental Pay for Time and Incentives Varies



**Average annual TRI pay per teacher, 2007-08**

*Dollars in thousands; excludes supplemental pay for additional responsibilities*

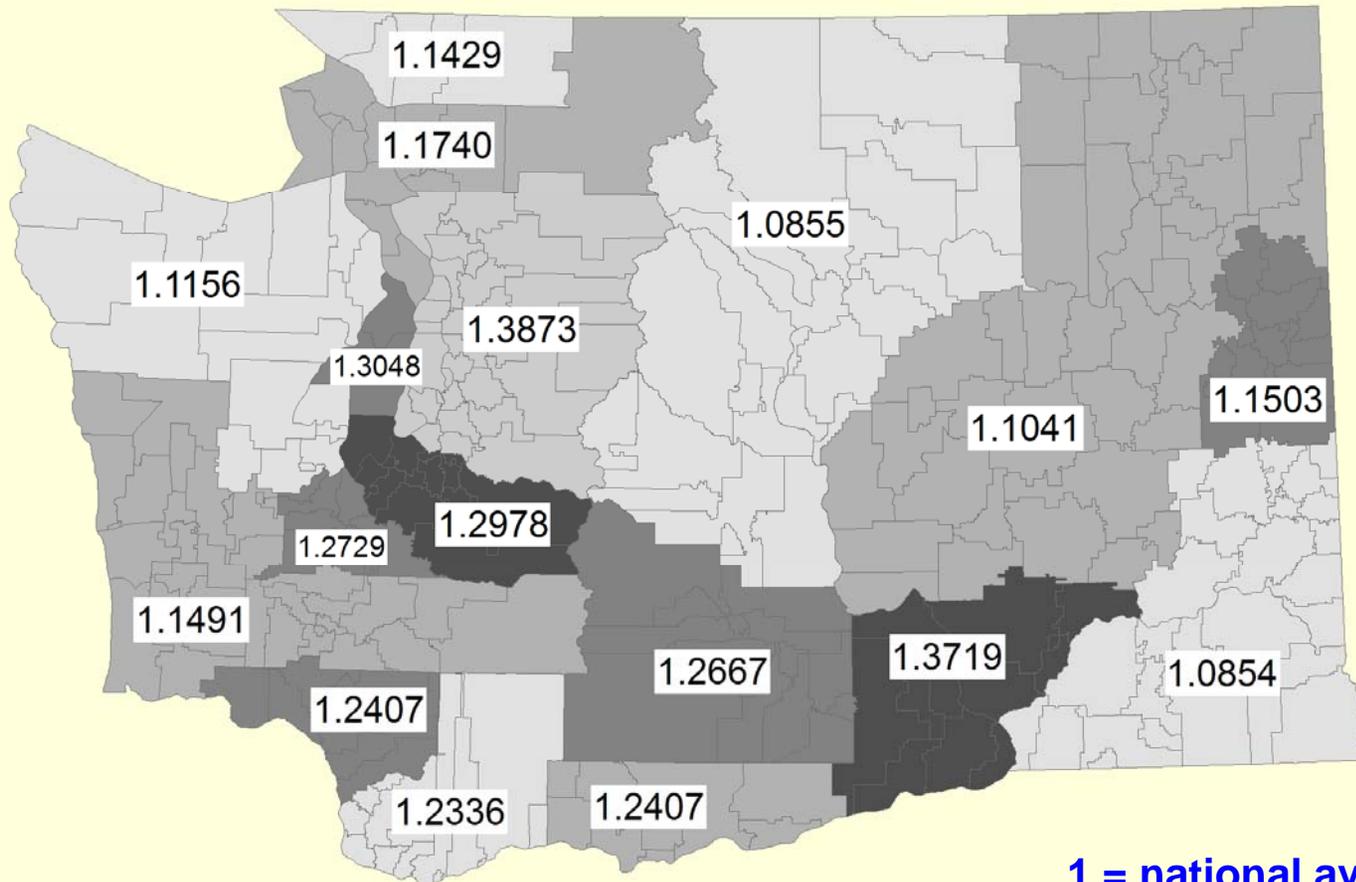
Data source: Spring 2008 TRI Survey, Updated Fall 2008

## **What factors are associated with higher or lower TRI pay?**

**The September 2008 analysis found the following factors associated with variation in supplemental pay by school district:**

- ✓ **Size (number of students)**
- ✓ **Wealth (levy valuation)**
- ✓ **Levy passage amount**
- ✓ **Geography**

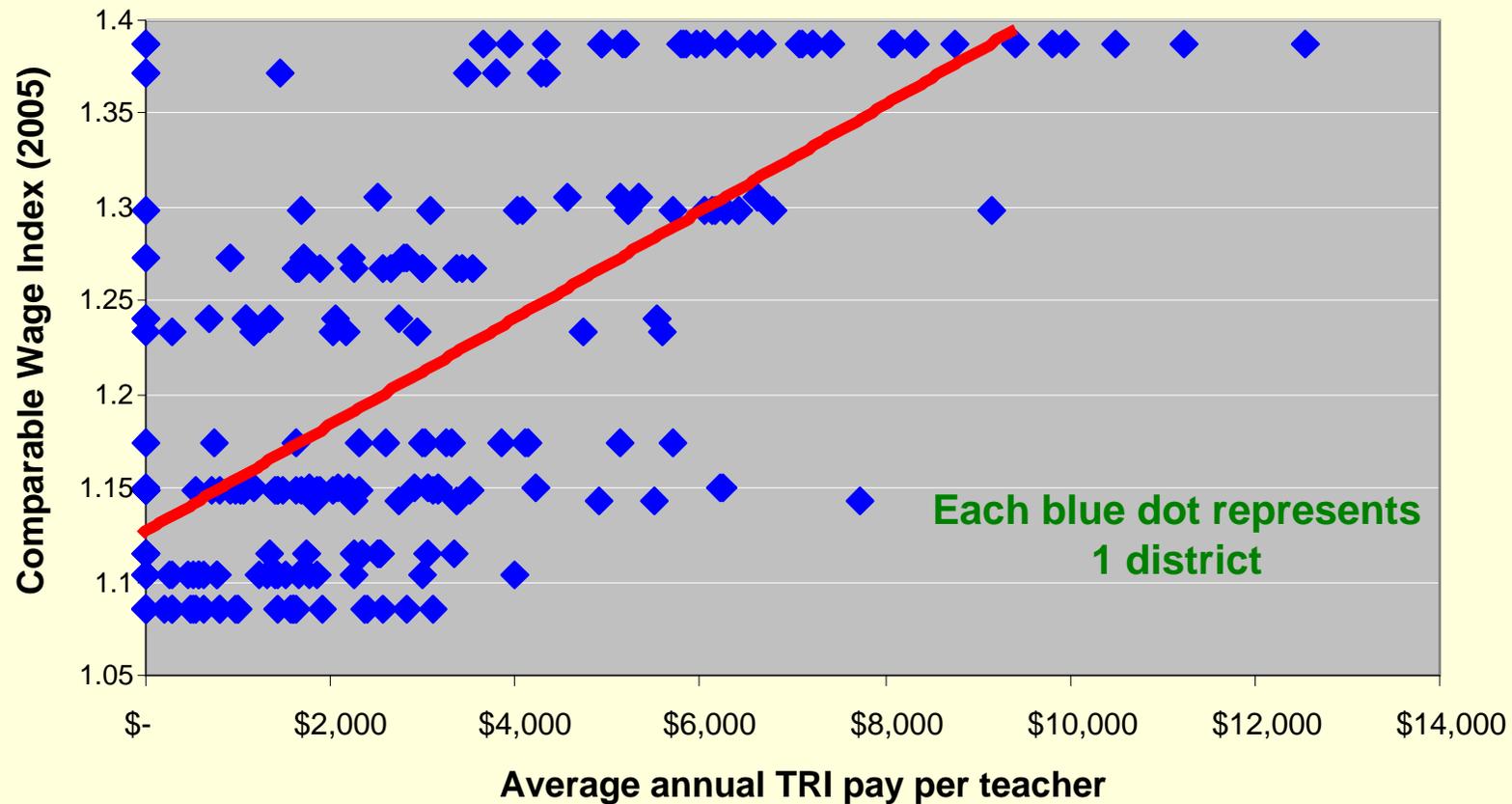
## Comparable Wage Index (2005)



**1 = national average  
in 1999**

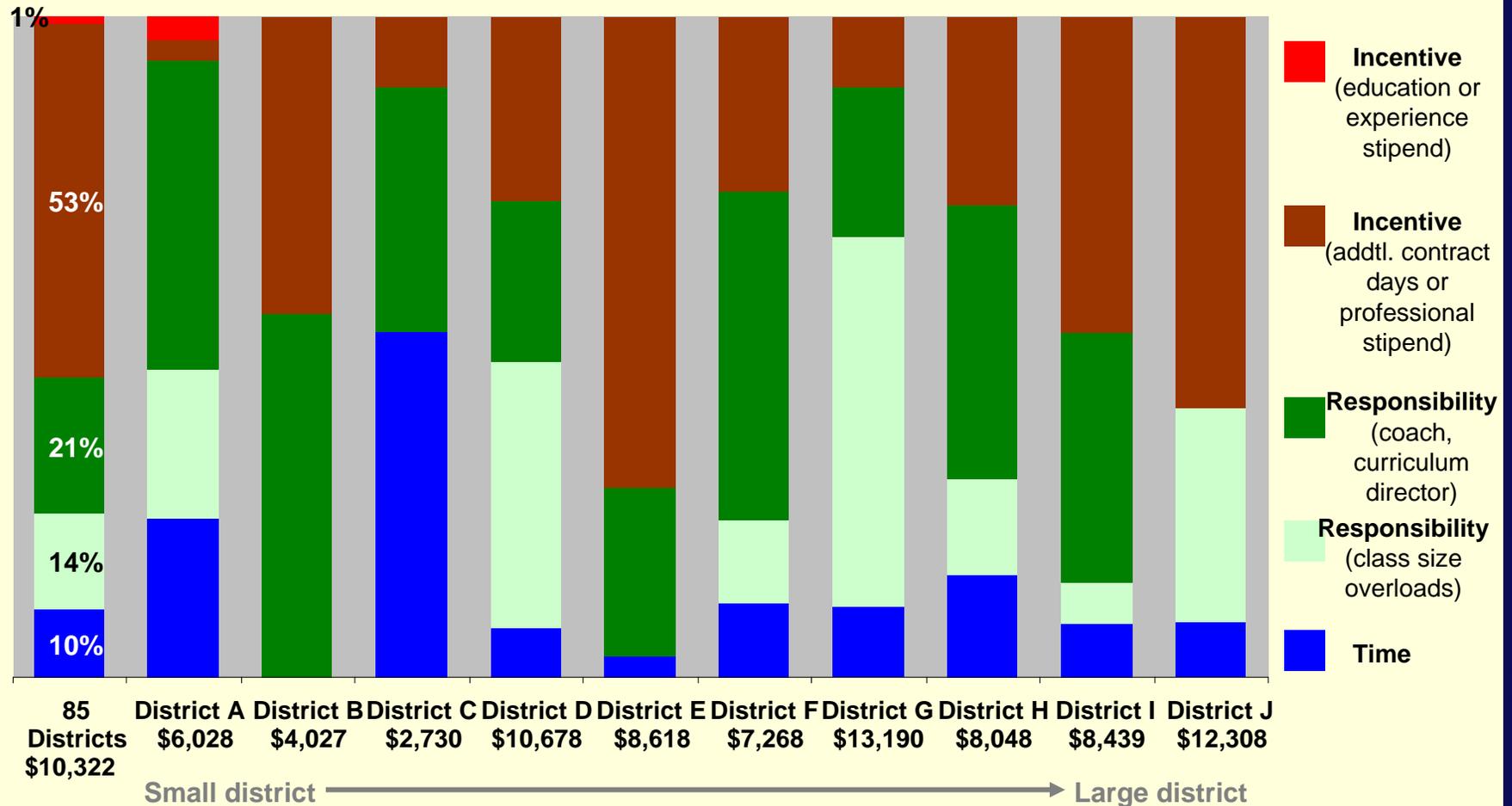
Data source: NCES

**Average supplemental pay is also associated with labor market conditions**



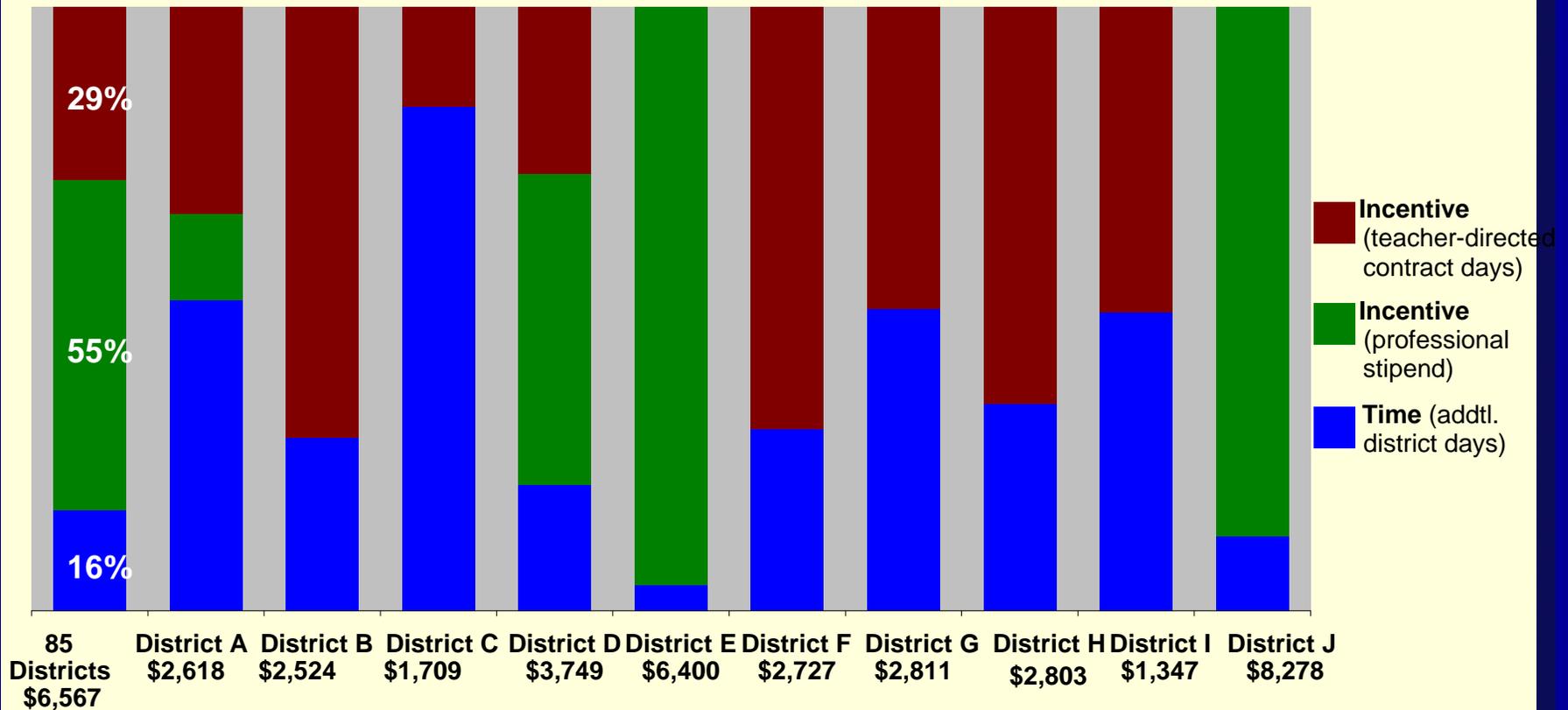
Data sources: TRI Survey and NCES

# The mix of TRI pay components varies among districts



Data sources: Fall 2008 TRI Survey and OSPI

## The mix of time and incentive supplemental pay varies among districts



Amounts exclude pay for additional responsibility

Data sources: Fall 2008 TRI Survey and OSPI