

Teacher Salary Overview:

--State Allocations

--School District Supplemental Compensation

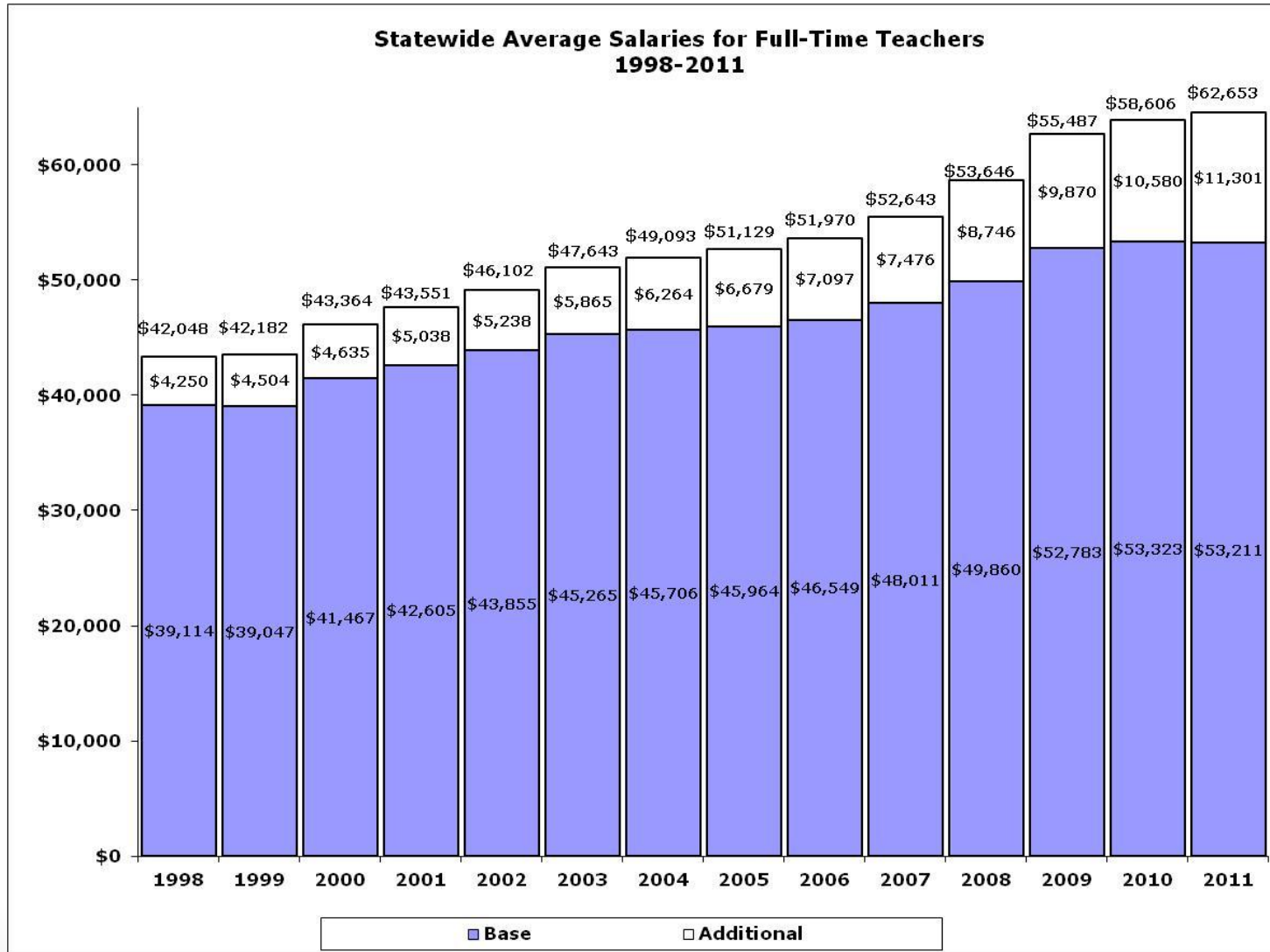
Office of Financial Management

House Office of Program Research

Senate Committee Services

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Salaries Are Paid From State and Local Funds



STATE TEACHER SALARY ALLOCATIONS

State Salary Allocation Methodology

Certificated Instructional Staff (CIS)



2011-12 State CIS Base Salary Allocations

– State LEAP Document 2

District's Total
CIS Base Salary

| District | CIS Base Salary | % Above Lowest |
|----------------------------|-----------------|----------------|
| Everett | \$35,058 | 5.0% |
| Orondo | \$34,990 | 4.8% |
| Northshore | \$34,788 | 4.2% |
| Marysville | \$34,687 | 3.9% |
| Puyallup | \$34,073 | 2.0% |
| Shaw Island | \$34,038 | 1.9% |
| Southside | \$33,904 | 1.5% |
| Lake Chelan | \$33,892 | 1.5% |
| Mukilteo | \$33,799 | 1.2% |
| Lopez Island | \$33,763 | 1.1% |
| Seattle | \$33,626 | 0.7% |
| Oak Harbor | \$33,618 | 0.6% |
| 283 Other Districts | \$33,401 | |

District's
Average
Staff Mix
Factor for
All CIS Staff

2011-12 Staff Mix Factor

- State LEAP Document 1

| Years of Service | BA+0 | BA+15 | BA+30 | BA+45 | BA+90 | BA+135 | MA+0 | MA+45 | MA+90 or Ph.D. |
|------------------|---------|---------|---------|---------|---------|---------|---------|---------|----------------|
| 0 | 1.00000 | 1.02701 | 1.05499 | 1.08304 | 1.17303 | 1.23099 | 1.19891 | 1.28891 | 1.34693 |
| 1 | 1.01346 | 1.04084 | 1.06918 | 1.09846 | 1.18939 | 1.24704 | 1.21224 | 1.30317 | 1.36079 |
| 2 | 1.02628 | 1.05393 | 1.08257 | 1.11411 | 1.20478 | 1.26303 | 1.22566 | 1.31632 | 1.37458 |
| 3 | 1.03950 | 1.06741 | 1.09636 | 1.12890 | 1.21940 | 1.27905 | 1.23838 | 1.32881 | 1.38850 |
| 4 | 1.05246 | 1.08160 | 1.11072 | 1.14439 | 1.23542 | 1.29551 | 1.25171 | 1.34274 | 1.40286 |
| 5 | 1.06585 | 1.09513 | 1.12454 | 1.16008 | 1.25077 | 1.31206 | 1.26526 | 1.35599 | 1.41728 |
| 6 | 1.07961 | 1.10825 | 1.13866 | 1.17597 | 1.26623 | 1.32785 | 1.27915 | 1.36942 | 1.43100 |
| 7 | 1.10379 | 1.13286 | 1.16367 | 1.20301 | 1.29461 | 1.35793 | 1.30517 | 1.39673 | 1.46008 |
| 8 | 1.13919 | 1.16984 | 1.20138 | 1.24398 | 1.33681 | 1.40246 | 1.34610 | 1.43896 | 1.50458 |
| 9 | | 1.20814 | 1.24125 | 1.28538 | 1.38038 | 1.44826 | 1.38747 | 1.48253 | 1.55041 |
| 10 | | | 1.28158 | 1.32891 | 1.42517 | 1.49532 | 1.43104 | 1.52733 | 1.59744 |
| 11 | | | | 1.37371 | 1.47207 | 1.54362 | 1.47584 | 1.57423 | 1.64574 |
| 12 | | | | 1.41708 | 1.52023 | 1.59391 | 1.52240 | 1.62236 | 1.69607 |
| 13 | | | | | 1.56956 | 1.64544 | 1.57060 | 1.67169 | 1.74756 |
| 14 | | | | | 1.61913 | 1.69890 | 1.62022 | 1.72451 | 1.80105 |
| 15 | | | | | 1.66126 | 1.74310 | 1.66233 | 1.76934 | 1.84788 |
| 16 or more | | | | | 1.69447 | 1.77794 | 1.69557 | 1.80472 | 1.88482 |

District's
CIS Salary
Allocation

2011-12 State CIS Salary Allocation Model

| Years of Service | BA+0 | BA+15 | BA+30 | BA+45 | BA+90 | BA+135 | MA+0 | MA+45 | MA+90 or Ph.D. |
|------------------|--------|--------|--------|--------|--------|--------|--------|--------|----------------|
| 0 | 33,401 | 34,303 | 35,238 | 36,175 | 39,180 | 41,116 | 40,045 | 43,051 | 44,989 |
| 1 | 33,851 | 34,765 | 35,712 | 36,690 | 39,727 | 41,652 | 40,490 | 43,527 | 45,452 |
| 2 | 34,279 | 35,202 | 36,159 | 37,212 | 40,241 | 42,186 | 40,938 | 43,966 | 45,912 |
| 3 | 34,720 | 35,653 | 36,620 | 37,706 | 40,729 | 42,722 | 41,363 | 44,384 | 46,377 |
| 4 | 35,153 | 36,127 | 37,099 | 38,224 | 41,264 | 43,271 | 41,808 | 44,849 | 46,857 |
| 5 | 35,600 | 36,578 | 37,561 | 38,748 | 41,777 | 43,824 | 42,261 | 45,291 | 47,339 |
| 6 | 36,060 | 37,017 | 38,032 | 39,279 | 42,293 | 44,352 | 42,725 | 45,740 | 47,797 |
| 7 | 36,868 | 37,839 | 38,868 | 40,182 | 43,241 | 45,356 | 43,594 | 46,652 | 48,768 |
| 8 | 38,050 | 39,074 | 40,127 | 41,550 | 44,651 | 46,844 | 44,961 | 48,063 | 50,254 |
| 9 | | 40,353 | 41,459 | 42,933 | 46,106 | 48,373 | 46,343 | 49,518 | 51,785 |
| 10 | | | 42,806 | 44,387 | 47,602 | 49,945 | 47,798 | 51,014 | 53,356 |
| 11 | | | | 45,883 | 49,169 | 51,558 | 49,295 | 52,581 | 54,969 |
| 12 | | | | 47,332 | 50,777 | 53,238 | 50,850 | 54,188 | 56,650 |
| 13 | | | | | 52,425 | 54,959 | 52,460 | 55,836 | 58,370 |
| 14 | | | | | 54,081 | 56,745 | 54,117 | 57,600 | 60,157 |
| 15 | | | | | 55,488 | 58,221 | 55,523 | 59,098 | 61,721 |
| 16 or more | | | | | 56,597 | 59,385 | 56,634 | 60,279 | 62,955 |

CIS Placement on the State LEAP 1 Salary Schedule (2009-10)

| Years of Service | BA+0 | BA+15 | BA+30 | BA+45 | BA+90 | BA+135 | MA+0 | MA+45 | MA+90 or Ph.D. | Total |
|------------------|-------------|-------------|-------------|-------------|--------------|-------------|--------------|--------------|----------------|---------------|
| 0 | 0.6% | 0.0% | 0.0% | 0.1% | 0.1% | 0.0% | 0.4% | 0.1% | 0.1% | 1.4% |
| 1 | 1.1% | 0.2% | 0.1% | 0.2% | 0.2% | 0.0% | 0.8% | 0.4% | 0.2% | 3.1% |
| 2 | 1.0% | 0.4% | 0.2% | 0.2% | 0.2% | 0.0% | 1.0% | 0.7% | 0.3% | 4.0% |
| 3 | 0.7% | 0.5% | 0.2% | 0.4% | 0.3% | 0.0% | 1.1% | 0.8% | 0.3% | 4.4% |
| 4 | 0.5% | 0.4% | 0.3% | 0.5% | 0.4% | 0.0% | 1.1% | 1.0% | 0.4% | 4.7% |
| 5 | 0.3% | 0.3% | 0.2% | 0.5% | 0.4% | 0.0% | 1.1% | 1.1% | 0.6% | 4.4% |
| 6 | 0.2% | 0.2% | 0.2% | 0.4% | 0.4% | 0.0% | 1.0% | 1.1% | 0.7% | 4.1% |
| 7 | 0.1% | 0.2% | 0.2% | 0.4% | 0.3% | 0.0% | 0.9% | 1.1% | 0.8% | 4.0% |
| 8 | 0.1% | 0.1% | 0.1% | 0.4% | 0.4% | 0.0% | 0.9% | 1.3% | 1.0% | 4.3% |
| 9 | 0.1% | 0.1% | 0.1% | 0.4% | 0.4% | 0.0% | 0.9% | 1.3% | 1.0% | 4.2% |
| 10 | 0.1% | 0.1% | 0.1% | 0.4% | 0.4% | 0.0% | 0.8% | 1.3% | 1.0% | 4.0% |
| 11 | 0.0% | 0.0% | 0.0% | 0.4% | 0.5% | 0.0% | 0.6% | 1.2% | 1.2% | 3.9% |
| 12 | 0.0% | 0.0% | 0.0% | 0.4% | 0.5% | 0.0% | 0.5% | 1.1% | 1.3% | 3.7% |
| 13 | 0.0% | 0.0% | 0.0% | 0.3% | 0.5% | 0.0% | 0.4% | 1.0% | 1.2% | 3.4% |
| 14 | 0.0% | 0.0% | 0.0% | 0.2% | 0.4% | 0.0% | 0.3% | 0.9% | 1.2% | 3.1% |
| 15 | 0.0% | 0.0% | 0.0% | 0.2% | 0.4% | 0.0% | 0.2% | 0.7% | 1.2% | 2.8% |
| 16 or more | 0.0% | 0.1% | 0.1% | 1.6% | 7.7% | 1.7% | 1.4% | 6.6% | 21.4% | 40.6% |
| Total | 4.9% | 2.6% | 2.0% | 6.8% | 13.5% | 1.7% | 13.2% | 21.5% | 33.8% | 100.0% |

National Board Bonus

- Annual bonus paid to teachers who attain certification by the National Board for Professional Teaching Standards
 - \$5,090 for base bonus
 - \$5,000 additional paid for NBCT teaching in a challenging school
- In 2010-11,
 - 4,835 NBCTs received a bonus
 - 1,319 were in a challenging school

LOCAL TEACHER SALARY SUPPLEMENTS

Supplemental Contracts

RCW 28A.400.200 (4) provides authority for supplemental contracts:

- “Salaries and benefits for certificated instructional staff may exceed the limitations in subsection (3) of this section only by separate contract for additional time, for additional responsibilities, for incentives, or for implementing specific measurable innovative activities, including professional development, specified by the school district to: (a) Close one or more achievement gaps, (b) focus on development of science, technology, engineering, and mathematics (STEM) learning opportunities, or (c) provide arts education.”

Supplemental Contracts

RCW 28A.400.200 (4) provides authority for supplemental contracts:

- “Supplemental contracts shall not cause the state to incur any present or future funding obligation.”
- “Supplemental contracts shall be subject to the collective bargaining provisions...”

Supplemental Pay

Examples of District Supplemental Compensation:

- Additional Work Days
- Professional Development Days
- Overload Pay
- Individual Learning Plans
- Incentive Pay Structures
 - Longevity/Retention Bonus
 - Signing Bonus and/or Early Commitment Bonus
 - Retirement Notification Bonus
 - Reimbursement of costs to seek National Board certification

Local Supplemental Pay

Examples of District Supplemental Compensation:

- Wide Variety of Other Duties and Assignments:
 - Curriculum Development
 - Department Heads
 - Professional Development Coordinators
 - Coaches and Supervisors of Student Activities
 - Assessment Coordination
 - High School and Beyond Plan Coordination
 - Etc.