

Date: February 17, 2005

To: Members of the House Subcommittee on Education Finance Structures

From: Representative Don Cox, Vice Chair, House Subcommittee on Education Finance Structures

Subject: **Workgroup on Administrator, Classified, and Grandfathered Teacher Salaries**

Representative Skip Priest and I met with stakeholders to discuss administrator, classified, and grandfathered teacher salary allocations. The following are the legislators' recommendations based on those discussions.

Certificated Administrator Salary Allocations

We recommend that administrator salary allocations be equalized across districts and be based on some rationale. Our preference is to base the allocations on: 1) the education and years of experience of administrators in each district on the teachers' salary grid, and 2) a responsibility index similar to the chart below.

Table 1

<u>Administrator Group</u>	Relation to Teacher Grid
District Superintendents	1.70
Deputy/Assistant Superintendents	1.65
Secondary Principals	1.60
Other District Administrators	1.55
Elementary Principals	1.55
Elementary Assistant Principals	1.40
Secondary Assistant Principals	1.40
Other School Administrators	1.35

The allocation for each formula administrator would be determined by placing each administrator in a district in the appropriate experience/education cell in the teacher salary grid and multiplying the salary in that cell by the appropriate multipliers as shown above. This methodology is similar to the way the state allocates teacher salary dollars.

There are several things to consider:

1. Getting started toward eliminating a thirty year problem is the first step.
2. A phase-in of the above grid could begin now and progress over succeeding biennia.
3. A more detailed examination of the indexes in relation to the teacher grid might need to take place before reaching the indexes in Table 1.

Classified Staff Salary Allocations

We have three recommendations related to classified staff salary allocations, based on input from the stakeholders.

1. Staffing Ratios

Increase the state-funded classified staffing ratio from the current 1 staff for every 60 students to the actual statewide average staffing ratios in basic education general apportionment, which is estimated to be staff for every 58.34 students (excluding enhancements for small schools and remote and necessary schools).

2. Equalize Salary Allocations

Equalize allocated classified staff salaries by bringing all districts up to the highest allocated salary over a four or six year period. (Seattle currently receives the highest allocation.)

3. Create a Task Force

The workgroup recognized that equalizing salary allocations would not address the gap between allocated and actual classified salaries, and discussed ways of ensuring that state allocations kept pace with changing district labor needs as well as changing labor market conditions over time. After much discussion, the legislators concluded that such a restructuring of the funding formula should be done more carefully and thoughtfully than current time frames allow. Therefore, we recommend the creation of a task force to develop a structure that would reflect current district work loads and salaries, and mechanisms by which the formula could be updated every four years to reflect changing district realities.

CIS Grandfathered Salaries

The state should finish the task of equalizing state allocations for teachers' salaries which was started but never completed in the 1980s. Thirty-four districts receive allocations for teachers' salaries that are higher than all other districts. The highest allocation is 6.34% higher than the statewide allocation. The longer the state waits to act on this recommendation the greater the disparity between grandfathered and non-grandfathered districts.

The option most favored by stakeholders was that of providing salary increases to non-grandfathered districts that are in addition to the salary increases provided to all districts under Initiative 732. Other options, which would require amending Initiative 732 and which were not supported by the group, included not funding I732 increases to grandfathered districts or funding partial increases to grandfathered districts while others received full increases.