

## Public Schools Compensation Adjustments Recommendation Summary

Dollars in Thousands	Annual FTEs	General Fund State	Other Funds	Total Funds
<b>2015-17 Estimated Expenditures</b>	<b>0.0</b>	<b>403,291</b>	<b>0</b>	<b>403,291</b>
<b>2017-19 Maintenance Level</b>	<b>0.0</b>	<b>29,643</b>	<b>393,852</b>	<b>423,495</b>
Difference from 2015-17	0.0	-373,648	393,852	20,204
% Change from 2015-17		-92.6%		5.0%
<b>Policy Other Changes:</b>				
1. Educator Training *	0.0	0	331,892	331,892
2. Paraeducator Training *	0.0	0	1,236	1,236
3. Support for Low-Income Students *	0.0	0	8,925	8,925
4. Student Support Staff *	0.0	0	56,581	56,581
5. Highly Capable *	0.0	0	636	636
<b>Policy -- Other Total</b>	<b>0.0</b>	<b>0</b>	<b>399,270</b>	<b>399,270</b>
<b>Policy Comp Changes:</b>				
6. Competitive Salaries K-12 Employees *	0.0	0	2,406,027	2,406,027
7. Health Insurance Benefits	0.0	138,049	0	138,049
<b>Policy -- Comp Total</b>	<b>0.0</b>	<b>138,049</b>	<b>2,406,027</b>	<b>2,544,076</b>
<b>Total Policy Changes</b>	<b>0.0</b>	<b>138,049</b>	<b>2,805,297</b>	<b>2,943,346</b>
<b>2017-19 Policy Level</b>	<b>0.0</b>	<b>167,692</b>	<b>3,199,149</b>	<b>3,366,841</b>
Difference from 2015-17	0.0	-235,599	3,199,149	2,963,550
% Change from 2015-17		-58.4%		734.8%

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### **POLICY CHANGES**

#### **1. Educator Training \***

Effective professional learning enables educators to acquire and apply the knowledge, skills, practices and dispositions needed to help students learn and achieve at higher levels. The salary schedule for certificated instructional staff is enhanced to include 30 hours in the 2017-18 school year and 80 hours in the 2018-19 school year of professional learning and collaboration as defined in Chapter 77, Laws of 2016. The use of this professional learning time shall be directed by school districts and include training related to closing achievement gaps, increasing cultural competency and supporting students' social and emotional learning. (Education Legacy Trust Account-State)

#### **2. Paraeducator Training \***

Paraeducators provide integral instructional support in programs designed to reduce the opportunity gap. By providing training and professional development for paraeducators, students in these programs have a better chance of succeeding in the classroom. The paraeducator allocation is enhanced to account for an additional 20 hours in the 2017-18 school year and 40 hours in the 2018-19 school year of professional learning. (Education Legacy Trust Account-State)

#### **3. Support for Low-Income Students \***

The Learning Assistance Program (LAP) offers research-based supplemental services for K–12 students scoring below grade-level standards in English language arts (ELA) and mathematics. These services focus on accelerating student growth to make progress towards grade level. To make progress in closing the opportunity gap, the program is enhanced from 2.3975 hours per week to 2.5 hours per week in the 2017-18 school year and 2.75 hours per week in the 2018-19 school year. (Education Legacy Trust Account-State)

#### **4. Student Support Staff \***

Nonclassroom-based professionals in schools help prepare students for learning by addressing their academic, social and emotional needs. Allocations are increased by 1.0 FTE per prototypical school in the 2017-18 school year in half of all schools beginning with the highest poverty schools and in all schools in the 2018-19 school year. The enhancement is intended to increase values in the prototypical school model for school nurses, social workers, school psychologists, guidance counselors and family engagement coordinators (RCW 28A.150.260). (Education Legacy Trust Account-State)

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### **5. Highly Capable \***

Allocations for the highly capable program are increased to offer additional instruction for 2.5 percent of basic education students in the program in the 2017–18 school year and 2.75 percent of students in the 2018–19 school year. By law, the current allocation serves 2.237 percent of basic education students. This increase, combined with increased salary allocations, ensures districts are not dependent on local levies to serve these students. (Education Legacy Trust Account-State)

### **6. Competitive Salaries K-12 Employees \***

Chapter 3, Laws of 2016, committed the state to fully fund its program of basic education as defined in statute and to eliminate school district dependence on local levies for implementation of the state's program of basic education. When combined with the allocations in item "SAB Teacher and ESA Training," the beginning educator salary is \$44,975 in the 2017-18 school year and \$54,587 in the 2018-19 school year. Salary allocations for certificated instructional staff are sufficient for ten months of usual and customary work during the school year plus an additional 30 hours in the 2017-18 school year and 80 hours in the 2018-19 school year of effective professional learning as defined in Chapter 77, Laws of 2016. Twelve-month salary allocations for certificated administrative staff are \$78,395 in the 2017-18 school year and \$114,612 in the 2018-19 school year. The per full-time equivalent twelve-month salary allocations for classified staff units are \$39,457 in the 2017-18 school year and \$52,908 in the 2018-19 school year. (Education Legacy Trust Account-State)

### **7. Health Insurance Benefits**

The state-funded health benefit rate for state-funded certificated instructional staff and certificated administrative staff is increased from a monthly rate of \$780 to \$835.96 in the 2017-18 school year and \$848.91 in the 2018-19 school year. The monthly rate for state-funded classified staff is increased from \$898.56 to \$963.03 in the 2017-18 school year and \$977.94 in the 2018-19 school year. The rate increase for state-funded classified staff includes the impact of the classified benefit factor. (General Fund-State)