

WASBO

E2SSB 6195

School District Data Collection

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E2SSB 6195 – Section 3

WSIPP shall contract, in consultation with the task force, professional consulting services to:

1. Collect K-12 public school staff total compensation data, and within that data, provide:
 - **An analysis of the compensation paid in addition to the basic education salary allocation;**
 - **Source of funding; and**
 - **The duties, uses, or categories for which that compensation is paid.**
2. Identify market rate salaries for each of the PSM staffing types.
3. Provide analysis regarding local labor market adjustment formulas.

OSPI must collect, and school districts must provide, compensation data necessary to implement this section with sufficient time for the consultant to accomplish the work.

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Basic Education vs. Supplemental Salary

Base Salary – Basic Education

Determined by the employment contract.
Typically, matches the state salary allocation model.

Supplemental Salary

Typically, provided for a measurable and deliverable product or service beyond the base contract. (TRII, supplemental, stipends)

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OSPI proposes the following definitions of the **categories**, **duties**, and **uses** for Certificated Instructional Staff (CIS)

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Duties, Uses, and Categories of Supplemental Salaries- CIS

Deemed Done:

Work not requiring documentation of additional time, responsibility, or incentive including:

- Degrees / Credits
- Experience
- Longevity
- Hard-to-staff positions
- Professional responsibility stipend
- Other (please describe)

Professional Development:

Paid professional development time: Developing, Delivering, & Receiving including:

- Support for pursuing professional certification (including NBPTS)
- Professional Learning Communities
- District-directed Professional Development days
- Self-directed Professional Development days
- Other Professional Development Contracts (please describe)

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Duties, Uses, and Categories of Supplemental Salaries- CIS

Time outside of 180-day school year

Time that is above the normal 180 day school year that is not for professional development such as:

- Classroom preparation/Wrap-up
- Extra days before or after school year (not classroom prep)
- Summer School
- Other (please describe)

Time outside of regular school day

Additional contractual paid time outside of a normal school day including:

- Parent-Teacher conferences
- Open house
- Staff meetings
- Home visits
- Attending student dances, sporting events / concerts / theater / other performances
- Tutoring
- Zero period
- Special Education IEP
- Student Assessment
- Other (Please Describe)

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Duties, Uses, and Categories of Supplemental Salaries- CIS

Additional Responsibilities Other

Additional duties outside of regular school day responsibilities including:

- Class Size Overload
- Self-contained Special Education classroom
- Department head
- Technology leader
- Emergency Preparedness
- Mentoring
- Curriculum development
- Developing school Improvement plans
- Academic advising
- Leadership stipend
- Extracurricular

All other items that we have not included that do not fall into of the categories above.

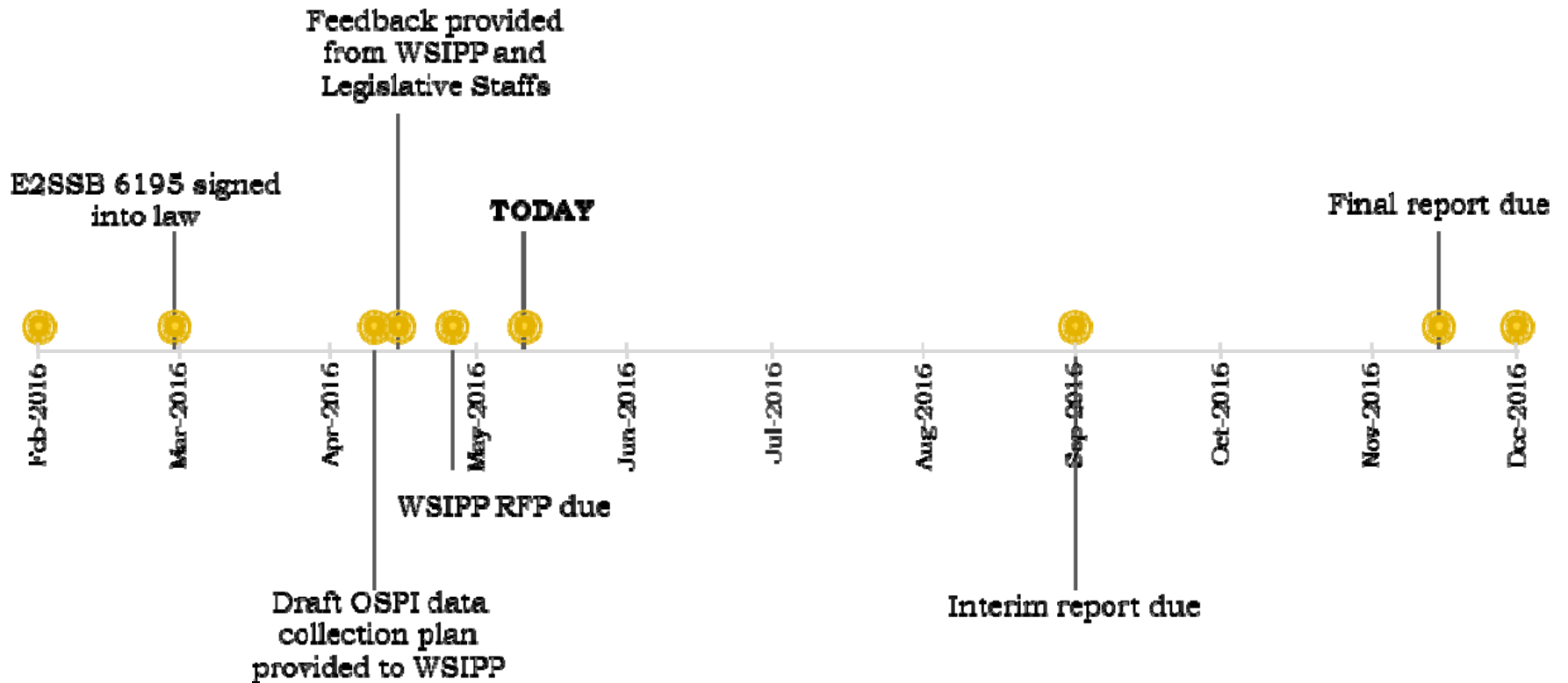
- Planning period buyouts
- Shift differential pay
- Paid holidays / vacation / sick leave buyouts
- Classroom supplies stipend
- Fieldtrips
- Data entry
- Other (Please Describe)

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OSPI proposes to collect school district **revenue to expenditure** data at the program level.

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E2SSB 6195 Timeline



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Next Steps

Pending task force approval

- ▶ OSPI will work with WSIPP and the contractor to determine the appropriate sample size.
- ▶ If no significant changes are needed to the categories, data collection can begin within 2 weeks.
- ▶ OSPI will receive, check, and clean school district data to ensure the format is acceptable to WSIPP contractor.
- ▶ The data will be provided to WSIPP contractor, OFM, and this Task Force.

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