

# Salary Grid Workgroup

November 16, 2017

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# Agenda

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- 9:00-9:10            Agenda Overview
- 9:10-9:40            Status of Educator Licensure  
*Professional Educator Standards Board*
- 9:40-10:00          Debrief Educator Licensure  
*Maria Flores*
- 10:00-11:00        Review 4 Salary Allocation Models  
*Michelle Matakas*
- 11:00-11:45        Discussion of Proposed Models  
*Maria Flores*
- 11:45-12:00        Option-to call the vote or outline needs for 11/27 vote



# Status of Educator Licensure

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9:10-9:40



# Debrief Educator Licensure

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9:40-10:00



# Review 4 Salary Allocation Models

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10:00-11:00



# Staffing Grid

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- This shows how current certificated instructional staff (FTE) from the Preliminary S275, school year 2016-17 would fall in this staffing grid
- For illustration purposes, initial and middle career certification levels were based on 1<sup>st</sup> and 2<sup>nd</sup> tier from the 2015-17 Governor's budget language. The advanced certification level are national board certificated instructional staff.
- At an individual level, the staff at the highest risk to be on the losing end of the new grid:
  - Those with masters level education but no additional certifications
  - Staff with additional college credit hours, no additional certifications



**STAFFING GRID - Preliminary S275 Staff (FTE) School Year 2016-17**

Year of Teaching	Minimum Years of Experience	Residency/ Initial Certification Level		Middle Career / Continuing Certification		Advanced Career / Certification	
		Bachelor's Degree	Advanced Degree	Bachelor's Degree	Advanced Degree	Bachelor's Degree	Advanced Degree
		FTE	FTE	FTE	FTE	FTE	FTE
1st	0	6,821.2	12,892.6	2,585.9	3,045.7	121.8	532.3
2nd	1						
3rd	2						
4th	3						
5th	4						
6th	5						
7th	6	2,717.6					
8th	7						
9th	8						
10th+	9 or more						



# Model #1

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- The staff mix in this version is the same as the model in the Compensation Technical Workgroup with the exception of the additional square for the 10% mandatory increase after the first five years.
- Set the starting salary to \$40,000; the ending salary then flowed through to be \$67,185
- The Average salary using current certificated instructional staffing in the Preliminary S275 for School Year 2016-17 for this model is \$54,809



**MODEL VERSION #1; Average Salary \$54,809**

		Residency/ Initial Certification Level				Middle Career / Continuing Certification				Advanced Career / Certification			
Year of Teaching	Minimum Years of Experience	Bachelor's Degree		Advanced Degree		Bachelor's Degree		Advanced Degree		Bachelor's Degree		Advanced Degree	
		Factor	Increase	Factor	Increase	Factor	Increase	Factor	Increase	Factor	Increase	Factor	
		1st	0	\$40,000 1.0000	18.0%	\$47,200 1.1800							
2nd	1												
3rd	2												
4th	3												
5th	4												
6th	5	\$44,000 1.1000	18.0%	\$47,200 1.1800	20.0%	\$48,000	8.0%	\$51,840	8.0%	\$51,840	8.0%	\$55,987	
7th	6												
8th	7												
9th	8												
10th+	9 or more				20.0%	\$57,600	8.0%	\$62,208	8.0%	\$62,208	8.0%	\$67,185	
						1.4400	8.0%	1.5552	8.0%	1.5552	8.0%	1.6796	



# Model #2

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- As in Model #1, the staff mix in this version is also the same as the model in the Compensation Technical Workgroup with the exception of the additional square for the 10% mandatory increase after the first five years.
- Set the ending salary to \$90,000; the beginning salary then flowed through to be \$53,584
- The Average salary using current certificated instructional staffing in the Preliminary S275 for School Year 2016-17 for this model is \$73,422



**MODEL VERSION #2; Average Salary \$73,422**

		Residency/ Initial Certification Level				Middle Career / Continuing Certification				Advanced Career / Certification			
Year of Teaching	Minimum Years of Experience	Bachelor's Degree		Advanced Degree		Bachelor's Degree		Advanced Degree		Bachelor's Degree		Advanced Degree	
		Factor	Increase	Factor	Increase	Factor	Increase	Factor	Increase	Factor	Increase	Factor	Increase
		1st	0	\$53,584	18.0%	1.0000	\$63,229	20.0%	\$64,301	8.0%	\$69,445	8.0%	\$69,445
2nd	1												
3rd	2												
4th	3												
5th	4	\$58,943	18.0%	1.1800	\$63,229	20.0%	\$64,301	8.0%	\$69,445	8.0%	\$69,445	8.0%	\$75,000
6th	5												
7th	6												
8th	7												
9th	8	1.1000	18.0%	1.1800	\$63,229	20.0%	\$64,301	8.0%	\$69,445	8.0%	\$69,445	8.0%	\$75,000
10th+	9 or more												



# Model #3

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- Set the starting salary to \$40,000 and the end salary to \$90,000
- Adjusted the two middle tier increases in order to fit staffing grid into the EHB 2242 minimum and maximum salary range
- The Average salary using current certificated instructional staffing in the Preliminary S275 for School Year 2016-17 for this model is \$62,158



**MODEL VERSION #3; Average Salary \$62,158**

		Residency/ Initial Certification Level				Middle Career / Continuing Certification				Advanced Career / Certification			
Year of Teaching	Minimum Years of Experience	Bachelor's Degree		Advanced Degree		Bachelor's Degree		Advanced Degree		Bachelor's Degree		Advanced Degree	
		Factor	Increase	Factor	Increase	Factor	Increase	Factor	Increase	Factor	Increase	Factor	
		1st	0	1.0000	18.0%	1.0000	30.0%	\$52,000	8.0%	\$56,160	22.0%	\$63,440	8.0%
2nd	1												
3rd	2												
4th	3												
5th	4	1.1000	18.0%	\$47,200	30.0%	\$52,000	8.0%	\$56,160	22.0%	\$63,440	8.0%	\$68,515	
6th	5												
7th	6												
8th	7												
9th	8	1.1000	18.0%	1.1800	30.0%	\$67,600	8.0%	\$73,008	22.0%	\$82,472	9.1%	\$90,000	
10th+	9 or more												



# Model #4

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- As in Model #3, Set the starting salary to \$40,000 and the end salary to \$90,000
- Used the output of the Staffing Grid to adjust growth percentages and bring up average salary to be closer to EHB 2242 state paid average salary
- The Average salary using current certificated instructional staffing in the Preliminary S275 for School Year 2016-17 for this model is \$64,060



**MODEL VERSION #4; Average Salary \$64,060**

Year of Teaching	Minimum Years of Experience	Residency/ Initial Certification Level				Middle Career / Continuing Certification				Advanced Career / Certification			
		Bachelor's Degree		Advanced Degree		Bachelor's Degree		Advanced Degree		Bachelor's Degree		Advanced Degree	
		Factor	Increase	Factor	Increase	Factor	Increase	Factor	Increase	Factor	Increase	Factor	
1st	0	\$40,000	22.0%	1.0000									
2nd	1												
3rd	2												
4th	3												
5th	4	\$44,000	22.0%	1.2200	30.0%	\$52,000	11.0%	\$57,720	25.0%	\$65,000	6.5%	\$69,225	
6th	5					1.3000		1.4430		1.6250		1.7306	
7th	6												
8th	7												
9th	8	1.1000											
10th+	9 or more				30.0%	\$67,600	14.0%	\$77,064	25.0%	\$84,500	6.5%	\$90,000	



# Discussion of Proposed Models

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11:00-11:45



# Option: Call the Vote or Outline Items Necessary for 11/27

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11:45-12:00



# Thank you!

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# Washington State Second Tier Licensure

Update from the Professional Educator  
Standards Board

Maren Johnson

[maren.johnson@k12.wa.us](mailto:maren.johnson@k12.wa.us) (360) 725-6264

Program Manager

Policy Development, Educator Credentialing, and Continuing Education



## Optional Second Tier Licensure:

- Second tier licensure is **optional** for all educator roles, with the exception of of CTE teachers, who are required to pursue a continuing certificate.
- Second tier licensure is currently **available** for all roles with the exception of principals and program administrators.

# Second Tier Licensure for Teachers and CTE Teachers

# Teachers:

## To move from a residency to a professional

- Pass **ProTeach** or hold a valid **National Board certificate** issued by NBPTS
- There are four more ProTeach submission dates available: Jan. 31, 2018; June 28, 2018; Jan. 31, 2019, and June 28, 2019. Scores available approximately two months after submission.
- Candidates have until Dec. 31, 2019 to download their score reports.

## For Teachers:

**Undated Residency  
Certificate**  
Valid until teacher has 1.5 FTE experience  
over at least 2 years

**Residency Renewal:**

- 100 Clock Hours
- **OR** four PGPs in five years
- **OR** combine clock hours and PGPs. Each PGP worth 25 clock hours

Holders of STEM area endorsements complete the **STEM renewal requirement** every five years.

**Five-Year  
Residency  
Teacher  
Certificate**

**Optional  
Professional  
Certification**

- ProTeach** (through December 2019)
- National Board Certification**

# CTE Teachers

## To move from an initial to a continuing:

- Two years of teaching experience in the CTE area
- CTE teachers with an initial certificate are required to move to a continuing certificate within ten years--they must complete 90 clock hours or the equivalent in credits or PGP, all in the CTE area, within this time frame.

## For CTE Teachers:

### Initial CTE Certificate

Valid for Four Years



### Initial Renewal CTE Certificate

Valid for Three Years



### Initial Renewal CTE Certificate

Valid for Three Years

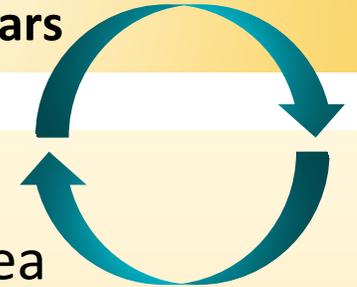
Prior to end of initial timeline:

## Obtain a Continuing CTE Certificate

- 90 clock hours (CH) or equivalent in CTE area
- **OR** National Board certificate
- **AND** two years teaching experience in CTE area

### Continuing CTE Certificate

Valid for Five Years



#### Renewal of Continuing:

- 60 clock hours (CH) in CTE area
- **OR** 30 CH in CTE area + 30 CH in technical education/upgrading
- **OR** 30 CH in CTE area + 300 hours industry experience
- **OR** valid National Board certificate
- **OR** PGPs equivalent to the clock hours
- **AND** STEM and TPEP cert requirements

# Second Tier Licensure for Educational Staff Associates (ESAs)

# School Counselor:

To move from a **residency to a professional** certificate:

- Hold a valid National Board Certificate issued by the NBPTS.
- Complete a PESB approved suicide prevention training within the previous five years.

To move from a **residency or initial to a continuing** certificate:

- Complete 150 clock hours or the equivalent in credits based on the school counselor performance domains
- Complete a PESB approved suicide prevention training within the previous five years.
- Complete 180 days of experience in the role

# School Psychologist

To move from a **residency to a professional** certificate:

- Hold a Nationally Certified School Psychologist (NCSP) certificate issued by the National Association of School Psychologists (NASP).
- Complete a PESB approved suicide prevention training within the previous five years.

To move from a **residency or initial to a continuing** certificate:

- Complete 150 clock hours or the equivalent in credits based on the school psychologist performance domains
- Complete a PESB approved suicide prevention training within the previous five years.
- Complete 180 days of experience in the role

# For School Counselors and School Psychologists:

**Undated Residency  
Certificate**  
Valid until ESA has 2 years of  
experience in the role

**Residency Renewal:**

- 100 Clock Hours
- **OR** four PGPs in five years
- **OR** combine clock hours and PGPs. Each PGP worth 25 clock hours

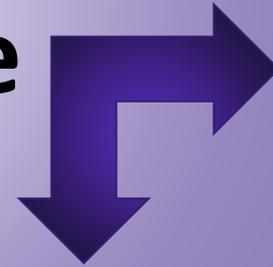
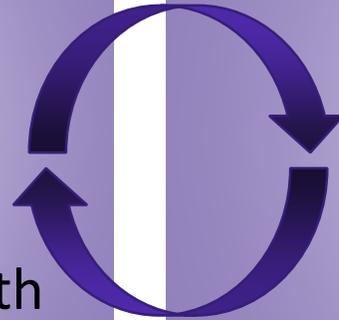
Clock hours and PGPs for renewal must be aligned to the school counselor or school psychologist domains.

**Five-Year  
Residency ESA  
Certificate**

**Optional  
Professional  
Certificate:**

- For school counselors: National Board Certification from NBPTS
- For school psychologists: National Certification from NASP

**Optional  
Continuing  
Certificate:** 150 clock hours based on school counselor or school psychologist domains.



# Second tier licensure for OTs, PTs, SLPs, School Social workers, and School Nurses

The following is a summary of requirements above and beyond the first tier requirements. For example, a master's degree is required for initial certification of many of the ESA roles, but is not listed here as completing the master's would be required prior to obtaining the initial certificate.

## School Occupational Therapist:

To move from an **initial to a continuing:**

- Complete at least 15 quarter/ten semester credits of college/university course work beyond the baccalaureate degree in education, occupational therapy, or other health sciences. (Not clock hours or CEUs.)
- Hold a valid Washington State license (issued by the Department of Health) as an occupational therapist.
- Complete 180 days of experience in the role.

## School Physical Therapist:

To move from an **initial to a continuing:**

- Complete at least 15 quarter/ten semester credits of college/university course work beyond the baccalaureate degree in education, physical therapy, or other health sciences. (Not clock hours or CEUs.)
- Hold a valid Washington State license (issued by the Department of Health) as a physical therapist.
- Complete 180 days of experience in the role

## School Social Worker:

To move from an **initial or residency to a continuing:**

- Complete an annual professional growth plan since earning the initial certificate, OR fifteen quarter hours or one hundred fifty clock hours specific to the role of the school social worker.
- Complete a PESB approved suicide prevention training within the previous five years.
- Complete 180 days of experience in the role

## School Speech-Language Pathologist or Audiologist

To move from an **initial to a continuing:**

- Hold a master's degree in speech pathology or audiology from a college or university program accredited by ASHA (required for initial), OR hold a valid ASHA Certificate of Clinical Competence.
- Complete 180 days of experience in the role

# School Nurse:

To move from an **initial to a continuing**:

- Complete 45 quarter/30 semester credits of post-baccalaureate college/university coursework in education, nursing, or other health sciences. (Not clock hours or CEUs.)
- Complete a PESB approved suicide prevention training within the previous five years.
- Hold a valid Washington State license (issued by the Department of Health) as a registered nurse (RN).
- Complete 180 days of experience in the role

# Second Tier Licensure for Administrators

Principals, Program Administrators, and Superintendents

## Principals and Program Administrators:

- Principals and program administrators have **no options** to pursue a professional or continuing certificate.

## Superintendents:

To move from an **initial to a continuing**:

- 60 quarter hours (40 semester hours) of graduate coursework in education completed after the baccalaureate degree, OR hold a doctorate in education.
- 180 days of service as a superintendent, assistant superintendent, or deputy superintendent

# For Principals and Program Administrators

**Undated Residency  
Certificate**  
Valid until administrator has 2 years of  
experience in the role

**Residency Renewal:**

- 100 Clock Hours
- OR four PGPs in five years
- OR combine clock hours and PGPs. Each PGP worth 25 clock hours

**Five-Year  
Residency  
Administrator  
Certificate**



No options after  
residency  
certification  
currently  
available

**MODEL VERSION #1; Average Salary \$54,809**

		Residency/ Initial Certification Level			Middle Career / Continuing Certification				Advanced Career / Certification			
Year of Teaching	Minimum Years of Experience	Bachelor's Degree	Advanced Degree		Bachelor's Degree		Advanced Degree		Bachelor's Degree		Advanced Degree	
		Factor	Increase	Factor	Increase	Factor	Increase	Factor	Increase	Factor	Increase	Factor
1st	0	<b>\$40,000</b> 1.0000	18.0%	<b>\$47,200</b> 1.1800	20.0%	<b>\$48,000</b> 1.2000	8.0%	<b>\$51,840</b> 1.2960	8.0%	<b>\$51,840</b> 1.2960	8.0%	<b>\$55,987</b> 1.3997
2nd	1											
3rd	2											
4th	3											
5th	4											
6th	5											
7th	6	<b>\$44,000</b> 1.1000	18.0%	<b>\$47,200</b> 1.1800	20.0%	<b>\$48,000</b> 1.2000	8.0%	<b>\$51,840</b> 1.2960	8.0%	<b>\$51,840</b> 1.2960	8.0%	<b>\$55,987</b> 1.3997
8th	7											
9th	8											
10th+	9 or more				20.0%	<b>\$57,600</b> 1.4400	8.0%	<b>\$62,208</b> 1.5552	8.0%	<b>\$62,208</b> 1.5552	8.0%	<b>\$67,185</b> 1.6796

**MODEL VERSION #2; Average Salary \$73,422**

		Residency/ Initial Certification Level			Middle Career / Continuing Certification				Advanced Career / Certification			
Year of Teaching	Minimum Years of Experience	Bachelor's Degree	Advanced Degree		Bachelor's Degree		Advanced Degree		Bachelor's Degree		Advanced Degree	
		Factor	Increase	Factor	Increase	Factor	Increase	Factor	Increase	Factor	Increase	Factor
1st	0	<b>\$53,584</b> 1.0000	18.0%	<b>\$63,229</b> 1.1800	20.0%	<b>\$64,301</b> 1.2000	8.0%	<b>\$69,445</b> 1.2960	8.0%	<b>\$69,445</b> 1.2960	8.0%	<b>\$75,000</b> 1.3997
2nd	1											
3rd	2											
4th	3											
5th	4											
6th	5											
7th	6	<b>\$58,943</b> 1.1000	18.0%	<b>\$63,229</b> 1.1800	20.0%	<b>\$64,301</b> 1.2000	8.0%	<b>\$69,445</b> 1.2960	8.0%	<b>\$69,445</b> 1.2960	8.0%	<b>\$75,000</b> 1.3997
8th	7											
9th	8											
10th+	9 or more				20.0%	<b>\$77,161</b> 1.4400	8.0%	<b>\$83,334</b> 1.5552	8.0%	<b>\$83,334</b> 1.5552	8.0%	<b>\$90,000</b> 1.6796

**MODEL VERSION #3; Average Salary \$62,158**

		Residency/ Initial Certification Level		Middle Career / Continuing Certification				Advanced Career / Certification				
Year of Teaching	Minimum Years of Experience	Bachelor's Degree	Advanced Degree		Bachelor's Degree		Advanced Degree		Bachelor's Degree		Advanced Degree	
		Factor	Increase	Factor	Increase	Factor	Increase	Factor	Increase	Factor	Increase	Factor
1st	0	<b>\$40,000</b> 1.0000	18.0%	<b>\$47,200</b> 1.1800	30.0%	<b>\$52,000</b> 1.3000	8.0%	<b>\$56,160</b> 1.4040	22.0%	<b>\$63,440</b> 1.5860	8.0%	<b>\$68,515</b> 1.7129
2nd	1											
3rd	2											
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5th	4											
6th	5											
7th	6	<b>\$44,000</b> 1.1000	18.0%	<b>\$47,200</b> 1.1800	30.0%	<b>\$52,000</b> 1.3000	8.0%	<b>\$56,160</b> 1.4040	22.0%	<b>\$63,440</b> 1.5860	8.0%	<b>\$68,515</b> 1.7129
8th	7											
9th	8											
10th+	9 or more				30.0%	<b>\$67,600</b> 1.6900	8.0%	<b>\$73,008</b> 1.8252	22.0%	<b>\$82,472</b> 2.0618	9.1%	<b>\$90,000</b> 2.2500

**MODEL VERSION #4; Average Salary \$64,060**

		Residency/ Initial Certification Level		Middle Career / Continuing Certification				Advanced Career / Certification				
Year of Teaching	Minimum Years of Experience	Bachelor's Degree	Advanced Degree		Bachelor's Degree		Advanced Degree		Bachelor's Degree		Advanced Degree	
		Factor	Increase	Factor	Increase	Factor	Increase	Factor	Increase	Factor	Increase	Factor
1st	0	<b>\$40,000</b> 1.0000	22.0%	<b>\$48,800</b> 1.2200	30.0%	<b>\$52,000</b> 1.3000	11.0%	<b>\$57,720</b> 1.4430	25.0%	<b>\$65,000</b> 1.6250	6.5%	<b>\$69,225</b> 1.7306
2nd	1											
3rd	2											
4th	3											
5th	4											
6th	5											
7th	6	<b>\$44,000</b> 1.1000	22.0%	<b>\$48,800</b> 1.2200	30.0%	<b>\$52,000</b> 1.3000	11.0%	<b>\$57,720</b> 1.4430	25.0%	<b>\$65,000</b> 1.6250	6.5%	<b>\$69,225</b> 1.7306
8th	7											
9th	8											
10th+	9 or more				30.0%	<b>\$67,600</b> 1.6900	14.0%	<b>\$77,064</b> 1.9266	25.0%	<b>\$84,500</b> 2.1125	6.5%	<b>\$90,000</b> 2.2500

**STAFFING GRID - Preliminary S275 Staff (FTE) School Year 2016-17**

		Residency/ Initial Certification Level		Middle Career / Continuing Certification		Advanced Career / Certification	
Year of Teaching	Minimum Years of Experience	Bachelor's Degree	Advanced Degree	Bachelor's Degree	Advanced Degree	Bachelor's Degree	Advanced Degree
		FTE	FTE	FTE	FTE	FTE	FTE
1st	0	6,821.2	12,892.6	2,585.9	3,045.7	121.8	532.3
2nd	1						
3rd	2						
4th	3						
5th	4						
6th	5						
7th	6	2,717.6					
8th	7						
9th	8						
10th+	9 or more			6,915.8	23,437.0	684.9	4,623.0