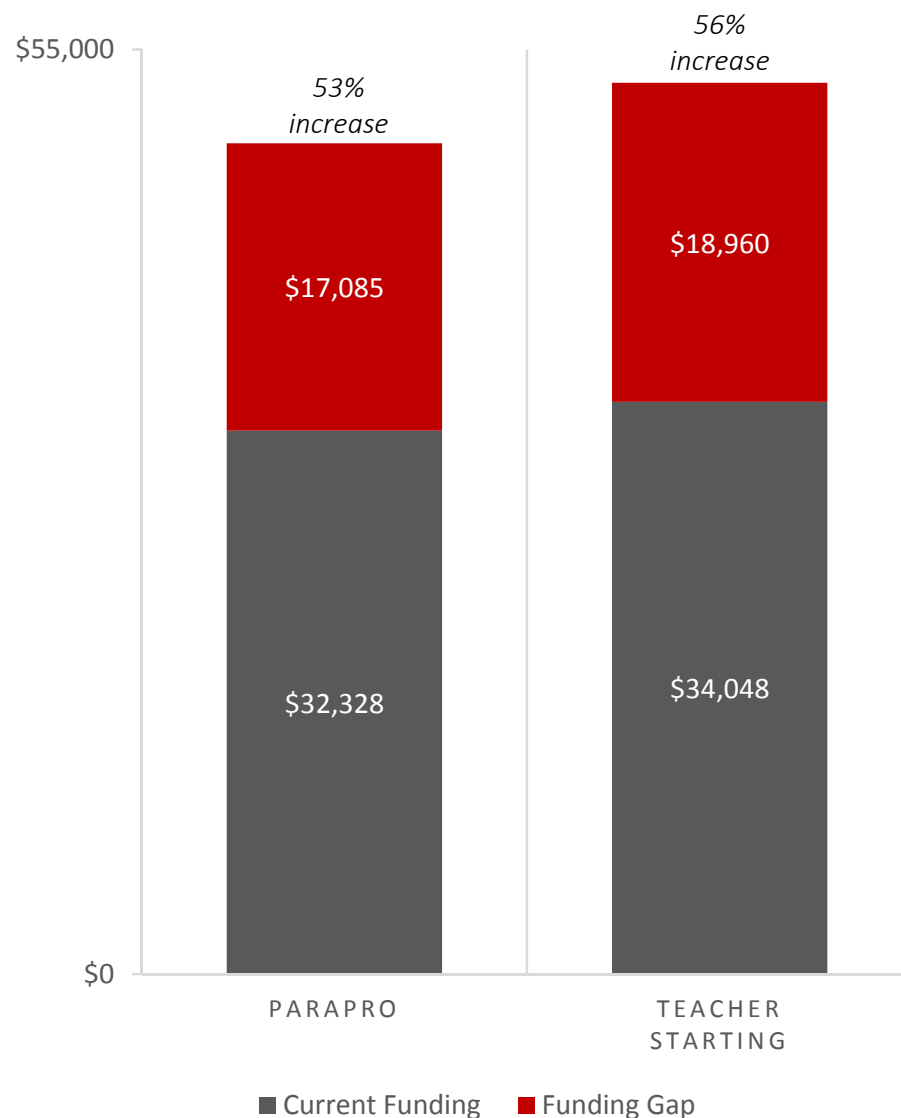


Recommendations from the state Compensation Technical Work Group call for increased salaries for education support professionals and increased **funding** of starting teacher salaries.

2014-15 Current Funding vs.
Estimated 2015-16 Comparable Wage¹ Funded Salary



Notes:

1. CTWG Final Report, June 2012 -- <http://www.k12.wa.us/Compensation/CompTechWorkGroupReport/CompTechWorkGroup.pdf>
2. Funded comparable wage **excludes** per diem pay for 10 professional development days for certificated instructional staff.
3. Assumes full implementation beginning in 2011-12, adjusted for COLA through 2015-16.
4. Washington ERFC, June 2014, Table A1.3 -- <http://www.erfc.wa.gov/forecast/documents/t0614.pdf>
5. "Teacher" is inclusive of teachers and other certificated instructional staff, such as librarians, nurses, social workers, psychologists, PT/OT/SLP and counselors.
6. Funding for teacher at BA, 0 years experience is for base starting salary.
7. Funding for classified is an "average" funded salary allocation based on 1.0 FTE -- 2,080 hours (8 hour day x 260 days a year).