

**K-12 Basic Education Compensation Advisory Committee  
November 30, 2021 (Zoom)  
Meeting Summary**

Committee members present: Brandy Strait, Denise Reddinger, Kayalyn Stewart, Keri Hutchins, Lyn Nakashima, Michelle Scott, Naila Prieto-Duval, Nancy Chamberlain, Shawn Brehm, Shawn Lewis (Committee Chair), Shreya Shaji, Tom Seigel

Time	Agenda Item	Summary
3 pm	Land Acknowledgement, Welcome and Introductions	Committee Chair, Shawn Lewis led the land acknowledgement, welcome and introductions for Committee members.
3:20	Objectives of the Committee – Review Authorizing Statute	<p>Shawn went through the draft meeting norms, objectives, and authorizing legislation with the Committee as outlined below.</p> <p><b>Draft Committee meeting norms include:</b></p> <ul style="list-style-type: none"> <li>• Stay engaged</li> <li>• Speak your truth (knowing it’s only part of the truth)</li> <li>• Experience discomfort</li> <li>• Expect and accept non-closure</li> <li>• Confidentiality</li> <li>• Intent vs Impact</li> <li>• Share the airtime: Step up, step back</li> <li>• If you wonder, ask. Ask the hard questions.</li> <li>• Disagree with the idea, not the person</li> <li>• Assume positive intent</li> <li>• Have Fun</li> <li>• When you have the camera off and step away—please let others know (via chat please)</li> <li>• “Raise Hand” to provide comments/thoughts</li> </ul>

Shawn offered opportunity for Committee members to offer edits. No edits were received.

**Objectives and Authorizing Legislation:**

- Advisory, not decision making
- Develop recommendations to the Governor and legislature that supports recruiting and retaining a multicultural educator workforce, including but not limited to:
  - ✓ Compensation updates based on a comparable wage data analysis;
  - ✓ Updates to regionalization data, including consideration of a hedonic wage model and other improvements to better reflect regional differences, address differences in recruiting and retention, incorporate data from neighboring communities in other states where appropriate, and mitigate boundary effects of regionalization policies;
  - ✓ Adjustments to inflationary factors used in state budgeting if the inflation documented through the comparable wage analysis is significantly different than the inflation that had been funded in state budgets since the last comparable wage analysis;
- Minimum recommendations to include:
  - ✓ Analysis of workforce needs, including identification of hard to recruit/retain positions and strategies to address those workforce needs;
  - ✓ Compensation adjustments to promote equity considerations, which could include additional compensation to attract and retain educators in school districts with fewer resources from combined state and local dollars per student, adjustments to institutional education compensation, and additional compensation tied to complex need factors of schools; and
  - ✓ Additional compensation targeted to recruit and retain a more diverse workforce and to recognize the additional work of educators who serve on multiple committees and assume mentoring responsibilities to support new educators and students

		<p><b>Other Comments Shared:</b></p> <ul style="list-style-type: none"> <li>✓ Look at how to recruit regardless of zip code</li> <li>✓ Other stakeholders may have other bills or ideas to bring forward to this Committee</li> </ul> <p><b>Report Timeline:</b></p> <ul style="list-style-type: none"> <li>• This Committee shall report its recommendations for salary rebase and compensation adjustments to the superintendent of public instruction. The superintendent shall make official recommendations to the Governor and the fiscal committees of the legislature by September 30, 2022.</li> <li>• Should have recommendations and written report to provide to Superintendent Reykdal by July or August.</li> <li>• Question from Committee member: To avoid staff time off in July and end-of-school year work in June, can we look at possibly submitting the recommendations and written report prior to June? Response: As we go through our timeline, we can look at possibly accelerating the work, but this may mean more meetings each month.</li> </ul>
3:30	ThoughtExchange— Priorities for the Committee	<p>Shawn led the Committee through a ThoughtExchange exercise to gain thoughts and comments on:</p> <ul style="list-style-type: none"> <li>• What are the most important topics you'd like to see in the final report and proposals to Superintendent Reykdal?</li> </ul> <p>Shawn will compile all thoughts shared and organize in themes to revisit along with the underlying statute and the minimum requirements.</p>
4	Break	
4:15	Check-in / Reflection Activity from ThoughtExchange	<p>The Committee took two minutes to write down and share:</p> <p><b>One thing that surprised you:</b></p> <ul style="list-style-type: none"> <li>• How so many of us talked about similar things</li> </ul>

		<ul style="list-style-type: none"> <li>• How many people wrote about regionalization</li> <li>• Retention in small and rural districts—huge issue</li> <li>• Central job posting</li> </ul> <p><b>One thing you want to learn more about:</b></p> <ul style="list-style-type: none"> <li>• Recruitment and retention struggles in rural districts</li> <li>• Regionalization</li> <li>• Attracting and recruiting BIPOC educators.</li> <li>• More about what the state and districts believe they are doing to recruit more BIPOC educators and staff and is what they are doing working? If it is working, what are they doing to establish a good environment?</li> <li>• Need to have better definition around retract and retain bonuses and how would this work? How can we utilize this best around the state?</li> <li>• Regionalization development and how was this developed?</li> <li>• What having a BIPOC teacher means to students if they can attract more BIPOC teachers</li> </ul>
4:30	Message from the Superintendent	<p>Superintendent Reykdal joined the meeting and thanked this Committee for their time and commitment to this important work and shared the following comments:</p> <ul style="list-style-type: none"> <li>• Make big movements from an equity perspective</li> <li>• Ok to take some risks</li> <li>• Current system is inconsistent with regionalization</li> <li>• Focus on talent and retention to close gaps and create more equitable systems</li> <li>• Set clear expectations early on how this process will move forward with proposals</li> </ul> <p><b>Question from Committee members:</b></p> <ul style="list-style-type: none"> <li>• Why do teachers get paid only oncer month? Very hard for new teachers and sub teachers. This Committee can perhaps look at uncovering that.</li> </ul>
4:45	Discuss Plan for Committee Proposed Timeline	<p>This Committee will utilize a “Stakeholder Voice”/ inclusionary process to examine options and develop recommendations which include:</p>

		<ul style="list-style-type: none"> <li>• Interested stakeholders (individuals or groups) develop and present their thoughts, ideas, and suggestions for compensation adjustments that support recruiting and retaining a multicultural and multilingual educator workforce.</li> <li>• Proposals are provided to the Committee in a meeting for consideration, review, and comment. These proposals must be in writing, and whenever time allows, stakeholders will have the opportunity to speak to their proposal.</li> <li>• Committee discusses the proposal and develops “Pros” and “Cons”, or “Possible Consequences” of each proposal and/or proposal components.</li> <li>• After receiving, hearing, and compiling proposals with the identified “Pros” and “Cons”, the committee will determine if there are consensus recommendations in each area.</li> </ul> <p><b>Current Proposed Timeline (subject to change):</b></p> <ul style="list-style-type: none"> <li>• <b>Nov. 2021</b> Initial Meeting of the Salary Rebase Committee</li> <li>• <b>Nov.–Dec. 2021</b> Request data and information from OSPI and other agencies to support salary rebase proposals</li> <li>• <b>Dec. 2021</b> Second Meeting of Salary Rebase Committee</li> <li>• <b>Dec. 31 2021</b> Publish data and information from OSPI and other agencies by December 31, 2021</li> <li>• <b>Jan.–Apr. 2022</b> Call for proposals for K-12 Salary Adjustments</li> <li>• <b>Jan.–Apr. 2022</b></li> </ul>
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Immediately Following Group Discussion	Stakeholder Comment Period	<p>A standing item on each agenda will be to receive stakeholder comments.</p> <p>Stakeholder comments received (one):</p> <ul style="list-style-type: none"> <li>✓ Thanks for this work. Facing so many shortages this year in all positions. When the compensation workgroup did this a few years ago, the positions were damped down from an annual wage—this makes it extra hard to recruit and retain. Look at compensation broadly—increase the pipeline and make more accessible. Look at possibly paying educators in student teaching roles, to attend trainings, obtaining CDLs and other things like that. Loan forgiveness is a heavy burden. Make things more accessible such as a common application and place to pull information from.</li> </ul>
No later than 6 pm	Next meeting: December 16	<p>The next meeting will be December 16, 4-7 pm via Zoom. Carrie will send all meeting invites from the calendar of OSPI's Chief Financial Officer, T.J. Kelly. All meetings will be 4-7 pm, unless otherwise noted. Registration is required for each Zoom meeting.</p> <p>If you have any agenda items, please send them to Shawn Lewis or Carrie Hert.</p> <p>If you wish to share a picture of yourself, please send it to Carrie Hert. Carrie will add it to the member roster and share with the Committee.</p>