Educator Compensation & the School Day
Understanding Base Contract Pay & TRI Incentive Pay

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Human Resources
hr@seattleschools.org

A presentation explaining educator compensation.
SECTION A: TEACHER COMPENSATION

1. Base contract pay for 180 days


2. Responsibility and Incentive Supplemental Contract Pay is compensation for responsibilities and duties above and beyond the base contract day.

3. Five (5) mandatory in-service contract days for professional development. (formerly known as TRI days)

**Teachers may also receive 32 self-reported hours (equivalent to 4 additional days) of paid technology training.**
Mandatory Professional Development Days, previously known as ‘TRI Days’

In addition to the Basic 180 Day Basic Contract - Certificated employees receive pay for five (5) training/collaboration days (8-hours) as part of the supplemental contract. These training days are mandatory days as critical training is included. This is outlined in the Collective Bargaining Agreement (CBA).

Please Note: Paid sick or personal leave cannot be used for these five (5) days as they are outside of the 180-day teacher basic contract.

<table>
<thead>
<tr>
<th>Date</th>
<th>District-Directed or Building-Directed</th>
<th>CBA</th>
<th>CBA</th>
</tr>
</thead>
<tbody>
<tr>
<td>August 30, 2022</td>
<td>Building-Directed PD/collaboration</td>
<td>Article II, Section B.1</td>
<td>Article IV, Section D.6.a</td>
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<td>August 31, 2022</td>
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<td>Article II, Section B.1</td>
<td>Article IV, Section D.6.a</td>
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<td>September 1, 2022</td>
<td>District-Directed</td>
<td>Article II, Section A.1.i</td>
<td>Article IV, Section D.6.a</td>
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<td></td>
<td>Article II, Section B.3</td>
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<tr>
<td>September 6, 2022</td>
<td>Building business and classroom/worksite preparation</td>
<td>Article II, Section B.2</td>
<td>Article IV, Section D.6.a</td>
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<tr>
<td>October 14, 2022</td>
<td>Building-Directed PD/collaboration</td>
<td>Article II, Section B.1</td>
<td>Article IV, Section D.6.a</td>
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</table>
Teachers also receive Responsibility and Incentive Supplemental Pay

Teachers with a 180-day base contract at Seattle Schools also receive the equivalent of 27.2 workdays (over 5 full work weeks) of pay in recognition that they may work beyond the normal workday and school year to ‘provide a professionally responsible and reasonable level of service ... that are above the basic contract’ day.
SUPPLEMENTAL RESPONSIBILITY AND INCENTIVE PAY

Self-directed & equivalent to 27.2 workdays in recognition the following are necessary activities performed by teachers outside of the contract day to provide a professionally responsible and reasonable level of service:

• Preparation for school opening, preparation for the classroom or workspace before, after, and during the school year;
• Work connected with the conclusion of the school year or grading period with grades and related paperwork
• Conferencing/communicating with students or parents/guardians;
• Supporting school/student activities such as dances, concerts, sporting events and performances;
• Providing individual help to students when able;
• Analyzing data and evaluating student work;
• Participating in goal setting, and related professional growth activities, such as: attending workshops or participating in research projects
• Researching and acquiring educational materials and supplies;
• Preparing, revising, and replacing materials;
• Planning with other employees in areas of instruction, curriculum and assessment;
• **Working with computers and other technology as related to educational uses;**
• Attending SPS and/or school-connected meetings and governance such as PTSA, etc.;
• Participating in the development of a school plan or other building activities or committees;
• Participating in a reasonable number of IEP and Section 504 meetings and communicating with parents/guardian and students.
Example of employee where a majority of SPS staff are placed:

Step 15 with a BA + 155 + MA

Using 2021-22 salary schedule

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
<th>Per diem</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Pay – 180 Days:</td>
<td>$100,366.00</td>
<td>$557.60</td>
</tr>
<tr>
<td>Contractual – 5 Mandatory Days</td>
<td>$2,788.00</td>
<td>$557.60</td>
</tr>
<tr>
<td>Tech Days – 4 Days (Optional)</td>
<td>$2,230.00</td>
<td>$557.60</td>
</tr>
<tr>
<td>TRI Responsibility Incentive</td>
<td>$15,161.00</td>
<td></td>
</tr>
</tbody>
</table>

185 days = Total pay: $120,545.00 (equivalent to 216.2 workdays)

NOTE: This does not include stipends for specific groups
The $120,545 example does not include additional pay received by specific employee groups for specialized and additional tasks.

EXAMPLES:

Special Education - responsible for preparing IEP’s and/or special education evaluations are entitled to a $2500 annual stipend.

• In addition, when a special education case manager goes above the recognized service caseload, they will receive additional compensation of $75 per IEP.

• Any educational staff associate (ESA) who has a caseload at least 2 above the average for their respective field will also be entitled to the additional compensation of $75 per IEP.

Psychologists - School Psychologists are paid for thirty (30) additional hours per FTE to compensate for time after contractual hours for IEPs and compliance issues. Counselors - Each secondary counselor receives five (5) additional days at per diem pay a year for working on scheduling, registration, and other counseling activities.

Librarians – Librarians receive five (5) additional days at per diem pay a year to complete tasks that cannot be carried out during the school year.

*This in addition to Supplemental and Incentive Pay.*
Example: Compensation for a typical Elementary Teacher

This is a typical schedule for Mon/Tues/Thurs/Fri. The Wednesday early release schedule is different.

The basic contract day is 7.5 - though the teacher is paid 8 hours.

Of the 7.5 hours:
• 1.5 hours are designated as non-student time-30 min before students come, 30-minute duty free lunch, 30 min after school.
• Teachers have a prep period of 150 minutes a week in elementary (typically one period a day at secondary).

Typically, there are 5.5 hours with students on day without a prep period and 5 hours on day with a 30 min prep period.

*Note that teachers often use the ‘non-student’ designated time for family conferences, individual student needs, or related planning.

SAMPLE Week – Monday, Tuesday, Thursday, & Friday

<table>
<thead>
<tr>
<th>Time</th>
<th>Function</th>
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<tbody>
<tr>
<td>7:25</td>
<td>Teacher Day Begins</td>
</tr>
<tr>
<td>7:25-7:55</td>
<td>Teacher WAC Time</td>
</tr>
<tr>
<td>7:55</td>
<td>Instruction Begins</td>
</tr>
<tr>
<td>30 minutes minimum</td>
<td>Student Recess</td>
</tr>
<tr>
<td>30 minutes</td>
<td>Duty Free Lunch</td>
</tr>
<tr>
<td>Planning 150 Min/Week</td>
<td>30 min average per day during student day</td>
</tr>
<tr>
<td>2:25</td>
<td>Student Dismissal</td>
</tr>
<tr>
<td>2:55</td>
<td>Teacher Day Ends - 7.5 Hours Basic Contract Day</td>
</tr>
<tr>
<td>TOTAL STUDENT HOURS</td>
<td>5 (with a 30 min prep)</td>
</tr>
<tr>
<td>TOTAL COMPENSATION</td>
<td>8 hours Contract Day + TRI Incentive for meetings, etc.</td>
</tr>
</tbody>
</table>
What can a school leader reasonably expect?

A school leader may expect certificated staff to

• attend weekly staff meetings (60 minutes) in addition to designated early release professional development sessions (75 minutes) on Wednesdays. (8.5 hour workday)

• review and attend to 504 and IEP documents and corresponding meetings

• prepare lesson plans that include preparation for students needing accommodations.

• attend a reasonable number of conferences and school related events