



Educator Compensation & the School Day

Understanding Base Contract Pay & TRI Incentive Pay

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A presentation explaining educator compensation.

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PROVISIONS FOR COMPENSATION AND WORK HOURS

SECTION A: TEACHER COMPENSATION

1. Base contract pay for 180 days

<https://www.seattleschools.org/wp-content/uploads/2022/05/2022-2023-WYC-U1-180.pdf>

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.

| Date | District-Directed or Building-Directed | CBA | CBA |
|-------------------|--|--|---------------------------|
| August 30, 2022 | Building-Directed PD/collaboration | Article II, Section B.1 | Article IV, Section D.6.a |
| August 31, 2022 | Building-Directed PD/collaboration | Article II, Section B.1 | Article IV, Section D.6.a |
| September 1, 2022 | District-Directed | Article II, Section A.1.i Article II, Section B.3 | Article IV, Section D 6.a |
| September 6, 2022 | Building business and classroom/worksite preparation | Article II, Section B.2 | Article IV, Section D.6.a |
| October 14, 2022 | Building-Directed PD/collaboration | Article II, Section B.1 | Article IV, Section D.6 a |

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

| | | |
|-------|--------------------------|--------|
| TOTAL | | 189.00 |
| 15 | Base Pay | 180.00 |
| | Contractual Days | 5.00 |
| | Tech Days | 4.00 |
| | Responsibility/Incentive | |
| TOTAL | | 189.00 |

Using 2021-22 salary schedule

| | | | | | |
|-----------|-----------|-----------|-----------|-----------|-----------|
| \$88,217 | \$90,934 | \$92,221 | \$94,940 | \$100,366 | \$102,832 |
| \$2,450 | \$2,526 | \$2,562 | \$2,637 | \$2,788 | \$2,856 |
| \$1,960 | \$2,021 | \$2,049 | \$2,110 | \$2,230 | \$2,285 |
| \$13,329 | \$13,739 | \$13,930 | \$14,340 | \$15,161 | \$15,533 |
| \$105,956 | \$109,220 | \$110,762 | \$114,027 | \$120,545 | \$123,506 |

| | |
|--------------------------------|--|
| Base Pay – 180 Days: | \$100,366.00 (per diem \$557.60) |
| Contractual – 5 Mandatory Days | \$2,788.00 (per diem \$557.60) |
| Tech Days – 4 Days (Optional) | \$2,230.00 (per diem \$557.60) |
| TRI Responsibility Incentive | \$15,161.00 = equivalent of 27.2 additional days |

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.

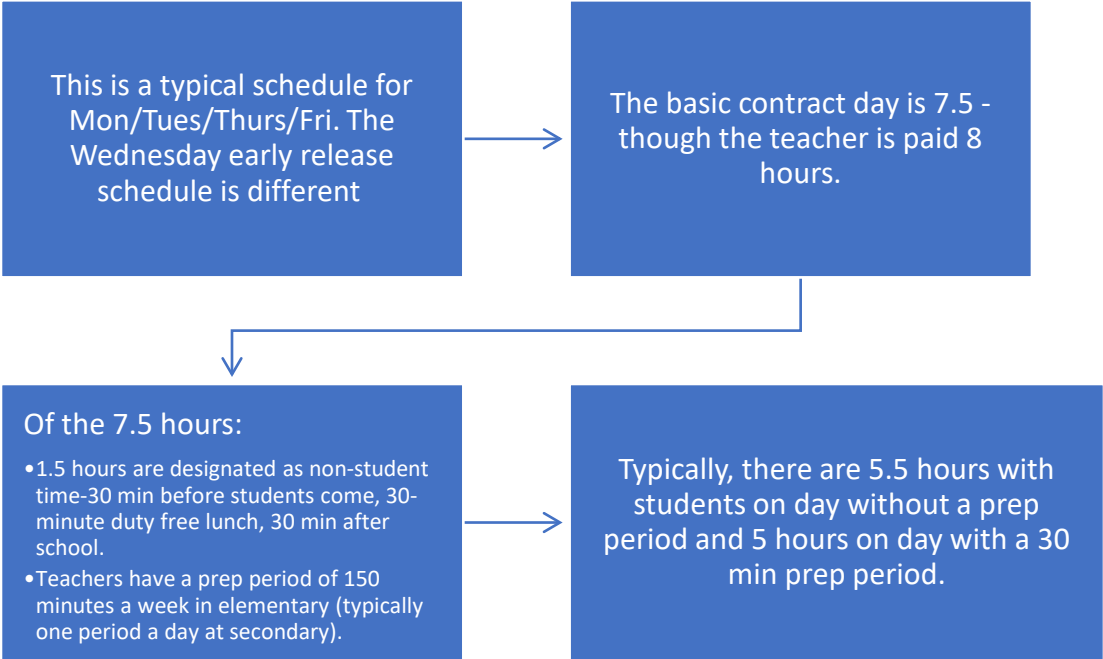
Librarians – Librarians receive five (5) additional days at per diem pay a year to complete tasks that cannot be carried out during the school year.

This in addition to Supplemental and Incentive Pay.



Example:

Compensation for a typical Elementary Teacher



*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

| Time | Function |
|---------------------------|---|
| 7:25 | Teacher Day Begins |
| 7:25-7:55 | Teacher WAC Time |
| 7:55 | Instruction Begins |
| 30 minutes minimum | Student Recess |
| 30 minutes | Duty Free Lunch |
| Planning 150 Min/Week | 30 min average per day during student day |
| 2:25 Student Dismissal | Student dismissed |
| 2:55 | Teacher Day Ends - 7.5 Hours Basic Contract Day TOTAL STUDENT HOURS - 5 (with a 30 min prep) |
| TOTAL COMPENSATION | 8 hours Contract Day + TRI Incentive for meetings, etc. |

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

