2SSB 5955 - H AMD TO ED COMM AMD (H3180.1) **577**
By Representative Anderson

WITHDRAWN 4/9/2007

On page 10, after line 34 of the striking amendment, insert the following:

"NEW SECTION. **Sec. 14.** SCHOOL STAFF PAY STRUCTURE. (1) The legislature finds that the current pay structure for certificated instructional and classified school staff must be updated to address and acknowledge the depth of content knowledge, range of instructional skill, and intensity of practice experienced by teachers and other instructional and noninstructional staff in our state.

(2) The office of financial management shall lead a committee to develop recommendations for a new comprehensive expertise and incentive pay structure for K-12 staff. The director of the office of financial management or the director's designee shall serve as chair of the committee. Committee members shall include, but not be limited to:

(a) Four legislators, with one appointed by each of the major caucuses in the house of representatives and senate;

(b) The superintendent of public instruction or the superintendent's designee;

(c) A member of the professional educator standards board;

(d) A member from each statewide education organization representing teachers, classified staff, school business officers, principals, superintendents, school directors, human resource professionals, and parents; and

(e) Business organizations.

(3) The recommendations shall include a proposed expertise and incentive pay structure that includes:

(a) Changes to the certificated instructional staff salary allocation model to include pay for performance, knowledge, and skills;

(b) Elements to recognize assignments that are difficult;

(c) Recognition for the professional teaching level certificate in the salary allocation model; and

(d) Methods for recognizing expertise and incentives for classified school staff.

(4) The committee's recommendations shall also include a plan to implement the expertise and incentive pay structure for K-12 staff. The plan shall include necessary support elements to implement the pay structure, such as a professional development delivery system that focuses on identified areas of knowledge and skill and addresses the transition from the current salary allocation model to the expertise and incentive pay structure.

(5) The committee may create ad hoc subgroups as needed to complete specified tasks or to compile research and expertise on selected subjects.

(6) The office of financial management shall submit the committee's final recommendations, including the expertise and incentive pay structure, to the governor and fiscal committees of the legislature by December 15, 2008.

NEW SECTION. **Sec. 15.** SCHOOL EMPLOYEE PAY SYSTEM REVIEW. The office of financial management and the superintendent of public instruction shall jointly conduct a review of pay systems for teachers and classified school employees in other states. The office of financial management and the superintendent of public instruction shall develop a methodology for comparing teacher and classified school employee salaries among the states. The office of financial management shall report to the governor and the legislature on the findings from this review and the initial set of salary comparisons among the states by January 10, 2008."

Renumber the remaining section consecutively and correct internal references accordingly.

EFFECT: Requires OFM to lead a committee to develop recommendations for an expertise and incentive pay structure for certificated and classified K-12 staff. Requires recommendations by December 15, 2008. Also requires OFM and SPI to review pay systems for school staff in other states and developing a methodology for salary comparisons, with a report due by January 10, 2008.