

Date: December 1st, 2022

Session: Compensation Breakout Session

Task Force Members provided input on the preliminary recommendations. In the session, Task Force members reviewed feedback from Task Force members and stakeholders. Then, the Task Force responded to three guiding questions:

1.) How do these set of recommendations align with the priorities and discussions of your working groups?

Theme 1: There is overall alignment with priorities and discussions of working groups. There is strong agreement on the need for overall compensation increases statewide and that cost of living and inflation should be considered.

Theme 2: There is consensus that the recommendations align well. There is agreement that theme 1 increases in salary should not be decreased with increases to healthcare premiums.

Theme 3: There is overall alignment with priorities. It is understood that hard-to-staff areas exist and need to be given additional consideration with compensation.

2.) What resonates with you from the input shared by stakeholders? How does this input align to the research and evidence?

Theme 1: There was agreement that a basic allotment increase could be used to increase pay for teachers. There was agreement about how to increase strategic compensation opportunities for all teachers.

Theme 2: There was agreement about looking at free pre-k for teachers' children. There were questions about what could be included in healthcare and benefits to support teacher wellbeing. There is a need for details about mental health benefits that can be provided to teachers.

Theme 3: There was agreement that a statewide employment board and common application would be beneficial to districts and to prospective teachers. There was agreement that more specificity about incentives for hard-to-staff areas need to be defined.

3.) Based on feedback, data, and research, what changes might the Task Force make to these recommendations?

Theme 1: There was agreement to clarify the state funding to increase teacher salary, specifically identifying the source of funds and the district requirements to increase salaries. There is agreement to clarify the update to the minimum salary schedule and consider the pay scale after 20 years. There was agreement that increased technical assistance or resources should be provided that would include all teachers in a district's local designation system.

Theme 2: There was agreement that additional support for teacher well-being should be considered in the form of support, training, and potentially additional days.

Theme 3: There was agreement that in addition to recruitment incentives, retention incentives for teachers in hard-to-staff areas should be included.