



K-12 EDUCATION

Gov. Inslee’s 2017–19 budget puts forward a bold vision for Washington’s future. The centerpiece of that budget is his plan for fully funding K-12 education, which includes the final steps of addressing teacher compensation and ending the decades-long overreliance on local levies. His proposal would improve state teacher pay to competitive levels statewide. And it would provide more resources to give students and teachers the support they need to succeed in the classroom while protecting essential human services that many at-risk students depend on outside the classroom.

Recruit, retain and continually train great educators – \$2.96 billion total

Research and common sense tell us the most important school-based factor in academic achievement is teacher quality. Better starting salaries for teachers will attract a smart, creative, diverse workforce. Too many starting teachers leave the profession within a few years, and mentoring is a proven strategy to support them and keep them in the profession. Time for training and collaboration will equip teachers with tools to narrow the opportunity gap, increase cultural competency and address students’ social and emotional needs. The governor’s budget also ensures competitive wages for all school employees.

Competitive wages and benefits for teachers and school staff – \$2.74 billion Education Legacy Trust Account; \$7.8 million Opportunity Pathways Account

Teachers are currently compensated based on a system that rewards years of experience and degrees earned. But research shows that degrees are less an indicator of skill than other kinds of professional development. The governor’s budget creates a new salary allocation model, or SAM, that better aligns educator pay with professional development milestones.

Successful schools build in staff training and time for collaboration. The new SAM provides certificated staff salaries for 10 months, plus an additional 30 hours in the 2017–18 school year and 80 hours in the 2018–19 school year for professional learning and collaboration.

Teachers at the School for the Blind and the Washington State Center for Childhood Deafness and Hearing Loss will also receive these increases.

	2016–17	2017–18	2018–19
	CURRENT SALARY	PROPOSED SALARY	
	Funded based on 180-day school year	Funded based on 10 months plus hours of training and collaboration	
		30 hours	80 hours
Teachers and educational staff associates			
Beginning experience	\$35,700	\$44,976	\$54,587
Average experience	\$54,865	\$59,709	\$72,466
16 or more years of experience	\$67,288	\$69,938	\$84,883
	Funded based on 11 months	Funded based on full calendar year	
Administration	\$62,847	\$78,395	\$114,612
	Funded based on full calendar year		
Classified	\$33,898	\$39,457	\$52,908

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Health benefits

The state-funded health benefit rate for state-funded certificated instructional staff and administrative staff is increased from \$780.00 to \$835.96 per month in the 2017–18 school year and to \$848.91 per month in the 2018–19 school year. The rate for state-funded classified staff is increased from \$898.56 to \$963.03 per month in the 2017–18 school year and to \$977.94 per month in the 2018–19 school year. (\$138.7 million General Fund-State; \$407,000 Opportunity Pathways Account)

Teacher mentoring and career advancement

Beginning teachers are more successful in the classroom and more likely to stay in the profession when they're supported during their first few years on the job by experienced colleagues.

Mentoring is vital work and deserves additional pay. The governor's budget expands the Beginning Educator Support Team program in the Office of Superintendent of Public Instruction, putting it on track to provide mentors for all new teachers, beginning in the 2020–21 school year. Investments in BEST include a salary of nearly \$93,000 for full-time mentors, prorated for those mentoring part time. (\$50.0 million GF-S)

Alternate routes for teacher preparation

A diverse, multilingual workforce with school-based experience leads to better academic and social outcomes, especially for children from cultural and linguistic minority populations. Alternate routes are partnerships between school districts and universities that give paraeducators, and those looking to change careers, a way to

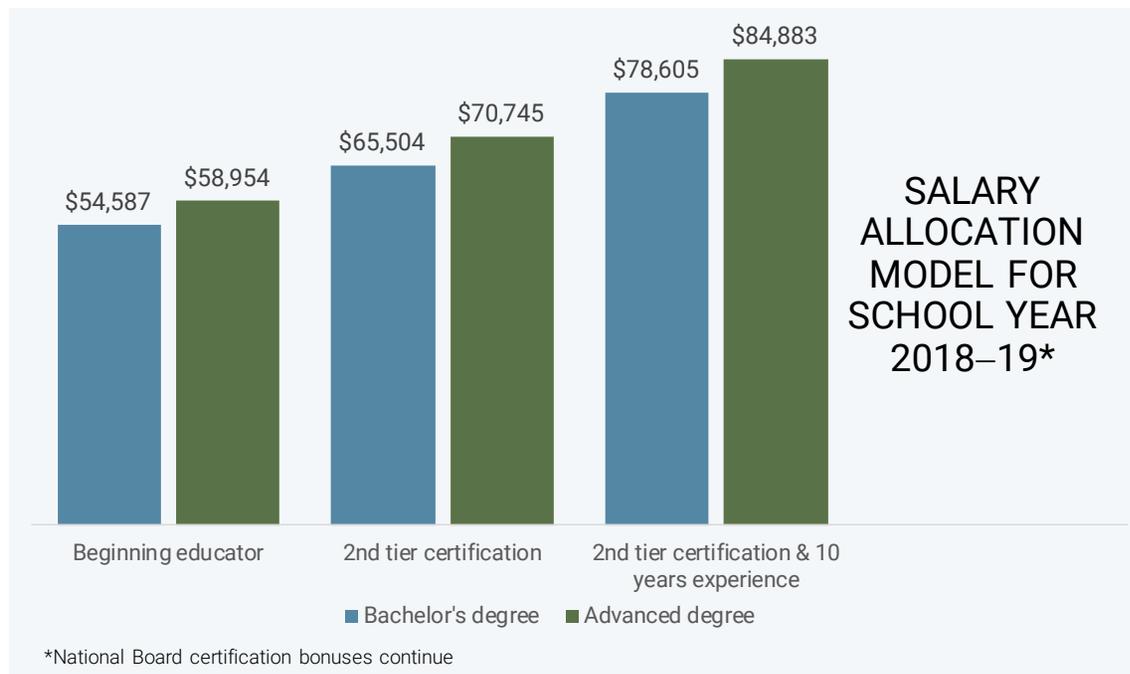
earn their teaching credential while gaining valuable experience in the classroom. Alternate routes appeal to people who want to stay in their communities, making it a particularly effective strategy for recruiting and retaining teachers who represent the students they serve. The governor's budget expands this program by 360 candidates, with priority given to the preparation of bilingual educators. (\$11.0 million Education Legacy Trust Account)

Principal support and mentoring

Just as new teachers are more effective and more likely to stay in the profession if they receive mentoring and guidance during their first few years in the classroom, principals are better, more stable leaders when they are supported during their early years on the job. The governor's budget supports school leaders with internships for principals in training, workshops for principals during their first year and a new principal mentoring program in BEST. (\$7.5 million GF-S)

Paraeducator training

Paraeducators provide integral instructional support that directly contributes to closing the opportunity gap. Effective professional development and time to collaborate with teachers better prepare paraeducators to help students succeed. The governor's budget enhances paraeducator salaries to include 20 hours in the 2017–18 school year and 40 hours in the 2018–19 school year for professional learning, directed by school districts. (\$4.7 million Education Legacy Trust Account; \$12,000 Opportunity Pathways Account)



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Close the opportunity gap – \$866.8 million total

Washington families, educators and policymakers continue to be concerned by disparity in access to great schools and the resources needed for all children to be academically successful. We know what it will take to level the playing field for students. Gov. Inslee's budget makes investments to cut class sizes and add school professionals to help all students achieve their potential.

Class size reduction

Research shows that smaller classes in the early grades help teachers succeed with low-achieving students. The state has made steady progress on the HB 2776 goal of reducing class sizes to 17 students in kindergarten through third grade by 2018. Gov. Inslee's budget finishes the job by funding more than 3,400 new teachers for the 2017–18 school year. (\$484.6 million GF-S; \$507,000 Opportunity Pathways Account)

Social and emotional health

School counselors, nurses, psychologists, social workers and family engagement coordinators help students address social and emotional barriers to learning. Gov. Inslee's budget increases the number of student support staff and provides time for collaboration and training to maximize their effectiveness. The additions will be phased in for half the state's schools with the highest

concentration of poverty in the 2017–18 school year, when 1.0 FTE will be added to each prototypical school. In the 2018–19 school year, this increase will be phased in to all schools in the state. (\$324.2 million Education Legacy Trust Account; \$1.0 million Opportunity Pathways Account)

Learning assistance

Closing the opportunity gap requires heightened attention on students who are underperforming and on schools that struggle to serve them well. The Learning Assistance Program offers research-based supplemental services for low-income students scoring below grade-level in English language arts and math. The governor's budget increases LAP funding to improve services for students who need extra support. (\$49.5 million Education Legacy Trust Account; \$148,000 Opportunity Pathways Account)

School and district improvement

Each year, the federal government requires states to identify the 5 percent of schools most in need of support to improve students' academic outcomes. The federal Every Student Succeeds Act of 2016 provides some funding to states, but not enough to support all the schools identified. Gov. Inslee's budget provides assistance to low-performing schools and districts that do not receive federal funds. (\$3.8 million GF-S)

Education services for foster care youth

The state bears a special responsibility for improving academic outcomes of children in foster care. Through a partnership with community-based organizations, foster youth receive individualized educational support and guidance, including help transitioning to college and careers after they graduate from high school. The governor's budget expands this demonstration project to serve another 120 students. (\$1.4 million GF-S)

Truancy reduction

School districts are required to offer community truancy boards and other interventions to reduce student truancy and address the causes of chronic absenteeism. School attendance is essential to each student's academic performance and development of social and emotional skills. One-time funding was provided in fiscal year 2016 for training of staff members to serve on community truancy boards. The governor's budget restores and increases grant funding to support community truancy boards. (\$1.3 million GF-S)

SCHOOL FINANCIAL SYSTEM REDESIGN

Current school district financial systems often lack the capability to report detailed expenditures timely and accurately. Detailed expenditure information promotes accountability by enabling school districts, state agencies and the Legislature to assess the financial health of school districts and the implementation of state and local policy. The governor's budget provides funding for OSPI and school districts to align accounting and reporting systems with the prototypical school model, align expenditures with revenues and provide building-level accounting. (\$9.9 million GF-S)

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Mentors for struggling students

Mentoring works by connecting qualified adults with students who are struggling to overcome social or emotional challenges that put them at risk of dropping out of school. Funding will expand the Check & Connect program, an intervention strategy used with students who show warning signs of disengagement from school and who are at risk of leaving before graduation. This investment will also support students from military families as they navigate transitions and pilot a project with three corporate partners to mentor students in the workplace. (This program is funded in the budget of the Department of Social and Health Services.) (\$400,000 GF-S)

Engage students – \$26.1 million total

Our schools serve students from every walk of life. They come to us with varied interests and abilities, and it's our responsibility to make sure their time and effort at school are relevant and enriching. Additional funding for career-connected learning, computer science education and highly capable students will help deliver the continuum of college and career preparation our schools are called upon to offer. And because of their own interest in helping educate the next generation of workers, private sector employers are stepping up to match funding for many of these programs.

Career-connected learning

Career-connected learning offers work-based experiences and industry-approved apprenticeships for students who want to enter the workforce or prepare for job training after high school graduation. Funding supports grants for middle and high schools to integrate academic

and occupational curricula and train teachers. Schools will partner with colleges and universities, businesses and labor groups to develop industry design challenges, worksite visits, mentorships, internships and apprenticeships for students, beginning in elementary school. The governor's budget triples the state's current investment in this program; funds are matched by the private sector. (This program is funded in the budget of the Office of Financial Management.) (\$6.0 million Education Legacy Trust Account)

Computer science for everyone

The gulf between those who have ready access to computers and the internet, and those who do not — dubbed the digital divide — continues to affect students' ability to gain essential skills needed to do well in school and to use technology productively. The governor's budget funds grants for curriculum development, teacher training, technology purchases and digital access for historically underserved groups, including girls and students from low-income, rural and ethnic minority communities. The governor's budget triples the state's current investment and will be matched by the private sector. (This program is funded in the budget of the Office of Financial Management.) (\$4.0 million Education Legacy Trust Account)

Materials and supplies for career and technical education

Recognizing the higher-than-normal costs for materials and supplies in career and technical education courses, the MSOC funding formula is modified in the governor's budget.

The per-student formulas for career and technical education and skills centers are set as enhancements to the general education funding rate. Both are increased to be 20 percent higher than the general education rate in the 2017–18 school year and 30 percent higher in the 2018–19 school year. (\$12.3 million Education Legacy Trust Account)

Highly capable education

There are many highly capable students in our schools and not enough of them get the services they need to keep them engaged in learning. The governor's budget provides program support, combined with higher salary allocations, to allow more students to participate. (\$3.8 million Education Legacy Trust Account)