

K–12 Basic Education Compensation Advisory Committee

February 24, 2022

Meeting Summary

Committee Members Present: Cindy Kelly, Denise Reddinger, Kayalyn Stewart, Keri Hutchins, Lyn Nakashima, Michelle Scott, Naila Prieto-Duval, Nancy Chamberlain, Shawn Brehm, Shawn Lewis, Shreya Shaji, Tom Seigel

Time	Agenda Item	Summary
4-4:15	Welcome, Land Acknowledgement, and Introductions	Committee Chair, Shawn Lewis led the welcome and introductions for Committee members. Kayalyn Stewart led the land acknowledgement.
4:15	Review of Proposals Submitted to-date	Shawn led the Committee through a review of all proposals submitted to-date through the Call for Proposals survey, available in English and Spanish through April. New proposals will be added to the Committee review report and sorted by topic area per the legislation. Additional information may be requested on some proposals for clarification, further discussion, and in some cases a request to present to the Committee. Questions/Comments from Committee members: • For the last column in the review report, what do the numbers mean? (Currently, these numbers are in random order and are not ranked) • Do we expect to receive more proposals after the legislative session is over? (Yes, we believe we will) • For proposal number 17, wondering if they mean to see the student achievement be something that moves the staff person on the salary allocation model? (We may ask this person to present to the Committee to gain clarification and a better understanding)

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		• For proposal number 20, the EOGOAC did some work on grown-your-own and other programs to increase diversity in the workforce. Can we look to see what happened with that work and if legislation passed? • Could we have an update from the PESB on where some of these grow-your-own programs are and what is currently in existence? • Could we please ask for data on success rates of grow-your-own programs, if available? • There is the BEST (Beginning Educator Support Team) program that is funded by grants to school districts. Can we get a status update on that program? We should be supporting not just beginning educators but diverse educators as well. Now, we can host statewide trainings via Zoom so all can attend. • The BEST program is a competitive grant process administered through OSPI. (Shawn will request data on how much money is available and how much money OSPI has requested to ensure everyone has access to this program) • As we look at mentorship programs, can we ask someone from the BEST program from OSPI to come speak to the Committee at the same time as PESB? • To better support mentorships, extend those programs to 3-years, not just the first year. It takes 3-years to get a stride for most teachers. • Can we also receive data on how hard it is to retain for those hard to fill positions too? Not just filled, but also retain. (OSPI may have some data on this currently) • I see quite a few positions opening up that are only one-year positions or until the end of the year and a lot of the hard-to-fill positions are those one-year positions. Can we tie that into our request? • For regionalization, the medium housing value and metric they used is too narrow. It needs to be based on cost of living and labor pool costs. Do we have this data already or a graphic?

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		- Home values are a moot point on a reservation. There is a limited rental market and very limited retail property. When you leave a reservation, the home values are substantially higher. This also occurs in small and rural areas that are in conjunction with tribal land. Next Steps: - Ask individuals to present on their proposal and/or ask for additional information. - Submit a formal request to the Department of Revenue for regionalization data which includes what it would look like if it were implemented today using the same criteria as when it started and compare to the proposals we are reviewing right now. - Complete hard-to-fill districts data request (survey) - Complete hard-to-fill positions data request (survey) - Request inflationary factors data from OFM - Request comparable salaries data from ESD - Search for a Hedonic Wage Model presenter to present to the Committee - Complete a draft report for Committee members to review and add benefits and concerns to each proposal. This will be sent out two-weeks prior to the March 24 meeting. - Request PESB and OSPI to attend and present at the March 24 meeting on the BEST program and current programs that support attracting and retaining a multi-cultural and multi-lingual workforce.
5:15	Stakeholder Comment Period	No comments were received and the meeting adjourned. The next meeting is March 24, 4-7 pm via Zoom.