

**Sequim School District Salaries:**

**Administrators** (includes Superintendents, Deputy and Assistant Superintendents, Other District Administrators, Elementary Principals, Elementary Vice Principals, Secondary Principals, Secondary Vice Principals, and Other School Administrators)

**Classified** (includes Aides, Crafts and Trades, Laborers, Office and Clerical, Operators, Professionals, Service Workers, Technical staff, and Director and Supervisor who are not certificated)

**ESA's (Education Support Associates)** (Other Support Personnel, Counselors, Occupational Therapists, Social Workers, Speech-Language Pathologists and Audiologists, Psychologists, Nurses, Physical Therapists, Reading Resource Specialists, Extracurricular staff, and Contractor ESAs)

**Teachers** (Include Elementary Teachers, Secondary Teachers, Other Teachers, Library Media Specialist, Substitute Teachers, Contractor Teachers)

Salary Figures are from <http://fiscal.wa.gov/K12Salaries.aspx>

<b>Sequim School District 2014 - 2015 School Year</b>						
<b># of Employees by Salary Ranges and Job Assignment</b>						
<b>Employee Assignment</b>	<b>Less Than \$47,000</b>	<b>\$47,000 to \$60,000</b>	<b>\$60,000 to \$80,000</b>	<b>\$80,000 to \$100,000</b>	<b>Over \$100,000</b>	<b>Total Employees in Assignment</b>
Administrators	0	0	1	1	9	11
Classified	139	7	4		1	151
ESA's	4	2	7	3	0	16
Teachers	36	31	81	8	0	156
<b>Total Employees in Salary Range</b>	179	40	93	12	10	334
<b>Percent of Total Employees in Salary Range</b>	54%	12%	28%	4%	3%	100%

**How about just the teachers?**

<b>Employee Assignment</b>	<b>Less Than \$47,000</b>	<b>\$47,000 to \$60,000</b>	<b>\$60,000 to \$80,000</b>	<b>\$80,000 to \$100,000</b>	<b>Over \$100,000</b>	<b>Total Employees in Assignment</b>
Teachers	36	31	81	8	0	156
<b>Percent of Teachers in Salary Range</b>	23%	20%	52%	5%	0%	100%

57% of Sequim teachers earn between \$60,000 and \$100,000 per year and 77% earn over the Clallam County median household income of \$47,000. Of the 36 Sequim teachers who make less than \$47,000, it is likely some are part time or have little time in title. 26 have been teachers in Sequim for 3 years or less (8 for 1 year, 10 for 2 years & 8 for 3 years). Ten teachers making less than \$47,000 have taught in Sequim for 4 years or more and of those, 5 earn between \$40,000 and \$47,000.

## **Total Sequim School District Employee Compensation**

\$13,064,032	2011 – 2012 School Year	
\$15,201,480	2014 – 2015 School Year	
\$2,137,448	Dollar amount increase from 2011-2012 to 2014-2015	
16.4%	Percentage increase from 2011-2012 to 2014-2015	
5.37%	Consumer Price Index Increase from 2011 to 2015	(data.bls.gov)

Sequim school district employee compensation increased 3 times more than inflation between 2011 and 2015.

### **Why does teacher compensation increase more than the rate of inflation?**

Since 1970 US spending on K-12 education has increased 4 times more than the rate of inflation while student performance has flat-lined or declined.

The US spends more money on K-12 education than all other countries in the world, except maybe Switzerland and most of the developed countries out-perform the US on student achievement.

If more money is the answer, it was a very stupid question.

Instead of increasing spending on education as a knee-jerk reaction, one should ask themselves why countries that spend less get better results. One might even adopt the techniques those countries use to get the better results.

Clallam's state legislators get 90% of their campaign contributions from the I-5 corridor, where median household income is 55% higher. Are they looking out for you or their donors?

More money is not the answer.

WA State government spending increased by 50% over the last ten years (2003-2005 biennium thru 2013-2015 biennium<sup>1</sup>). From 2005 to 2015 WA State GDP only grew 22%<sup>2</sup>, inflation was 21% and median household income for besieged residents of WA State declined by 4%<sup>3</sup>.

1 <http://fiscal.wa.gov/SpendBienFund.aspx>

2 <https://fred.stlouisfed.org/series/WARGSP>

3 <https://fred.stlouisfed.org/series/MEHOINUSA672N>

Some of the growth in WA State spending included increases in spending on education.

Per this article on December 14, 2016,

<http://www.peninsuladailynews.com/news/inslee-proposes-carbon-capital-gains-taxes-for-education/>

Inslee is seeking a 53% increase in teacher starting salary from \$35,700 to \$54,587. (One wonders if there is a connection between teachers' unions, which donate millions to Democrats for election, and the quid pro quo back to the unions.)