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**HOUSE BILL 1111**

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**State of Washington 66th Legislature 2019 Regular Session**

**By** Representatives Fitzgibbon and Cody

AN ACT Relating to regionalization factors used for compensation for King county school districts on islands only connected to the mainland by ferry; amending RCW 28A.150.412; and amending 2018 c 299 s 503 (uncodified).

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

**Sec.**  RCW 28A.150.412 and 2018 c 266 s 203 are each amended to read as follows:

(1) Beginning with the 2023 regular legislative session, and every four years thereafter, the legislature shall review and rebase state basic education compensation allocations compared to school district compensation data, regionalization factors, what inflationary measure is the most representative of actual market experience for school districts, and other economic information. The legislature shall revise the minimum allocations, regionalization factors, and inflationary measure if necessary to ensure that state basic education allocations continue to provide market-rate salaries and that regionalization adjustments reflect actual economic differences between school districts.

(2)(a) For school districts with single-family residential values above the statewide median residential value, regionalization factors for school years 2018-19 through school year 2022-23 are as follows:

(i) For school districts in tercile 1, state salary allocations for school district employees are regionalized by six percent;

(ii) For school districts in tercile 2, state salary allocations for school district employees are regionalized by twelve percent; and

(iii) For school districts in tercile 3, state salary allocations for school district employees are regionalized by eighteen percent.

(b) In addition to the regionalization factors specified in (a) of this subsection, the following school districts are regionalized by six additional percentage points:

(i) School districts located west of the crest of the Cascade mountains and sharing a boundary with any school district with a regionalization factor more than one tercile higher((~~, are regionalized by six additional percentage points~~)); and

(ii) School districts in King county contained entirely on an island whose only connection to the mainland is by ferry route.

(c) In addition to the regionalization factors specified in this subsection, for school districts that have certificated instructional staff median years of experience that exceed the statewide average certificated instructional staff years of experience and a ratio of certificated instructional staff advanced degrees to bachelor degrees above the statewide ratio, an experience factor of four percentage points is added to the regionalization factor, beginning in the 2019-20 school year.

(d) Additional school district adjustments are identified in the omnibus appropriations act, and these adjustments are partially reduced or eliminated by the 2022-23 school year as follows:

(i) Adjustments that increase the regionalization factor to a value that is greater than the tercile 3 regionalization factor must be reduced by two percentage points each school year beginning with school year 2020-21, through 2022-23.

(ii) Adjustments that increase the regionalization factor to a value that is less than or equal to the tercile 3 regionalization factor must be reduced by one percentage point each school year beginning with school year 2020-21, through 2022-23.

(3) To aid the legislature in reviewing and rebasing regionalization factors, the department of revenue shall, by November 1, 2022, and by November 1st every four years thereafter, determine the median single-family residential value of each school district as well as the median value of proximate districts within fifteen miles of the boundary of the school district for which the median residential value is being calculated.

(4) No district may receive less state funding for the minimum state salary allocation as compared to its prior school year salary allocation as a result of adjustments that reflect updated regionalized salaries.

(5) The definitions in this subsection apply throughout this section unless the context clearly requires otherwise.

(a) "Median residential value of each school district" means the median value of all single-family residential parcels included within a school district and any other school district that is proximate to the school district.

(b) "Proximate to the school district" means within fifteen miles of the boundary of the school district for which the median residential value is being calculated.

(c) "School district employees" means state-funded certificated instructional staff, certificated administrative staff, and classified staff.

(d) "School districts in tercile 1" means school districts with median single-family residential values in the first tercile of districts with single-family residential values above the statewide median residential value.

(e) "School districts in tercile 2" means school districts with median single-family residential values in the second tercile of districts with single-family residential values above the statewide median residential value.

(f) "School districts in tercile 3" means school districts with median single-family residential values in the third tercile of districts with single-family residential values above the statewide median residential value.

(g) "Statewide median residential value" means the median value of single-family residential parcels located within all school districts, reduced by five percent.

**Sec.**  2018 c 299 s 503 (uncodified) is amended to read as follows:

**FOR THE SUPERINTENDENT OF PUBLIC INSTRUCTION—BASIC EDUCATION EMPLOYEE COMPENSATION**

(1) The following calculations determine the salaries used in the state allocations for certificated instructional, certificated administrative, and classified staff units as provided in House Bill No. 2242 (fully funding the program of basic education), RCW 28A.150.260, and under section 502 of this act:

(a) For the 2017-18 school year, salary allocations for certificated instructional staff units are determined for each district by multiplying the district's certificated instructional total base salary shown on LEAP Document 2 by the district's average staff mix factor for certificated instructional staff in that school year, computed using LEAP document 1.

(b) For the 2017-18 school year, salary allocations for certificated administrative staff units and classified staff units for each district are determined based on the district's certificated administrative and classified salary allocation amounts shown on LEAP Document 2.

(c) For the 2018-19 school year salary allocations for certificated instructional staff, certificated administrative staff, and classified staff units are determined for each school district by multiplying the statewide minimum salary allocation for each staff type by the school district's regionalization factor shown in LEAP Document 3.

|  |  |
| --- | --- |
| Statewide Minimum Salary Allocation  For School Year 2018-19 | |
| Certificated Instructional Staff | $65,216.05 |
| Certificated Administrative Staff | $96,805.00 |
| Classified Staff | $46,784.33 |

(2) For the purposes of this section:

(a) "LEAP Document 1" means the staff mix factors for certificated instructional staff according to education and years of experience, as developed by the legislative evaluation and accountability program committee on June 22, 2017, at 1:14 hours; and

(b) "LEAP Document 2" means the school year salary allocations for certificated administrative staff and classified staff and derived and total base salaries for certificated instructional staff as developed by the legislative evaluation and accountability program committee on June 22, 2017, at 1:14 hours.

(c) "LEAP Document 3" means the school district regionalization factors for certificated instructional, certificated administrative, and classified staff, as developed by the legislative evaluation and accountability program committee on ((~~March 6~~)) December 18, 2018, at 8:24 hours.

(3) Incremental fringe benefit factors are applied to salary adjustments at a rate of 22.85 percent for school year 2017-18 and 23.01 percent for school year 2018-19 for certificated instructional and certificated administrative staff and 21.10 percent for school year 2017-18 and 21.17 percent for the 2018-19 school year for classified staff.

(4)(a) Pursuant to RCW 28A.150.410, the following state-wide salary allocation schedule for certificated instructional staff are established for basic education salary allocations for the 2017-18 school year:

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Table Of Total Base Salaries For Certificated Instructional Staff**  **For School Year 2017-18**  \*\*\* Education Experience \*\*\* | | | | | | | | | |
| **Years** |  |  |  |  |  |  |  |  | **MA+90** |
| **of** |  |  |  |  |  |  |  |  | **OR** |
| **Service** | **BA** | **BA+15** | **BA+30** | **BA+45** | **BA+90** | **BA+135** | **MA** | **MA+45** | **Ph.D.** |
| 0 | 36,521 | 37,507 | 38,529 | 39,554 | 42,840 | 44,957 | 43,785 | 47,072 | 49,191 |
| 1 | 37,013 | 38,013 | 39,048 | 40,117 | 43,438 | 45,543 | 44,272 | 47,593 | 49,697 |
| 2 | 37,481 | 38,491 | 39,537 | 40,688 | 44,000 | 46,127 | 44,762 | 48,073 | 50,201 |
| 3 | 37,964 | 38,983 | 40,040 | 41,229 | 44,534 | 46,712 | 45,227 | 48,529 | 50,709 |
| 4 | 38,437 | 39,501 | 40,565 | 41,794 | 45,119 | 47,313 | 45,714 | 49,038 | 51,234 |
| 5 | 38,926 | 39,995 | 41,069 | 42,367 | 45,679 | 47,918 | 46,209 | 49,522 | 51,760 |
| 6 | 39,428 | 40,474 | 41,585 | 42,948 | 46,244 | 48,494 | 46,716 | 50,013 | 52,262 |
| 7 | 40,312 | 41,373 | 42,498 | 43,935 | 47,280 | 49,593 | 47,666 | 51,010 | 53,324 |
| 8 | 41,604 | 42,724 | 43,876 | 45,431 | 48,822 | 51,219 | 49,161 | 52,552 | 54,949 |
| 9 |  | 44,122 | 45,332 | 46,943 | 50,413 | 52,892 | 50,672 | 54,143 | 56,623 |
| 10 |  |  | 46,805 | 48,533 | 52,049 | 54,611 | 52,263 | 55,780 | 58,340 |
| 11 |  |  |  | 50,169 | 53,761 | 56,375 | 53,899 | 57,492 | 60,104 |
| 12 |  |  |  | 51,753 | 55,520 | 58,211 | 55,600 | 59,250 | 61,942 |
| 13 |  |  |  |  | 57,322 | 60,093 | 57,360 | 61,052 | 63,823 |
| 14 |  |  |  |  | 59,132 | 62,046 | 59,172 | 62,981 | 65,776 |
| 15 |  |  |  |  | 60,671 | 63,660 | 60,710 | 64,618 | 67,486 |
| 16 or more |  |  |  |  | 61,884 | 64,932 | 61,924 | 65,910 | 68,836 |

(b) As used in this subsection, the column headings "BA+(N)" refer to the number of credits earned since receiving the baccalaureate degree.

(c) For credits earned after the baccalaureate degree but before the masters degree, any credits in excess of forty-five credits may be counted after the masters degree. Thus, as used in this subsection, the column headings "MA+(N)" refer to the total of:

(i) Credits earned since receiving the masters degree; and

(ii) Any credits in excess of forty-five credits that were earned after the baccalaureate degree but before the masters degree.

(5) For the purposes of this section:

(a) "BA" means a baccalaureate degree.

(b) "MA" means a masters degree.

(c) "PHD" means a doctorate degree.

(d) "Years of service" shall be calculated under the same rules adopted by the superintendent of public instruction.

(e) "Credits" means college quarter hour credits and equivalent in-service credits computed in accordance with RCW 28A.415.020 and 28A.415.023.

(6) No more than ninety college quarter-hour credits received by any employee after the baccalaureate degree may be used to determine compensation allocations under the state salary allocation schedule and LEAP documents referenced in this part V, or any replacement schedules and documents, unless:

(a) The employee has a masters degree; or

(b) The credits were used in generating state salary allocations before January 1, 1992.

(7) The salary allocations established in this section are for allocation purposes only except as provided in this subsection, and do not entitle an individual staff position to a particular paid salary except as provided in RCW 28A.400.200, as amended by House Bill No. 2242 (fully funding the program of basic education).

(8) For school year 2018-19, the salary allocations for each district shall be the greater of:

(a) The derived school year 2018-19 salary allocations in subsection (1) of this section; or

(b) The derived salary allocations for school year 2017-18 increased by 2.3 percent.

**--- END ---**