
HOUSE BILL 2937

State of Washington

66th Legislature

2020 Regular Session

By Representatives Dolan, Chapman, Riccelli, Ryu, Shewmake, and Santos

Read first time 02/12/20. Referred to Committee on Appropriations.

1 AN ACT Relating to creating a three-tiered salary schedule for
2 certificated instructional staff; and amending RCW 28A.150.410 and
3 28A.150.412.

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

5 **Sec. 1.** RCW 28A.150.410 and 2018 c 266 s 202 are each amended to
6 read as follows:

7 (1) Through the 2017-18 school year, the legislature shall
8 establish for each school year in the appropriations act a statewide
9 salary allocation schedule, for allocation purposes only, to be used
10 to distribute funds for basic education certificated instructional
11 staff salaries under RCW 28A.150.260. For the purposes of this
12 section, the staff allocations for classroom teachers, teacher-
13 librarians, guidance counselors, and student health services staff
14 under RCW 28A.150.260 are considered allocations for certificated
15 instructional staff.

16 (2) Through the 2017-18 school year, salary allocations for
17 state-funded basic education certificated instructional staff shall
18 be calculated by the superintendent of public instruction by
19 determining the district's average salary for certificated
20 instructional staff, using the statewide salary allocation schedule

1 and related documents, conditions, and limitations established by the
2 omnibus appropriations act.

3 (3) Through the 2017-18 school year, no more than ninety college
4 quarter-hour credits received by any employee after the baccalaureate
5 degree may be used to determine compensation allocations under the
6 state salary allocation schedule and LEAP documents referenced in the
7 omnibus appropriations act, or any replacement schedules and
8 documents, unless:

9 (a) The employee has a master's degree; or

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

12 (4) Beginning in the 2007-08 school year and through the 2017-18
13 school year, the calculation of years of service for occupational
14 therapists, physical therapists, speech-language pathologists,
15 audiologists, nurses, social workers, counselors, and psychologists
16 regulated under Title 18 RCW may include experience in schools and
17 other nonschool positions as occupational therapists, physical
18 therapists, speech-language pathologists, audiologists, nurses,
19 social workers, counselors, or psychologists. The calculation shall
20 be that one year of service in a nonschool position counts as one
21 year of service for purposes of this chapter, up to a limit of two
22 years of nonschool service. Nonschool years of service included in
23 calculations under this subsection shall not be applied to service
24 credit totals for purposes of any retirement benefit under chapter
25 41.32, 41.35, or 41.40 RCW, or any other state retirement system
26 benefits.

27 (5) (a) By the 2018-19 school year, the minimum state allocation
28 for salaries for certificated instructional staff in the basic
29 education program must be increased to provide a statewide average
30 allocation of sixty-four thousand dollars adjusted for inflation from
31 the 2017-18 school year except as provided in (b) of this subsection.

32 (b) Subject to the availability of amounts appropriated for this
33 specific purpose, the average salary allocation for a district's
34 certificated instructional staff in the basic education program must
35 be based on a three-tiered salary schedule that provides the sum of
36 (b) (i), (ii), and (iii) of this subsection, if the amount to be
37 provided to a district under this subsection (5) (b) is greater than
38 the allocation under (a) of this subsection (5) adjusted for the
39 district's experience factor under RCW 28A.150.412(2) (c).

1 (i) An experienced tier average allocation of greater than sixty-
2 four thousand dollars adjusted for inflation from the 2017-18 school
3 year multiplied by the district's percentage of certificated
4 instructional staff with an advanced degree and more than fifteen
5 years of experience.

6 (ii) A middle tier average allocation of sixty-four thousand
7 dollars adjusted for inflation from the 2017-18 school year
8 multiplied by the district's percentage of certificated instructional
9 staff with an advanced degree and greater than or equal to five years
10 and less than fifteen years of experience, or a bachelor's degree and
11 greater than or equal to ten years of experience.

12 (iii) A lower tier average allocation of less than sixty-four
13 thousand dollars adjusted for inflation from the 2017-18 school year
14 multiplied by the district's percentage of certificated instructional
15 staff with an advanced degree and less than five years of experience,
16 or a bachelor's degree and less than ten years of experience.

17 (iv) Districts receiving salary allocations based on the three-
18 tiered schedule in this subsection (5)(b) may not receive the
19 experience factor adjustment under RCW 28A.150.412(2)(c).

20 (c) Average salary allocations for the experienced and lower
21 tiers may be established in the omnibus appropriations act. The
22 superintendent of public instruction must collect the staffing
23 information necessary from districts to calculate the district's
24 average salary under (b) of this subsection (5) based on the three-
25 tiered salary schedule for certificated instructional staff.

26 (6) By the 2018-19 school year, the minimum state allocation for
27 salaries for certificated administrative staff in the basic education
28 program must be increased to provide a statewide average allocation
29 of ninety-five thousand dollars adjusted for inflation from the
30 2017-18 school year.

31 (7) By the 2018-19 school year, the minimum state allocation for
32 salaries for classified staff in the basic education program must be
33 increased to provide a statewide average allocation of forty-five
34 thousand nine hundred twelve dollars adjusted by inflation from the
35 2017-18 school year.

36 (8) For school year 2018-19, a district's minimum state
37 allocation for salaries is the greater of the district's 2017-18
38 state salary allocation, adjusted for inflation, or the district's
39 allocation based on the state salary level specified in subsections

1 (5) through (7) of this section, and as further specified in the
2 omnibus appropriations act.

3 (9) Beginning with the 2018-19 school year, state allocations for
4 salaries for certificated instructional staff, certificated
5 administrative staff, and classified staff must be adjusted for
6 regional differences in the cost of hiring staff. Adjustments for
7 regional differences must be specified in the omnibus appropriations
8 act for each school year through at least school year 2022-23. For
9 school years 2018-19 through school year 2022-23, the school district
10 regionalization factors are based on the median single-family
11 residential value of each school district and proximate school
12 district median single-family residential value as described in RCW
13 28A.150.412.

14 (10) Beginning with the 2023-24 school year and every four years
15 thereafter, the minimum state salary allocations and school district
16 regionalization factors for certificated instructional staff,
17 certificated administrative staff, and classified staff must be
18 reviewed and rebased, as provided under RCW 28A.150.412, to ensure
19 that state salary allocations continue to align with staffing costs
20 for the state's program of basic education.

21 (11) For the purposes of this section, "inflation" has the
22 meaning provided in RCW 28A.400.205 for "inflationary adjustment
23 index."

24 **Sec. 2.** RCW 28A.150.412 and 2018 c 266 s 203 are each amended to
25 read as follows:

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

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

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

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

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

7 (b) In addition to the regionalization factors specified in (a)
8 of this subsection, school districts located west of the crest of the
9 Cascade mountains and sharing a boundary with any school district
10 with a regionalization factor more than one tercile higher, are
11 regionalized by six additional percentage points.

12 (c) (~~(F)~~) Subject to RCW 28A.150.410(5)(b), in addition to the
13 regionalization factors specified in this subsection, for school
14 districts that have certificated instructional staff median years of
15 experience that exceed the statewide average certificated
16 instructional staff years of experience and a ratio of certificated
17 instructional staff advanced degrees to bachelor degrees above the
18 statewide ratio, an experience factor of four percentage points is
19 added to the regionalization factor, beginning in the 2019-20 school
20 year.

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

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

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

32 (3) To aid the legislature in reviewing and rebasing
33 regionalization factors, the department of revenue shall, by November
34 1, 2022, and by November 1st every four years thereafter, determine
35 the median single-family residential value of each school district as
36 well as the median value of proximate districts within fifteen miles
37 of the boundary of the school district for which the median
38 residential value is being calculated.

39 (4) No district may receive less state funding for the minimum
40 state salary allocation as compared to its prior school year salary

1 allocation as a result of adjustments that reflect updated
2 regionalized salaries.

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

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

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

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

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

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

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

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

--- END ---