

SENATE BILL REPORT

SB 6123

As of January 24, 2024

Title: An act relating to classified school employee salaries.

Brief Description: Adjusting classified school employee salaries.

Sponsors: Senators Wellman, Wilson, C., Kauffman, Hunt, Shewmake, Cleveland, Keiser, Conway, Hasegawa, Kuderer, Lovick, Mullet, Nobles, Randall and Valdez.

Brief History:

Committee Activity: Early Learning & K-12 Education: 1/24/24.

Brief Summary of Bill

- Differentiates between classified administrative staff and other classified staff for the purposes of state allocation.
- Establishes the minimum state average allocation for salaries for classified administrative staff at \$91,733 beginning with the 2024-25 school year, to be adjusted by inflation.
- Increases the minimum state average allocation for salaries for other classified staff to \$54,633, to be adjusted by inflation.
- Defines classified administrative staff and other classified staff for the purposes of the bill.

SENATE COMMITTEE ON EARLY LEARNING & K-12 EDUCATION

Staff: Benjamin Omdal (786-7442)

Background: Minimum Statewide Salary Allocations. The Legislature allocates money to each school district for state-funded employee salaries and associated fringe benefits. Salary funding is allocated to school districts based on minimum statewide average salaries for

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each of the three school staffing categories: certificated instructional staff (CIS), certificated administrative staff (CAS), and classified staff (CLS).

For school year 2023-24 the statewide average salary allocations are as follows, as set by the omnibus operating appropriations act:

- CIS: \$75,419
- CAS: \$111,950
- CLS: \$54,103

Beginning in the 2023-24 school year, and every four years thereafter, the Legislature must review and rebase basic education compensation allocations compared to school district compensation data, regionalization factors, market inflation, and other economic information.

Classified Employees. Classified employees in state statute are defined as paraeducators, individuals who do not hold a professional education certificate, or individuals employed in a position that does not require such a certificate.

Summary of Bill: Minimum Statewide Salary Allocation. Beginning with the 2024-25 school year, the minimum state allocation for salaries for classified administrative staff in the basic education program must be increased to provide a statewide average allocation of \$91,733, adjusted by inflation from the 2023-24 school year.

The minimum state allocation for salaries for other CLS must be increased to provide a statewide average allocation of \$54,633, adjusted by inflation from the 2023-24 school year.

Classified Staff Definitions. For the purposes of state allocation, classified administrative staff includes directors or supervisors or other school administrators that are not CAS, including:

- staff working in the business office;
- human resources;
- public relations;
- instruction supervision; and
- maintenance and operations supervision.

Other CLS includes all other noncertificated positions including all other office, clerical, or support personnel.

Classified administrative staff as an allocation category is added to the list of positions for which the minimum state salary allocations must be reviewed and rebased every four years.

Appropriation: None.

Fiscal Note: Available.

Creates Committee/Commission/Task Force that includes Legislative members: No.

Effective Date: Ninety days after adjournment of session in which bill is passed.

Staff Summary of Public Testimony: PRO: Differentiating staff categories might be a helpful way to help districts and the state better administer the state allocation formulas. Breaking apart categories was a recommendation for greater transparency from a recent compensation workgroup. Breaking apart categories will allow for the Legislature to more easily target salary increases for the lowest paid school staff. When the classified staff are combined with administrative staff, it skews the perceived allocation of funds.

Persons Testifying: PRO: Senator Lisa Wellman, Prime Sponsor; Julie Salvi, Washington Education Association; Rick Chisa, Public School Employees of WA/SEIU 1948; Jenna Slott, Washington Education Association.

Persons Signed In To Testify But Not Testifying: No one.