H-4308.1

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**HOUSE BILL 2982**

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**State of Washington 65th Legislature 2018 Regular Session**

**By** Representative Haler

AN ACT Relating to the Kennewick and Pasco school district regionalization factors used for compensation; amending 2017 3rd sp.s. c 1 s 503 (uncodified); and creating a new section.

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

NEW SECTION. **Sec.**  The legislature finds that the Richland, Kennewick, and Pasco school districts serve students connected by a common local economy, community, and region. These districts are treated differently in the regionalization factors applied to school salaries under the changes made to basic education funding in the 2017 session, with Richland receiving regional adjustments of six percent, and Pasco and Kennewick receiving no adjustment. In recognition of the similar economic characteristic of the communities served by these school districts and the common economy and region they share, the legislature finds that regionalization factors should treat these school districts equally.

**Sec.**  2017 3rd sp.s. c 1 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 AllocationFor School Year 2018-19 |
| Certificated Instructional Staff | $59,333.55 |
| Certificated Administrative Staff | $79,127.50 |
| Classified Staff | $39,975.50 |

(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 ((~~June 22, 2017, at 1:14~~)) January 26, 2018, at 12:59 hours.

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