
HOUSE BILL 1111

State of Washington

66th Legislature

2019 Regular Session

By Representatives Fitzgibbon and Cody

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

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

6 **Sec. 1.** RCW 28A.150.412 and 2018 c 266 s 203 are each amended to
7 read as follows:

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

19 (2)(a) For school districts with single-family residential values
20 above the statewide median residential value, regionalization factors
21 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, the following school districts are regionalized
9 by six additional percentage points:

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

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

16 (c) In addition to the regionalization factors specified in this
17 subsection, for school districts that have certificated instructional
18 staff median years of experience that exceed the statewide average
19 certificated instructional staff years of experience and a ratio of
20 certificated instructional staff advanced degrees to bachelor degrees
21 above the statewide ratio, an experience factor of four percentage
22 points is added to the regionalization factor, beginning in the
23 2019-20 school year.

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

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

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

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

1 of the boundary of the school district for which the median
2 residential value is being calculated.

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

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

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

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

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

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

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

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

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

34 **Sec. 2.** 2018 c 299 s 503 (uncodified) is amended to read as
35 follows:

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

38 (1) The following calculations determine the salaries used in the
39 state allocations for certificated instructional, certificated

1 administrative, and classified staff units as provided in House Bill
2 No. 2242 (fully funding the program of basic education), RCW
3 28A.150.260, and under section 502 of this act:

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

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

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

21 Statewide Minimum Salary Allocation

22 For School Year 2018-19

| | | |
|----|-----------------------------------|-------------|
| 23 | Certificated Instructional Staff | \$65,216.05 |
| 24 | Certificated Administrative Staff | \$96,805.00 |
| 25 | Classified Staff | \$46,784.33 |

26 (2) For the purposes of this section:

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

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

36 (c) "LEAP Document 3" means the school district regionalization
37 factors for certificated instructional, certificated administrative,
38 and classified staff, as developed by the legislative evaluation and

1 accountability program committee on ((~~March 6~~)) December 18, 2018, at
 2 8:24 hours.

3 (3) Incremental fringe benefit factors are applied to salary
 4 adjustments at a rate of 22.85 percent for school year 2017-18 and
 5 23.01 percent for school year 2018-19 for certificated instructional
 6 and certificated administrative staff and 21.10 percent for school
 7 year 2017-18 and 21.17 percent for the 2018-19 school year for
 8 classified staff.

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

13 **Table Of Total Base Salaries For Certificated Instructional Staff**
 14 **For School Year 2017-18**

15 *** Education Experience ***

| 16 | Years | | | | | | | | | | MA+90 |
|----|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
| 17 | of | | | | | | | | | | OR |
| 18 | Service | BA | BA+15 | BA+30 | BA+45 | BA+90 | BA+135 | MA | MA+45 | Ph.D. | |
| 19 | 0 | 36,521 | 37,507 | 38,529 | 39,554 | 42,840 | 44,957 | 43,785 | 47,072 | 49,191 | |
| 20 | 1 | 37,013 | 38,013 | 39,048 | 40,117 | 43,438 | 45,543 | 44,272 | 47,593 | 49,697 | |
| 21 | 2 | 37,481 | 38,491 | 39,537 | 40,688 | 44,000 | 46,127 | 44,762 | 48,073 | 50,201 | |
| 22 | 3 | 37,964 | 38,983 | 40,040 | 41,229 | 44,534 | 46,712 | 45,227 | 48,529 | 50,709 | |
| 23 | 4 | 38,437 | 39,501 | 40,565 | 41,794 | 45,119 | 47,313 | 45,714 | 49,038 | 51,234 | |
| 24 | 5 | 38,926 | 39,995 | 41,069 | 42,367 | 45,679 | 47,918 | 46,209 | 49,522 | 51,760 | |
| 25 | 6 | 39,428 | 40,474 | 41,585 | 42,948 | 46,244 | 48,494 | 46,716 | 50,013 | 52,262 | |
| 26 | 7 | 40,312 | 41,373 | 42,498 | 43,935 | 47,280 | 49,593 | 47,666 | 51,010 | 53,324 | |
| 27 | 8 | 41,604 | 42,724 | 43,876 | 45,431 | 48,822 | 51,219 | 49,161 | 52,552 | 54,949 | |
| 28 | 9 | | 44,122 | 45,332 | 46,943 | 50,413 | 52,892 | 50,672 | 54,143 | 56,623 | |
| 29 | 10 | | | 46,805 | 48,533 | 52,049 | 54,611 | 52,263 | 55,780 | 58,340 | |
| 30 | 11 | | | | 50,169 | 53,761 | 56,375 | 53,899 | 57,492 | 60,104 | |
| 31 | 12 | | | | 51,753 | 55,520 | 58,211 | 55,600 | 59,250 | 61,942 | |
| 32 | 13 | | | | | 57,322 | 60,093 | 57,360 | 61,052 | 63,823 | |
| 33 | 14 | | | | | 59,132 | 62,046 | 59,172 | 62,981 | 65,776 | |
| 34 | 15 | | | | | 60,671 | 63,660 | 60,710 | 64,618 | 67,486 | |

1 16 or 61,884 64,932 61,924 65,910 68,836
2 more

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

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

- 10 (i) Credits earned since receiving the masters degree; and
11 (ii) Any credits in excess of forty-five credits that were earned
12 after the baccalaureate degree but before the masters degree.

13 (5) For the purposes of this section:

- 14 (a) "BA" means a baccalaureate degree.
15 (b) "MA" means a masters degree.
16 (c) "PHD" means a doctorate degree.

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

19 (e) "Credits" means college quarter hour credits and equivalent
20 in-service credits computed in accordance with RCW 28A.415.020 and
21 28A.415.023.

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

- 27 (a) The employee has a masters degree; or
28 (b) The credits were used in generating state salary allocations
29 before January 1, 1992.

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

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

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

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

(End of Bill)

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BASIC EDUCATION EMPLOYEE COMPENSATION. 3

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