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**HOUSE BILL 2472**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**State of Washington 64th Legislature 2016 Regular Session**

**By** Representatives Santos, Sawyer, Reykdal, Kagi, Jinkins, Tharinger, Walkinshaw, Fey, Tarleton, Stanford, Kilduff, Sells, McBride, Bergquist, Ormsby, S. Hunt, and Goodman; by request of Governor Inslee

AN ACT Relating to improving the recruitment and retention of qualified teachers by raising salaries and strengthening teacher mentoring; creating new sections; and making appropriations.

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

NEW SECTION. **Sec.**  INTENT. (1) Washington has a chronic and acute teacher shortage. School districts across the state have struggled for years to find enough qualified teachers to fill vacancies in special education, math, and science, and a shortage of elementary teachers has emerged due, in part, to the state's recent efforts to lower class sizes in early elementary grades. Compounding the shortage is a failure to retain teachers once they enter the profession. Fully half of all teachers leave within five years on the job and twenty percent leave after their first year in the classroom.

(2) The legislature finds that attracting qualified college graduates to the teaching profession, supporting them during their first years on the job, and keeping them in the classroom for more than five years, has strong positive effects on student learning.

(3) Therefore, the legislature intends to raise the minimum base salary for beginning teachers to forty thousand dollars per year and increase by at least 1 percent the salary for all other teachers. The legislature further intends to support robust mentoring for beginning teachers to keep them in the classroom and to help them meet the needs of a diverse student population.

NEW SECTION. **Sec.**  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 RCW 28A.150.380 and under section 502, chapter 4, Laws of 2015 3rd sp. sess.:

(a) Salary allocations for certificated instructional staff units are determined for each district by multiplying the district's certificated instructional total base salary from section 4 of this act by the district's average staff mix factor for certificated instructional staff in that school year, computed using the table of staff mix factors for certificated instructional staff in section 3 of this act; and

(b) 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 from section 4 of this act.

(2) Incremental fringe benefit factors are applied to salary adjustments at a rate of 20.78 percent for school year 2016-17 for certificated instructional and certificated administrative staff and 19.22 percent for the 2016-17 school year for classified staff.

(3)(a) Pursuant to RCW 28A.150.410, the following state-wide salary allocation schedule for certificated instructional staff is established for basic education salary allocations:

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Table Of Total Base Salaries For Certificated Instructional Staff**  **For School Year 2016-17**  \*\*\* 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 | 40,000 | 40,400 | 40,804 | 41,212 | 42,296 | 44,385 | 43,229 | 46,474 | 48,566 |
| 1 | 40,400 | 40,804 | 41,212 | 41,624 | 42,886 | 44,964 | 43,710 | 46,988 | 49,066 |
| 2 | 40,804 | 41,212 | 41,624 | 42,040 | 43,441 | 45,541 | 44,194 | 47,463 | 49,564 |
| 3 | 41,212 | 41,624 | 42,040 | 42,461 | 43,968 | 46,119 | 44,652 | 47,938 | 50,065 |
| 4 | 41,624 | 42,040 | 42,461 | 42,885 | 44,545 | 46,713 | 45,133 | 48,417 | 50,583 |
| 5 | 42,040 | 42,461 | 42,885 | 43,314 | 45,099 | 47,309 | 45,622 | 48,901 | 51,103 |
| 6 | 42,461 | 42,885 | 43,314 | 43,747 | 45,656 | 47,878 | 46,123 | 49,390 | 51,614 |
| 7 | 42,885 | 43,314 | 43,747 | 44,185 | 46,680 | 48,963 | 47,061 | 50,362 | 52,646 |
| 8 | 43,314 | 43,747 | 44,185 | 44,854 | 48,201 | 50,569 | 48,537 | 51,885 | 54,251 |
| 9 |  | 44,185 | 44,756 | 46,347 | 49,773 | 52,220 | 50,028 | 53,455 | 55,904 |
| 10 |  |  | 46,210 | 47,916 | 51,388 | 53,917 | 51,599 | 55,071 | 57,599 |
| 11 |  |  |  | 49,531 | 53,079 | 55,658 | 53,214 | 56,762 | 59,341 |
| 12 |  |  |  | 51,096 | 54,815 | 57,472 | 54,894 | 58,497 | 61,156 |
| 13 |  |  |  |  | 56,593 | 59,329 | 56,631 | 60,276 | 63,012 |
| 14 |  |  |  |  | 58,381 | 61,258 | 58,420 | 62,181 | 64,940 |
| 15 |  |  |  |  | 59,900 | 62,851 | 59,938 | 63,797 | 66,629 |
| 16 or more |  |  |  |  | 61,098 | 64,107 | 61,137 | 65,073 | 67,961 |

(b) As used in this section, 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.

(4) 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" are 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.

(5) 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 established in this section and sections 3 and 4 of this act, 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.

(6) The salary allocation schedule established in this section is for allocation purposes only except as provided in RCW 28A.400.200(2).

NEW SECTION. **Sec.**  STAFF MIX FACTORS. The staff mix factors for certificated instructional staff according to education and years of experience shall be as follows:

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Table of Staff Mix Factors For Certificated Instructional Staff** | | | | | | | | | |
| **Years** |  |  |  |  |  |  |  |  | **MA+90** |
| **of** |  |  |  |  |  |  |  |  | **OR** |
| **Service** | **BA** | **BA+15** | **BA+30** | **BA+45** | **BA+90** | **BA+135** | **MA** | **MA+45** | **Ph.D.** |
| 0 | 1.00000 | 1.01000 | 1.02010 | 1.03030 | 1.05739 | 1.10964 | 1.08073 | 1.16185 | 1.21415 |
| 1 | 1.01000 | 1.02010 | 1.03030 | 1.04060 | 1.07214 | 1.12410 | 1.09274 | 1.17471 | 1.22665 |
| 2 | 1.02010 | 1.03030 | 1.04060 | 1.05101 | 1.08603 | 1.13852 | 1.10484 | 1.18657 | 1.23909 |
| 3 | 1.03030 | 1.04060 | 1.05101 | 1.06152 | 1.09921 | 1.15297 | 1.11630 | 1.19844 | 1.25162 |
| 4 | 1.04060 | 1.05101 | 1.06152 | 1.07214 | 1.11363 | 1.16781 | 1.12832 | 1.21042 | 1.26457 |
| 5 | 1.05101 | 1.06152 | 1.07214 | 1.08286 | 1.12746 | 1.18274 | 1.14054 | 1.22253 | 1.27757 |
| 6 | 1.06152 | 1.07214 | 1.08286 | 1.09369 | 1.14140 | 1.19695 | 1.15307 | 1.23475 | 1.29035 |
| 7 | 1.07214 | 1.08286 | 1.09369 | 1.10462 | 1.16700 | 1.22407 | 1.17652 | 1.25904 | 1.31616 |
| 8 | 1.08286 | 1.09369 | 1.10462 | 1.12135 | 1.20503 | 1.26422 | 1.21341 | 1.29712 | 1.35628 |
| 9 |  | 1.10462 | 1.11890 | 1.15867 | 1.24432 | 1.30550 | 1.25071 | 1.33638 | 1.39759 |
| 10 |  |  | 1.15524 | 1.19791 | 1.28469 | 1.34792 | 1.28997 | 1.37678 | 1.43998 |
| 11 |  |  |  | 1.23829 | 1.32696 | 1.39145 | 1.33035 | 1.41905 | 1.48351 |
| 12 |  |  |  | 1.27740 | 1.37037 | 1.43680 | 1.37234 | 1.46243 | 1.52889 |
| 13 |  |  |  |  | 1.41483 | 1.48324 | 1.41577 | 1.50689 | 1.57530 |
| 14 |  |  |  |  | 1.45953 | 1.53144 | 1.46051 | 1.55452 | 1.62350 |
| 15 |  |  |  |  | 1.49750 | 1.57128 | 1.49846 | 1.59492 | 1.66572 |
| 16 or more |  |  |  |  | 1.52745 | 1.60267 | 1.52843 | 1.62683 | 1.69902 |

NEW SECTION. **Sec.**  SCHOOL YEAR SALARY ALLOCATIONS. The school year salary allocations for certificated administrative staff and classified staff and derived and total base salaries for certificated instructional staff shall be as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| **Base Salary Allocations for School Year 2016-17** | | | |
| **School District** | **Certificated Instructional Staff** | **Administrative Staff** | **Classified Staff** |
| 01 109 Washtucna | 40,000 | 69,442 | 33,746 |
| 01 122 Benge | 40,000 | 61,409 | 34,327 |
| 01 147 Othello | 40,000 | 61,409 | 33,746 |
| 01 158 Lind | 40,000 | 76,812 | 33,746 |
| 01 160 Ritzville | 40,000 | 66,389 | 33,785 |
| 02 250 Clarkston | 40,000 | 62,531 | 33,746 |
| 02 420 Asotin-Anatone | 40,000 | 61,409 | 33,746 |
| 03 017 Kennewick | 40,000 | 61,409 | 33,746 |
| 03 050 Paterson | 40,000 | 61,409 | 33,746 |
| 03 052 Kiona-Benton City | 40,000 | 65,336 | 33,746 |
| 03 053 Finley | 40,000 | 63,892 | 33,746 |
| 03 116 Prosser | 40,000 | 66,529 | 33,746 |
| 03 400 Richland | 40,000 | 62,319 | 33,746 |
| 04 019 Manson | 40,000 | 69,107 | 33,746 |
| 04 069 Stehekin | 40,000 | 70,749 | 33,746 |
| 04 127 Entiat | 40,000 | 81,630 | 33,746 |
| 04 129 Lake Chelan | 40,588 | 61,409 | 33,945 |
| 04 222 Cashmere | 40,000 | 74,282 | 33,746 |
| 04 228 Cascade | 40,000 | 66,891 | 33,746 |
| 04 246 Wenatchee | 40,000 | 64,820 | 33,746 |
| 05 121 Port Angeles | 40,000 | 65,528 | 33,746 |
| 05 313 Crescent | 40,000 | 67,655 | 33,746 |
| 05 323 Sequim | 40,000 | 61,409 | 33,746 |
| 05 401 Cape Flattery | 40,000 | 65,705 | 33,746 |
| 05 402 Quillayute Valley | 40,000 | 63,851 | 33,746 |
| 06 037 Vancouver | 40,000 | 65,106 | 33,746 |
| 06 098 Hockinson | 40,000 | 66,247 | 33,746 |
| 06 101 La Center | 40,000 | 67,123 | 33,746 |
| 06 103 Green Mountain | 40,000 | 84,747 | 33,746 |
| 06 112 Washougal | 40,000 | 61,409 | 33,830 |
| 06 114 Evergreen (Clark) | 40,000 | 61,409 | 33,746 |
| 06 117 Camas | 40,000 | 69,013 | 33,845 |
| 06 119 Battle Ground | 40,000 | 63,802 | 33,746 |
| 06 122 Ridgefield | 40,000 | 67,060 | 33,746 |
| 07 002 Dayton | 40,000 | 61,409 | 33,746 |
| 07 035 Starbuck | 40,000 | 61,409 | 33,746 |
| 08 122 Longview | 40,000 | 61,409 | 33,746 |
| 08 130 Toutle Lake | 40,000 | 72,592 | 33,915 |
| 08 401 Castle Rock | 40,000 | 61,409 | 34,425 |
| 08 402 Kalama | 40,000 | 62,444 | 33,746 |
| 08 404 Woodland | 40,000 | 62,597 | 33,746 |
| 08 458 Kelso | 40,000 | 61,720 | 33,746 |
| 09 013 Orondo | 41,904 | 61,409 | 33,746 |
| 09 075 Bridgeport | 40,000 | 67,079 | 34,154 |
| 09 102 Palisades | 40,000 | 61,409 | 33,746 |
| 09 206 Eastmont | 40,000 | 65,020 | 33,746 |
| 09 207 Mansfield | 40,000 | 81,570 | 34,179 |
| 09 209 Waterville | 40,000 | 62,709 | 33,746 |
| 10 003 Keller | 40,000 | 61,409 | 33,746 |
| 10 050 Curlew | 40,000 | 81,555 | 33,746 |
| 10 065 Orient | 40,000 | 75,603 | 33,746 |
| 10 070 Inchelium | 40,000 | 71,089 | 33,746 |
| 10 309 Republic | 40,000 | 61,409 | 33,746 |
| 11 001 Pasco | 40,000 | 61,499 | 33,750 |
| 11 051 North Franklin | 40,000 | 63,316 | 33,746 |
| 11 054 Star | 40,000 | 61,409 | 33,746 |
| 11 056 Kahlotus | 40,000 | 61,774 | 33,746 |
| 12 110 Pomeroy | 40,000 | 67,949 | 33,812 |
| 13 073 Wahluke | 40,000 | 73,481 | 33,746 |
| 13 144 Quincy | 40,000 | 62,609 | 33,760 |
| 13 146 Warden | 40,000 | 65,060 | 33,746 |
| 13 151 Coulee-Hartline | 40,000 | 69,837 | 33,746 |
| 13 156 Soap Lake | 40,000 | 61,409 | 33,746 |
| 13 160 Royal | 40,000 | 62,230 | 33,746 |
| 13 161 Moses Lake | 40,000 | 62,984 | 33,746 |
| 13 165 Ephrata | 40,000 | 61,409 | 33,746 |
| 13 167 Wilson Creek | 40,000 | 87,003 | 33,746 |
| 13 301 Grand Coulee Dam | 40,000 | 61,409 | 33,746 |
| 14 005 Aberdeen | 40,000 | 62,463 | 33,746 |
| 14 028 Hoquiam | 40,000 | 64,876 | 33,746 |
| 14 064 North Beach | 40,000 | 71,107 | 33,746 |
| 14 065 McCleary | 40,000 | 66,388 | 35,060 |
| 14 066 Montesano | 40,000 | 62,032 | 33,746 |
| 14 068 Elma | 40,000 | 62,030 | 34,786 |
| 14 077 Taholah | 40,000 | 79,394 | 33,746 |
| 14 097 Quinault | 40,000 | 62,705 | 33,998 |
| 14 099 Cosmopolis | 40,000 | 62,232 | 33,746 |
| 14 104 Satsop | 40,000 | 61,409 | 33,746 |
| 14 117 Wishkah Valley | 40,000 | 79,382 | 34,633 |
| 14 172 Ocosta | 40,000 | 61,646 | 33,950 |
| 14 400 Oakville | 40,000 | 85,208 | 34,809 |
| 15 201 Oak Harbor | 40,260 | 61,409 | 33,746 |
| 15 204 Coupeville | 40,000 | 61,409 | 33,746 |
| 15 206 South Whidbey | 40,000 | 62,181 | 34,151 |
| 16 020 Queets-Clearwater | 40,000 | 64,029 | 33,997 |
| 16 046 Brinnon | 40,000 | 61,409 | 33,746 |
| 16 048 Quilcene | 40,000 | 85,822 | 33,746 |
| 16 049 Chimacum | 40,000 | 63,969 | 34,498 |
| 16 050 Port Townsend | 40,000 | 61,409 | 33,746 |
| 17 001 Seattle | 40,269 | 63,466 | 38,948 |
| 17 210 Federal Way | 40,000 | 61,409 | 33,746 |
| 17 216 Enumclaw | 40,000 | 61,541 | 33,746 |
| 17 400 Mercer Island | 40,000 | 66,951 | 34,028 |
| 17 401 Highline | 40,000 | 66,153 | 33,746 |
| 17 402 Vashon Island | 40,000 | 68,756 | 33,746 |
| 17 403 Renton | 40,000 | 61,918 | 33,746 |
| 17 404 Skykomish | 40,000 | 89,342 | 33,951 |
| 17 405 Bellevue | 40,000 | 64,844 | 36,544 |
| 17 406 Tukwila | 40,000 | 74,180 | 33,746 |
| 17 407 Riverview | 40,000 | 65,993 | 33,746 |
| 17 408 Auburn | 40,000 | 61,409 | 33,746 |
| 17 409 Tahoma | 40,000 | 61,409 | 33,922 |
| 17 410 Snoqualmie Valley | 40,000 | 61,409 | 33,746 |
| 17 411 Issaquah | 40,000 | 63,192 | 33,746 |
| 17 412 Shoreline | 40,000 | 66,836 | 35,402 |
| 17 414 Lake Washington | 40,000 | 64,774 | 33,746 |
| 17 415 Kent | 40,000 | 61,409 | 33,746 |
| 17 417 Northshore | 41,662 | 61,409 | 34,221 |
| 18 100 Bremerton | 40,000 | 62,384 | 34,944 |
| 18 303 Bainbridge Island | 40,000 | 64,226 | 33,746 |
| 18 400 North Kitsap | 40,000 | 61,615 | 34,252 |
| 18 401 Central Kitsap | 40,000 | 61,409 | 33,746 |
| 18 402 South Kitsap | 40,000 | 62,927 | 33,863 |
| 19 007 Damman | 40,000 | 61,409 | 33,746 |
| 19 028 Easton | 40,000 | 61,409 | 33,746 |
| 19 400 Thorp | 40,000 | 61,529 | 34,618 |
| 19 401 Ellensburg | 40,000 | 62,795 | 33,746 |
| 19 403 Kittitas | 40,000 | 62,891 | 33,746 |
| 19 404 Cle Elum-Roslyn | 40,000 | 66,090 | 33,750 |
| 20 094 Wishram | 40,000 | 76,562 | 33,746 |
| 20 203 Bickleton | 40,000 | 76,517 | 33,746 |
| 20 215 Centerville | 40,000 | 61,409 | 33,746 |
| 20 400 Trout Lake | 40,000 | 67,659 | 33,746 |
| 20 401 Glenwood | 40,000 | 68,152 | 33,746 |
| 20 402 Klickitat | 40,000 | 74,046 | 33,746 |
| 20 403 Roosevelt | 40,000 | 61,409 | 33,746 |
| 20 404 Goldendale | 40,000 | 61,409 | 33,746 |
| 20 405 White Salmon | 40,000 | 69,268 | 33,746 |
| 20 406 Lyle | 40,000 | 69,558 | 33,746 |
| 21 014 Napavine | 40,000 | 71,146 | 33,805 |
| 21 036 Evaline | 40,000 | 61,409 | 33,746 |
| 21 206 Mossyrock | 40,000 | 68,287 | 33,746 |
| 21 214 Morton | 40,000 | 65,950 | 33,991 |
| 21 226 Adna | 40,000 | 71,907 | 33,746 |
| 21 232 Winlock | 40,000 | 64,577 | 33,746 |
| 21 234 Boistfort | 40,000 | 63,624 | 33,746 |
| 21 237 Toledo | 40,000 | 64,126 | 33,746 |
| 21 300 Onalaska | 40,000 | 62,926 | 33,746 |
| 21 301 Pe Ell | 40,000 | 70,620 | 34,387 |
| 21 302 Chehalis | 40,000 | 61,409 | 33,746 |
| 21 303 White Pass | 40,000 | 61,993 | 33,746 |
| 21 401 Centralia | 40,000 | 66,793 | 33,746 |
| 22 008 Sprague | 40,000 | 69,973 | 33,887 |
| 22 009 Reardan-Edwall | 40,000 | 62,815 | 33,746 |
| 22 017 Almira | 40,000 | 79,678 | 33,746 |
| 22 073 Creston | 40,000 | 79,036 | 33,746 |
| 22 105 Odessa | 40,000 | 66,151 | 33,746 |
| 22 200 Wilbur | 40,000 | 75,994 | 33,746 |
| 22 204 Harrington | 40,000 | 89,342 | 33,746 |
| 22 207 Davenport | 40,000 | 67,284 | 33,746 |
| 23 042 Southside | 40,604 | 61,409 | 33,746 |
| 23 054 Grapeview | 40,000 | 66,495 | 33,746 |
| 23 309 Shelton | 40,000 | 64,192 | 33,857 |
| 23 311 Mary M. Knight | 40,000 | 78,659 | 34,317 |
| 23 402 Pioneer | 40,000 | 61,409 | 33,746 |
| 23 403 North Mason | 40,000 | 61,409 | 33,769 |
| 23 404 Hood Canal | 40,000 | 64,121 | 35,035 |
| 24 014 Nespelem | 40,000 | 72,100 | 33,746 |
| 24 019 Omak | 40,000 | 66,742 | 33,746 |
| 24 105 Okanogan | 40,000 | 63,182 | 34,146 |
| 24 111 Brewster | 40,000 | 62,457 | 33,819 |
| 24 122 Pateros | 40,000 | 62,739 | 33,746 |
| 24 350 Methow Valley | 40,000 | 75,723 | 33,954 |
| 24 404 Tonasket | 40,000 | 64,600 | 33,746 |
| 24 410 Oroville | 40,000 | 61,910 | 34,441 |
| 25 101 Ocean Beach | 40,000 | 69,234 | 33,746 |
| 25 116 Raymond | 40,000 | 63,945 | 33,746 |
| 25 118 South Bend | 40,000 | 61,409 | 33,746 |
| 25 155 Naselle-Grays River Valley | 40,000 | 73,314 | 33,746 |
| 25 160 Willapa Valley | 40,000 | 61,409 | 33,746 |
| 25 200 North River | 40,000 | 69,941 | 33,746 |
| 26 056 Newport | 40,000 | 61,481 | 33,746 |
| 26 059 Cusick | 40,000 | 77,582 | 33,746 |
| 26 070 Selkirk | 40,000 | 61,409 | 33,746 |
| 27 001 Steilacoom Historical | 40,000 | 63,520 | 33,933 |
| 27 003 Puyallup | 40,806 | 61,409 | 33,746 |
| 27 010 Tacoma | 40,000 | 61,409 | 37,018 |
| 27 019 Carbonado | 40,000 | 74,990 | 33,746 |
| 27 083 University Place | 40,000 | 61,409 | 33,746 |
| 27 320 Sumner | 40,000 | 62,688 | 33,746 |
| 27 343 Dieringer | 40,000 | 67,168 | 33,746 |
| 27 344 Orting | 40,000 | 63,223 | 33,746 |
| 27 400 Clover Park | 40,000 | 62,891 | 33,746 |
| 27 401 Peninsula | 40,000 | 64,470 | 33,762 |
| 27 402 Franklin Pierce | 40,000 | 66,470 | 33,746 |
| 27 403 Bethel | 40,000 | 63,371 | 33,746 |
| 27 404 Eatonville | 40,000 | 61,409 | 33,746 |
| 27 416 White River | 40,000 | 61,448 | 33,746 |
| 27 417 Fife | 40,000 | 64,145 | 33,746 |
| 28 010 Shaw Island | 40,763 | 61,409 | 35,720 |
| 28 137 Orcas Island | 40,000 | 61,409 | 33,834 |
| 28 144 Lopez Island | 40,435 | 66,467 | 33,746 |
| 28 149 San Juan Island | 40,000 | 65,050 | 33,746 |
| 29 011 Concrete | 40,000 | 67,624 | 33,746 |
| 29 100 Burlington-Edison | 40,000 | 62,159 | 33,746 |
| 29 101 Sedro-Woolley | 40,000 | 61,409 | 33,849 |
| 29 103 Anacortes | 40,000 | 63,341 | 33,746 |
| 29 311 La Conner | 40,000 | 69,634 | 33,746 |
| 29 317 Conway | 40,000 | 66,352 | 33,746 |
| 29 320 Mount Vernon | 40,000 | 61,409 | 33,746 |
| 30 002 Skamania | 40,000 | 77,447 | 35,933 |
| 30 029 Mount Pleasant | 40,000 | 61,409 | 37,291 |
| 30 031 Mill A | 40,000 | 61,409 | 34,246 |
| 30 303 Stevenson-Carson | 40,000 | 62,192 | 33,746 |
| 31 002 Everett | 41,985 | 66,227 | 35,519 |
| 31 004 Lake Stevens | 40,000 | 68,649 | 33,746 |
| 31 006 Mukilteo | 40,478 | 64,946 | 33,746 |
| 31 015 Edmonds | 40,000 | 63,968 | 33,746 |
| 31 016 Arlington | 40,000 | 62,115 | 33,746 |
| 31 025 Marysville | 41,542 | 61,602 | 33,746 |
| 31 063 Index | 40,000 | 61,409 | 33,746 |
| 31 103 Monroe | 40,000 | 63,971 | 33,746 |
| 31 201 Snohomish | 40,000 | 65,304 | 33,746 |
| 31 306 Lakewood | 40,000 | 61,409 | 33,746 |
| 31 311 Sultan | 40,000 | 61,409 | 33,746 |
| 31 330 Darrington | 40,000 | 71,576 | 33,746 |
| 31 332 Granite Falls | 40,000 | 61,528 | 33,746 |
| 31 401 Stanwood | 40,000 | 61,409 | 33,746 |
| 32 081 Spokane | 40,000 | 61,409 | 33,746 |
| 32 123 Orchard Prairie | 40,000 | 61,409 | 33,746 |
| 32 312 Great Northern | 40,000 | 61,409 | 33,746 |
| 32 325 Nine Mile Falls | 40,000 | 67,776 | 33,746 |
| 32 326 Medical Lake | 40,000 | 61,409 | 33,746 |
| 32 354 Mead | 40,000 | 61,409 | 33,746 |
| 32 356 Central Valley | 40,000 | 61,409 | 34,107 |
| 32 358 Freeman | 40,000 | 61,409 | 33,804 |
| 32 360 Cheney | 40,000 | 63,039 | 33,746 |
| 32 361 East Valley (Spokane) | 40,000 | 61,409 | 33,746 |
| 32 362 Liberty | 40,000 | 63,787 | 33,746 |
| 32 363 West Valley (Spokane) | 40,000 | 67,392 | 33,746 |
| 32 414 Deer Park | 40,000 | 62,846 | 33,746 |
| 32 416 Riverside | 40,000 | 63,133 | 33,746 |
| 33 030 Onion Creek | 40,000 | 61,409 | 33,746 |
| 33 036 Chewelah | 40,000 | 61,409 | 34,377 |
| 33 049 Wellpinit | 40,000 | 79,320 | 33,746 |
| 33 070 Valley | 40,000 | 68,263 | 33,746 |
| 33 115 Colville | 40,000 | 61,409 | 33,746 |
| 33 183 Loon Lake | 40,000 | 61,409 | 33,746 |
| 33 202 Summit Valley | 40,000 | 61,409 | 33,746 |
| 33 205 Evergreen (Stevens) | 40,000 | 61,409 | 33,746 |
| 33 206 Columbia (Stevens) | 40,000 | 89,342 | 33,746 |
| 33 207 Mary Walker | 40,000 | 68,836 | 33,746 |
| 33 211 Northport | 40,000 | 72,946 | 33,746 |
| 33 212 Kettle Falls | 40,000 | 61,409 | 34,051 |
| 34 002 Yelm | 40,000 | 65,047 | 33,746 |
| 34 003 North Thurston | 40,000 | 61,561 | 33,746 |
| 34 033 Tumwater | 40,000 | 65,364 | 33,746 |
| 34 111 Olympia | 40,000 | 63,397 | 33,763 |
| 34 307 Rainier | 40,000 | 65,333 | 33,746 |
| 34 324 Griffin | 40,000 | 61,409 | 33,746 |
| 34 401 Rochester | 40,000 | 61,409 | 33,746 |
| 34 402 Tenino | 40,000 | 61,409 | 33,746 |
| 35 200 Wahkiakum | 40,000 | 61,409 | 33,746 |
| 36 101 Dixie | 40,000 | 67,431 | 33,746 |
| 36 140 Walla Walla | 40,000 | 61,818 | 33,746 |
| 36 250 College Place | 40,000 | 63,159 | 33,746 |
| 36 300 Touchet | 40,000 | 63,620 | 33,746 |
| 36 400 Columbia (Walla Walla) | 40,000 | 61,409 | 33,746 |
| 36 401 Waitsburg | 40,000 | 74,918 | 33,746 |
| 36 402 Prescott | 40,000 | 72,876 | 34,997 |
| 37 501 Bellingham | 40,000 | 62,056 | 33,746 |
| 37 502 Ferndale | 40,000 | 64,581 | 33,746 |
| 37 503 Blaine | 40,000 | 64,768 | 34,164 |
| 37 504 Lynden | 40,000 | 61,409 | 33,746 |
| 37 505 Meridian | 40,000 | 61,409 | 33,746 |
| 37 506 Nooksack Valley | 40,000 | 61,409 | 33,766 |
| 37 507 Mount Baker | 40,000 | 61,409 | 33,746 |
| 38 126 Lacrosse | 40,000 | 73,899 | 34,126 |
| 38 264 Lamont | 40,000 | 68,984 | 33,746 |
| 38 265 Tekoa | 40,000 | 82,390 | 33,746 |
| 38 267 Pullman | 40,000 | 61,409 | 33,923 |
| 38 300 Colfax | 40,000 | 61,781 | 33,746 |
| 38 301 Palouse | 40,000 | 73,282 | 34,128 |
| 38 302 Garfield | 40,000 | 71,724 | 33,746 |
| 38 304 Steptoe | 40,000 | 61,409 | 34,209 |
| 38 306 Colton | 40,000 | 74,267 | 33,746 |
| 38 308 Endicott | 40,000 | 82,420 | 33,746 |
| 38 320 Rosalia | 40,000 | 77,733 | 33,804 |
| 38 322 St. John | 40,000 | 89,342 | 33,746 |
| 38 324 Oakesdale | 40,000 | 80,400 | 33,746 |
| 39 002 Union Gap | 40,000 | 67,912 | 33,746 |
| 39 003 Naches Valley | 40,000 | 66,113 | 33,746 |
| 39 007 Yakima | 40,000 | 67,396 | 33,821 |
| 39 090 East Valley (Yakima) | 40,000 | 62,350 | 34,064 |
| 39 119 Selah | 40,000 | 66,320 | 33,746 |
| 39 120 Mabton | 40,000 | 70,258 | 34,810 |
| 39 200 Grandview | 40,000 | 63,581 | 33,746 |
| 39 201 Sunnyside | 40,000 | 61,409 | 33,746 |
| 39 202 Toppenish | 40,000 | 66,435 | 33,746 |
| 39 203 Highland | 40,000 | 67,205 | 33,746 |
| 39 204 Granger | 40,000 | 65,609 | 33,746 |
| 39 205 Zillah | 40,000 | 64,987 | 33,746 |
| 39 207 Wapato | 40,000 | 63,992 | 33,746 |
| 39 208 West Valley (Yakima) | 40,000 | 61,409 | 33,746 |
| 39 209 Mount Adams | 40,000 | 66,743 | 33,746 |

NEW SECTION. **Sec.**  APPROPRIATION FOR THE SUPERINTENDENT OF PUBLIC INSTRUCTION FOR SCHOOL EMPLOYEE COMPENSATION ADJUSTMENTS. (1) The sum of seventy-one million seven hundred eighty thousand dollars, or as much thereof as may be necessary, is appropriated for the fiscal year ending June 30, 2017, from the education legacy trust account to the superintendent of public instruction for school employee compensation adjustments.

(2) The appropriation in this section is subject to the following conditions and limitations:

(a) Additional salary adjustments as necessary to fund the base salaries for certificated instructional staff as listed for each district in section 4 of this act.

(b) Additional salary adjustments to certain districts as necessary to fund the per full-time equivalent salary allocations for certificated administrative staff as listed for each district in section 4 of this act.

(c) Additional salary adjustments to certain districts as necessary to fund the per full-time equivalent salary allocations for classified staff as listed for each district in section 4 of this act.

(d) The appropriation in this section includes associated incremental fringe benefit allocations at 20.78 percent for the 2016-17 school year for certificated instructional and certificated administrative staff and 19.22 percent for the 2016-17 school year for classified staff.

(e) The appropriation in this section includes the increased or decreased portion of salaries and incremental fringe benefits for all relevant state-funded school programs in part V of chapter 4, Laws of 2015 3rd sp. sess. Changes for general apportionment (basic education) are based on the salary allocation schedules and methodology in sections 2, 3, and 4 of this act. Changes for special education result from changes in each district's basic education allocation per student. Changes for educational service districts and institutional education programs are determined by the superintendent of public instruction using the methodology for general apportionment salaries and benefits in sections 2, 3, and 4 of this act.

(f) The appropriation in this section includes no salary adjustments for substitute teachers.

(3) The rates specified in this section are subject to revision each year by the legislature.

NEW SECTION. **Sec.**  APPROPRIATION FOR THE SUPERINTENDENT OF PUBLIC INSTRUCTION FOR LOCAL EFFORT ASSISTANCE. (1) The sum of seven million eight hundred twenty-three thousand dollars, or as much thereof as may be necessary, is appropriated for the fiscal year ending June 30, 2017, from the education legacy trust account to the superintendent of public instruction for local effort assistance.

NEW SECTION. **Sec.**  APPROPRIATION FOR THE SUPERINTENDENT OF PUBLIC INSTRUCTION FOR A BEGINNING EDUCATOR SUPPORT PROGRAM. (1) The sum of five million dollars, or as much thereof as may be necessary, is appropriated for the fiscal year ending June 30, 2017, from the education legacy trust account to the superintendent of public instruction for a beginning educator support program.

(2) The appropriation in this section is provided solely for a beginning educator support program. The program shall prioritize first year teachers in the mentoring program. Either school districts, or regional consortia, or both may apply for grant funding.

(3) The program provided by either a district, or a regional consortia, or both shall include: A paid orientation; assignment of a qualified mentor; development of a professional growth plan for each beginning teacher aligned with professional certification; release time for mentors and new teachers to work together; and teacher observation time with accomplished peers. Funding may be used to provide statewide professional development opportunities for mentors and beginning educators.

NEW SECTION. **Sec.**  APPROPRIATION FOR THE WASHINGTON STATE SCHOOL FOR THE BLIND. (1) The sum of forty four thousand dollars, or as much thereof as may be necessary, is appropriated for the fiscal year ending June 30, 2017, from the education legacy trust account to the Washington state school for the blind.

(2) The appropriation in this section is sufficient to implement the salary adjustments necessary to fund the base salaries for certificated instructional staff and classified staff at the Washington state school for the blind.

NEW SECTION. **Sec.**  APPROPRIATION FOR THE CENTER FOR CHILDHOOD DEAFNESS AND HEARING LOSS. (1) The sum of twenty-three thousand dollars, or as much thereof as may be necessary, is appropriated for the fiscal year ending June 30, 2017, from the education legacy trust account to the center for childhood deafness and hearing loss.

(2) The appropriation in this section is sufficient to implement the salary adjustments necessary to fund the base salaries for certificated instructional staff and classified staff at the center for childhood deafness and hearing loss.

**--- END ---**