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**SENATE BILL 5671**

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**State of Washington**

**68th Legislature**

**2023 Regular Session**

**By** Senators MacEwen, Hunt, and Nguyen

Read first time 02/02/23. Referred to Committee on Early Learning & K-12 Education.

1 AN ACT Relating to making experience factor adjustments for  
2 certificated instructional staff; amending RCW 28A.150.412; and  
3 creating a new section.

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

5 NEW SECTION. **Sec. 1.** The legislature intends to develop a  
6 salary allocation model that more closely matches the salaries of the  
7 teachers who are hired by school districts. To accomplish this, each  
8 school district will continue to annually report the experience and  
9 education of their teaching staff. State funding will be allocated  
10 accordingly to keep up with the increasing costs of a stable teaching  
11 force as they gain experience or attain additional education or  
12 degrees across their career and avoid creating disincentives that  
13 prevent districts from hiring the best teachers, while simultaneously  
14 meeting state expectations for class size.

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

17 (1) Beginning with the 2023 regular legislative session, and  
18 every four years thereafter, the legislature shall review and rebase  
19 state basic education compensation allocations compared to school  
20 district compensation data, regionalization factors, what

1 inflationary measure is the most representative of actual market  
2 experience for school districts, and other economic information. The  
3 legislature shall revise the minimum allocations, regionalization  
4 factors, and inflationary measure if necessary to ensure that state  
5 basic education allocations continue to provide market-rate salaries  
6 and that regionalization adjustments reflect actual economic  
7 differences between school districts.

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

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

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

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

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

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

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

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

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

1       (3) In addition to the regionalization factors specified in this  
2 section, an experience factor for certificated instructional staff is  
3 provided as follows:

4       (a) For school districts that have certificated instructional  
5 staff median years of experience that exceed the statewide average  
6 certificated instructional staff years of experience and a ratio of  
7 certificated instructional staff advanced degrees to bachelor degrees  
8 above the statewide ratio, an experience factor of four percentage  
9 points is added to the regionalization factor, beginning in the  
10 2023-24 school year.

11       (b) For school districts that have certificated instructional  
12 staff median years of experience that exceed the statewide average  
13 certificated instructional staff years of experience, an experience  
14 factor of three percentage points is added to the regionalization  
15 factor, beginning in the 2023-24 school year.

16       (c) For school districts that have a ratio of certificated  
17 instructional staff advanced degrees to bachelor degrees that is  
18 above the statewide ratio, an experience factor of one percentage  
19 point is added to the regionalization factor, beginning in the  
20 2023-24 school year.

21       (d) Beginning in the 2023-24 school year and annually thereafter,  
22 school district eligibility for the experience factors under (b) and  
23 (c) of this subsection must be determined based on staffing data  
24 reported by the district to the superintendent of public instruction  
25 in the fall of the previous school year.

26       (e) (i) For school districts not eligible for an experience factor  
27 under (a) or (b) of this subsection, but eligible under (a) or (b) of  
28 this subsection in the previous school year, the experience factor is  
29 reduced to two percentage points in the first year the district is  
30 ineligible.

31       (ii) For school districts not eligible for an experience factor  
32 under (a) or (b) of this subsection, but eligible under (a) or (b) of  
33 this subsection in the school year two years prior, the experience  
34 factor is reduced to one percentage point in the second consecutive  
35 year the district is ineligible.

36       (iii) In the third consecutive year a school district is not  
37 eligible for an experience factor under (a) or (b) of this  
38 subsection, the experience factor is removed if the district is not  
39 eligible for the one percentage point experience factor under (c) of  
40 this subsection.

1       (4) To aid the legislature in reviewing and rebasing  
2 regionalization factors, the department of revenue shall, by November  
3 1, 2022, and by November 1st every four years thereafter, determine  
4 the median single-family residential value of each school district as  
5 well as the median value of proximate districts within (~~(fifteen)~~) 15  
6 miles of the boundary of the school district for which the median  
7 residential value is being calculated.

8       (~~(4)~~) (5) No district may receive less state funding for the  
9 minimum state salary allocation as compared to its prior school year  
10 salary allocation as a result of adjustments that reflect updated  
11 regionalized salaries.

12       (~~(5)~~) (6) The definitions in this subsection apply throughout  
13 this section unless the context clearly requires otherwise.

14       (a) "Median residential value of each school district" means the  
15 median value of all single-family residential parcels included within  
16 a school district and any other school district that is proximate to  
17 the school district.

18       (b) "Proximate to the school district" means within (~~(fifteen)~~)  
19 15 miles of the boundary of the school district for which the median  
20 residential value is being calculated.

21       (c) "School district employees" means state-funded certificated  
22 instructional staff, certificated administrative staff, and  
23 classified staff.

24       (d) "School districts in tercile 1" means school districts with  
25 median single-family residential values in the first tercile of  
26 districts with single-family residential values above the statewide  
27 median residential value.

28       (e) "School districts in tercile 2" means school districts with  
29 median single-family residential values in the second tercile of  
30 districts with single-family residential values above the statewide  
31 median residential value.

32       (f) "School districts in tercile 3" means school districts with  
33 median single-family residential values in the third tercile of  
34 districts with single-family residential values above the statewide  
35 median residential value.

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

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