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**HOUSE BILL 1266**

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**State of Washington**

**67th Legislature**

**2021 Regular Session**

**By** Representatives Sullivan, Dolan, J. Johnson, Bergquist, Santos, Kloba, Callan, and Lekanoff

Read first time 01/18/21. Referred to Committee on Appropriations.

1 AN ACT Relating to basic education salary review and rebase;  
2 amending RCW 28A.150.412; adding a new section to chapter 28A.150  
3 RCW; and creating a new section.

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

5 NEW SECTION. **Sec. 1.** When the legislature adopted chapter 13,  
6 Laws of 2017 3rd sp. sess., structural changes to compensation  
7 allocations were implemented including increases to better reflect  
8 comparable wages, changes to an average salary allocation instead of  
9 one based on the average years of experience and education for  
10 certificated staff in a district, and regionalization factors to  
11 reflect the varying costs of living in different regions of the  
12 state. In subsequent years, the experience mix factor has been  
13 created to reflect higher average salary cost in districts that have  
14 higher than average concentrations of staff with more years of  
15 experience and advanced educational attainment.

16 Chapter 13, Laws of 2017 3rd sp. sess. created a cycle for  
17 rebasing basic education salaries every four years to keep basic  
18 education salaries comparable to similar professions over time. The  
19 first rebase is scheduled for the 2023 legislative session, but the  
20 process and expectations for this review have not been outlined.

1 Compensation policies and the allocation of resources to  
2 districts are significant public policy areas which will benefit from  
3 insight from educators, administrators, community members, and state  
4 leaders. The legislature must examine how compensation policies  
5 impact and influence the makeup of the K-12 workforce and equity  
6 among districts. Districts without the same ability to raise local  
7 resources may face greater challenges recruiting and retaining  
8 educators. In addition, many educators of color serve on more  
9 committees to ensure diverse voices are at the table and take on  
10 additional mentorship roles for new educators and students. This can  
11 create a cultural taxation that adds work and responsibilities that  
12 are not compensated and can lead to greater burnout and turnover for  
13 educators of color.

14 Therefore, the legislature is establishing a K-12 basic education  
15 compensation advisory committee to provide input on issues related to  
16 the salary rebase process, comparable wages, and impact of  
17 regionalization, and to review the ways in which compensation policy  
18 can support equity and greater diversity in the education workforce.

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

21 (1) Beginning with the 2023 regular legislative session, and  
22 every four years thereafter, the legislature shall review and rebase  
23 state basic education compensation allocations compared to school  
24 district compensation data, regionalization factors, what  
25 inflationary measure is the most representative of actual market  
26 experience for school districts, and other economic information. The  
27 legislature shall revise the minimum allocations, regionalization  
28 factors, and inflationary measure if necessary to ensure that state  
29 basic education allocations continue to provide market-rate salaries,  
30 attract and retain a diverse workforce, and that regionalization  
31 adjustments reflect actual economic and recruiting differences  
32 between school districts. The legislature shall review the data and  
33 recommendations from the K-12 basic education compensation advisory  
34 committee created in section 3 of this act.

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

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

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

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

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

10 (c) In addition to the regionalization factors specified in this  
11 subsection, 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 and a ratio of  
14 certificated instructional staff advanced degrees to bachelor degrees  
15 above the statewide ratio, an experience factor of four percentage  
16 points is added to the regionalization factor, beginning in the  
17 2019-20 school year.

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

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

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

29 (3) To aid the K-12 basic education compensation advisory  
30 committee established in section 3 of this act and the legislature in  
31 reviewing and rebasing regionalization factors, the department of  
32 revenue shall, by ((November 1, 2022)) September 1, 2021, and by  
33 ((November)) September 1st every four years thereafter, determine the  
34 median single-family residential value of each school district as  
35 well as the median value of proximate districts within fifteen miles  
36 of the boundary of the school district for which the median  
37 residential value is being calculated.

38 (4) No district may receive less state funding for the minimum  
39 state salary allocation as compared to its prior school year salary

1 allocation as a result of adjustments that reflect updated  
2 regionalized salaries.

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

5 (a) "Median residential value of each school district" means the  
6 median value of all single-family residential parcels included within  
7 a school district and any other school district that is proximate to  
8 the school district.

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

12 (c) "School district employees" means state-funded certificated  
13 instructional staff, certificated administrative staff, and  
14 classified staff.

15 (d) "School districts in tercile 1" means school districts with  
16 median single-family residential values in the first tercile of  
17 districts with single-family residential values above the statewide  
18 median residential value.

19 (e) "School districts in tercile 2" means school districts with  
20 median single-family residential values in the second tercile of  
21 districts with single-family residential values above the statewide  
22 median residential value.

23 (f) "School districts in tercile 3" means school districts with  
24 median single-family residential values in the third tercile of  
25 districts with single-family residential values above the statewide  
26 median residential value.

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

30 NEW SECTION. **Sec. 3.** A new section is added to chapter 28A.150  
31 RCW to read as follows:

32 (1) The K-12 basic education compensation advisory committee is  
33 established. Beginning in July 2021 and every four years thereafter,  
34 the advisory committee shall make recommendations to the governor and  
35 the legislature regarding compensation updates that should be made as  
36 part of the review and rebase of state basic education compensation  
37 allocations required in RCW 28A.150.412. The advisory committee  
38 shall, at a minimum, meet eight times between July 2021 and September  
39 2022 and corresponding review timelines prior to each periodic review

1 and rebase required in RCW 28A.150.412 to review data and formulate  
2 recommendations to the legislature related to:

3 (a) Compensation updates to K-12 basic education salaries based  
4 on a comparable wage data analysis;

5 (b) Updates to regionalization data, including consideration of a  
6 hedonic wage model and other improvements to better reflect regional  
7 differences, address differences in recruiting and retention,  
8 incorporate data from neighboring communities in other states where  
9 appropriate, and mitigate boundary effects of regionalization  
10 policies;

11 (c) Adjustments to inflationary factors used in state budgeting  
12 if the inflation documented through the comparable wage analysis is  
13 significantly different than the inflation that had been funded in  
14 state budgets since the last comparable wage analysis;

15 (d) Compensation adjustments to promote equity considerations,  
16 which could include additional compensation to attract and retain  
17 educators in school districts with fewer resources from combined  
18 state and local dollars per student, adjustments to institutional  
19 education compensation, and additional compensation tied to complex  
20 need factors of schools; and

21 (e) Additional compensation targeted to recruit and retain a more  
22 diverse workforce and to recognize the additional work of educators  
23 who serve on multiple committees and assume mentoring  
24 responsibilities to support new educators and students.

25 (2) In addition to the subjects outlined in subsection (1) of  
26 this section, the advisory committee may review other compensation  
27 issues identified by school districts, educators, and community  
28 members that are relevant to the analysis of rebasing salaries and  
29 regionalization factors.

30 (3) The advisory committee consists of:

31 (a) One representative of each major caucus of the house of  
32 representatives appointed by the speaker of the house of  
33 representatives and one representative of each major caucus of the  
34 senate appointed by the president of the senate;

35 (b) The governor, or their designee;

36 (c) The superintendent of public instruction, or their designee;

37 (d) A representative of the office of the education ombuds;

38 (e) One representative each from organizations representing  
39 school boards, school administrators, school principals, school  
40 district human resources professionals, school business officials,

1 teachers, school psychologists, school social workers, school  
2 counselors, certificated school nurses, classified staff in  
3 instructional roles, classified staff in school operations roles,  
4 classified staff in facility maintenance roles, and parents appointed  
5 by the superintendent of public instruction;

6 (f) A representative of federally recognized Indian tribes whose  
7 traditional lands and territories lie within the borders of  
8 Washington state, designated by the federally recognized tribes; and

9 (g) Four members appointed by the governor in consultation with  
10 the state ethnic commissions, who represent the following  
11 populations: African Americans, Hispanic Americans, Asian Americans,  
12 and Pacific Islander Americans.

13 (4) The advisory committee chair is the governor or their  
14 designee.

15 (5) (a) The office of financial management, department of revenue,  
16 employment security department, office of the superintendent of  
17 public instruction, education research and data centers, legislative  
18 evaluation and accountability committee, and nonpartisan staff from  
19 the house of representatives and senate fiscal committees shall  
20 provide staffing support to the advisory committee.

21 (b) The office of financial management shall convene a staff  
22 working committee that includes representatives to the organizations  
23 listed in (a) of this subsection (5), which shall perform analyses in  
24 support of the work of the advisory committee. The employment  
25 security department shall make available information necessary to  
26 determine the comparable occupations and wages for each K-12 job  
27 category in RCW 28A.150.260.

28 (6) Members of the advisory committee must be reimbursed for  
29 travel expenses as provided in RCW 43.03.050 and 43.03.060. In  
30 addition, if the service of any certificated and classified school  
31 personnel serving on the advisory committee results in the need to  
32 employ a substitute, payment for such a substitute may be made by the  
33 office of financial management to the appropriate school district  
34 from funds appropriated for the support of the advisory committee.

35 (7) The advisory committee shall report its recommendations for  
36 salary rebase and compensation adjustments to the governor and the  
37 fiscal committees of the legislature by September 30, 2022, and every  
38 four years thereafter.

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