
HOUSE BILL 2148

State of Washington

68th Legislature

2024 Regular Session

By Representatives Reeves, Timmons, Doglio, Callan, and Pollet

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1 AN ACT Relating to a comparable wage analysis of public school
2 staff compensation; adding a new section to chapter 50.38 RCW; 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 recognizes that a regular
6 review process of public school staff compensation and
7 regionalization factors is necessary to maintain statewide salary
8 allocations necessary to hire and retain qualified staff for the
9 state's statutory program of basic education.

10 For such a review, it is important to compare school district
11 wages for employees with other occupations in the labor market that
12 have similar demographics and skill requirements. Therefore, it is
13 the intent of the legislature to conduct a comparable wage analysis
14 to inform a review of school district compensation and
15 regionalization factors adopted in the 2023 legislative session.

16 NEW SECTION. **Sec. 2.** A new section is added to chapter 50.38
17 RCW to read as follows:

18 (1) The department must conduct or select one or more contractors
19 for a comparative labor market analysis of salaries and other

1 compensation for public school employees. The analysis required under
2 this section must include:

3 (a) An identification of occupations and job types that are
4 comparable to public school employees' job categories included in
5 state prototypical school formulas based on demographic
6 characteristics, education and experience requirements, similar roles
7 in the private sector, required knowledge and skills, and other
8 relevant characteristics;

9 (b) An identification of labor markets within the state of
10 Washington using data and classifications compiled by the United
11 States bureau of labor statistics and the United States census
12 bureau;

13 (c) A comparable wage analysis, including consideration of a
14 hedonic wage model, that compares public school employees' average
15 salary allocations, average base salaries, average total salaries,
16 and average total compensation by local education agency to
17 comparable occupations and job types in their labor markets;

18 (d) The implications of the comparable wage analysis for groups
19 based on racial, ethnic, and economic status of students and staff;
20 and

21 (e) Any recommendations for updates to regionalization and
22 experience factors based on results of the comparable wage analysis.

23 (2) The office of the superintendent of public instruction must
24 collaborate with and make relevant data available to the department
25 for the analysis under this section.

26 (3) For the purposes of this section, "local education agency"
27 means school districts, charter schools established under chapter
28 28A.710 RCW, and state-tribal compact schools established under
29 chapter 28A.715 RCW.

30 (4) The employment security department must report the analysis
31 of results and data to the education and fiscal committees of the
32 legislature and the office of financial management by September 30,
33 2024.

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