
HOUSE BILL 2458

State of Washington

68th Legislature

2024 Regular Session

By Representatives Rule, Hutchins, Doglio, Rude, Caldier, Timmons, Paul, Couture, Ryu, Peterson, Ortiz-Self, and Bateman

Read first time 01/23/24. Referred to Committee on Appropriations.

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
11 follows:

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

14 (ii) For school districts in tercile 2, state salary allocations
15 for school district employees are regionalized by (~~twelve~~) 12
16 percent; and

17 (iii) For school districts in tercile 3, state salary allocations
18 for school district employees are regionalized by (~~eighteen~~) 18
19 percent.

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

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

33 (ii) Beginning in the 2024-25 school year, school district
34 eligibility for the experience factor under (c) (i) of this subsection
35 must be determined based on staffing data reported by the district to
36 the superintendent of public instruction as of December 31st of the
37 school year preceding the allocation. By January 15th of each year,
38 the office of the superintendent of public instruction must calculate
39 eligible and ineligible school districts and share the list with the
40 fiscal committees of the legislature. The list must also be posted on

1 the website of the office of the superintendent of public
2 instruction. The office of the superintendent of public instruction
3 may develop rules to implement this subsection (2)(c)(ii) to ensure a
4 consistent methodology for the calculation.

5 (iii) School districts eligible for the experience factor in the
6 2023-24 school year remain eligible in the 2024-25 school year.

7 (iv) Beginning in the 2025-26 school year, for school districts
8 not eligible for an experience factor under (c)(i) of this
9 subsection, but eligible in the previous school year, the experience
10 factor is reduced to two percentage points.

11 (v) Beginning in the 2026-27 school year, school districts not
12 eligible for an experience factor under (c)(i) of this subsection for
13 two consecutive years receive no experience factor.

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

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

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

25 (3) To aid the legislature in reviewing and rebasing
26 regionalization factors, the department of revenue shall, by November
27 1, 2022, and by November 1st every four years thereafter, determine
28 the median single-family residential value of each school district as
29 well as the median value of proximate districts (~~(within fifteen~~
30 ~~miles of the boundary of the school district for which the median~~
31 ~~residential value is being calculated)).~~

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

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

38 (a) "Median residential value of each school district" means the
39 median value of all single-family residential parcels included within

1 a school district and any other (~~(school district that is)~~) proximate
2 (~~(to the school)~~) district.

3 (b) "Proximate (~~(to the school)~~) district" means any other school
4 district within fifteen miles of the boundary of the school district
5 for which the median residential value is being calculated.

6 (c) "School district employees" means state-funded certificated
7 instructional staff, certificated administrative staff, and
8 classified staff.

9 (d) "School districts in tercile 1" means school districts with
10 median single-family residential values in the first tercile of
11 districts with single-family residential values above the statewide
12 median residential value.

13 (e) "School districts in tercile 2" means school districts with
14 median single-family residential values in the second tercile of
15 districts with single-family residential values above the statewide
16 median residential value.

17 (f) "School districts in tercile 3" means school districts with
18 median single-family residential values in the third tercile of
19 districts with single-family residential values above the statewide
20 median residential value.

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

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