
HOUSE BILL 1120

State of Washington

69th Legislature

2025 Regular Session

By Representatives Shavers and Reed; by request of Superintendent of Public Instruction

Prefiled 12/23/24.

1 AN ACT Relating to determining state allocations for school staff
2 salaries; and amending RCW 28A.150.410.

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

4 **Sec. 1.** RCW 28A.150.410 and 2022 c 109 s 7 are each amended to
5 read as follows:

6 (1) ~~((Through the 2017-18 school year, the legislature shall~~
7 ~~establish for each school year in the appropriations act a statewide~~
8 ~~salary allocation schedule, for allocation purposes only, to be used~~
9 ~~to distribute funds for basic education certificated instructional~~
10 ~~staff salaries under RCW 28A.150.260. For the purposes of this~~
11 ~~section, the staff allocations for classroom teachers, teacher-~~
12 ~~librarians, counselors, and student health services staff under RCW~~
13 ~~28A.150.260 are considered allocations for certificated instructional~~
14 ~~staff.~~

15 ~~(2) Through the 2017-18 school year, salary allocations for~~
16 ~~state-funded basic education certificated instructional staff shall~~
17 ~~be calculated by the superintendent of public instruction by~~
18 ~~determining the district's average salary for certificated~~
19 ~~instructional staff, using the statewide salary allocation schedule~~
20 ~~and related documents, conditions, and limitations established by the~~
21 ~~omnibus appropriations act.~~

1 ~~(3) Through the 2017-18 school year, no more than 90 college~~
2 ~~quarter-hour credits received by any employee after the baccalaureate~~
3 ~~degree may be used to determine compensation allocations under the~~
4 ~~state salary allocation schedule and LEAP documents referenced in the~~
5 ~~omnibus appropriations act, or any replacement schedules and~~
6 ~~documents, unless:~~

7 ~~(a) The employee has a master's degree; or~~

8 ~~(b) The credits were used in generating state salary allocations~~
9 ~~before January 1, 1992.~~

10 ~~(4) Beginning in the 2007-08 school year and through the 2017-18~~
11 ~~school year, the calculation of years of service for occupational~~
12 ~~therapists, physical therapists, speech-language pathologists,~~
13 ~~audiologists, nurses, social workers, counselors, and psychologists~~
14 ~~regulated under Title 18 RCW may include experience in schools and~~
15 ~~other nonschool positions as occupational therapists, physical~~
16 ~~therapists, speech-language pathologists, audiologists, nurses,~~
17 ~~social workers, counselors, or psychologists. The calculation shall~~
18 ~~be that one year of service in a nonschool position counts as one~~
19 ~~year of service for purposes of this chapter, up to a limit of two~~
20 ~~years of nonschool service. Nonschool years of service included in~~
21 ~~calculations under this subsection shall not be applied to service~~
22 ~~credit totals for purposes of any retirement benefit under chapter~~
23 ~~41.32, 41.35, or 41.40 RCW, or any other state retirement system~~
24 ~~benefits.~~

25 ~~(5))~~ By the 2018-19 school year, the minimum state allocation
26 for salaries for certificated instructional staff in the basic
27 education program must be increased to provide a statewide average
28 allocation of \$64,000 adjusted for inflation from the 2017-18 school
29 year.

30 ~~((6))~~ (2) By the 2018-19 school year, the minimum state
31 allocation for salaries for certificated administrative staff in the
32 basic education program must be increased to provide a statewide
33 average allocation of \$95,000 adjusted for inflation from the 2017-18
34 school year.

35 ~~((7) By the 2018-19))~~ (3) Beginning with the 2025-26 school
36 year, the minimum state allocation for salaries for classified staff
37 in the basic education program must be increased to provide a
38 statewide average allocation of ~~((45,912))~~ \$67,325 adjusted by
39 inflation from the ~~((2017-18))~~ 2023-24 school year.

1 ~~((8) For school year 2018-19, a district's minimum state~~
2 ~~allocation for salaries is the greater of the district's 2017-18~~
3 ~~state salary allocation, adjusted for inflation, or the district's~~
4 ~~allocation based on the state salary level specified in subsections~~
5 ~~(5) through (7) of this section, and as further specified in the~~
6 ~~omnibus appropriations act.~~

7 ~~(9))~~ (4) Beginning with the 2026-27 school year, the minimum
8 state allocation for salaries for classified staff in the basic
9 education program must be increased to provide a statewide average
10 allocation of \$73,384 adjusted by inflation from the 2023-24 school
11 year.

12 (5) (a) Beginning with the 2027-28 school year, the minimum state
13 allocation for salaries for classified administrative staff in the
14 basic education program must be increased to provide a statewide
15 average allocation of \$99,164 adjusted by inflation from the 2026-27
16 school year. Beginning with the 2027-28 school year, the minimum
17 state allocation for salaries for other classified staff in the basic
18 education program must be increased to provide a statewide average
19 allocation of \$79,988 adjusted by inflation from the 2023-24 school
20 year.

21 (b) For the purposes of this subsection, classified
22 administrative staff includes directors or supervisors or other
23 school administrators that are not certificated administrative staff,
24 including staff working in the business office, human resources,
25 public relations, instruction supervision, and maintenance and
26 operations supervision. Other classified staff includes all other
27 noncertificated positions, including all other office, clerical, or
28 support personnel.

29 (6) Beginning with the 2018-19 school year, state allocations for
30 salaries for certificated instructional staff, certificated
31 administrative staff, and classified staff must be adjusted for
32 regional differences in the cost of hiring staff. Adjustments for
33 regional differences must be specified in the omnibus appropriations
34 act for each school year through at least school year 2022-23. For
35 school years 2018-19 through school year 2022-23, the school district
36 regionalization factors are based on the median single-family
37 residential value of each school district and proximate school
38 district median single-family residential value as described in RCW
39 28A.150.412.

1 (~~(10)~~) (7) Beginning with the 2023-24 school year and every
2 four years thereafter, the minimum state salary allocations and
3 school district regionalization factors for certificated
4 instructional staff, certificated administrative staff, and
5 classified staff must be reviewed and rebased, as provided under RCW
6 28A.150.412, to ensure that state salary allocations continue to
7 align with staffing costs for the state's program of basic education.
8 (~~(11)~~) (8) For the purposes of this section, "inflation" has
9 the meaning provided in RCW 28A.400.205 for "inflationary adjustment
10 index."

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