
HOUSE BILL 1419

State of Washington

67th Legislature

2021 Regular Session

By Representatives Dolan and Callan

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

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

5 NEW SECTION. **Sec. 1.** The legislature intends to prioritize
6 serving students through a more just and racially equitable education
7 system that prioritizes the whole child. Key to this effort is
8 attracting, recruiting, preparing, and retaining a diverse, skilled,
9 responsive, and reflective educator workforce. Washington state and
10 school districts will strive to hire an educator workforce that
11 reflects the diversity of the students they teach and will establish
12 systems to retain their educator workforce as critical teaching
13 skills and practices are cultivated and developed over time. A fair
14 and equitable salary allocation to districts is foundational to this
15 work.

16 This act develops a salary allocation model that more closely
17 matches the salaries of the teachers who are hired by school
18 districts. To accomplish this, each district will continue to
19 annually report the experience and education of their teaching staff.
20 State funding will be allocated accordingly to keep up with the
21 increasing costs of a stable teaching force as they gain experience

1 or attain additional education or degrees across their career and
2 avoid creating disincentives that prevent districts from hiring the
3 best teacher, while simultaneously meeting state expectations for
4 class size.

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

7 (1) Beginning with the 2023 regular legislative session, and
8 every four years thereafter, the legislature shall review and rebase
9 state basic education compensation allocations compared to school
10 district compensation data, regionalization factors, what
11 inflationary measure is the most representative of actual market
12 experience for school districts, and other economic information. The
13 legislature shall revise the minimum allocations, regionalization
14 factors, and inflationary measure if necessary to ensure that state
15 basic education allocations continue to provide market-rate salaries
16 and that regionalization adjustments reflect actual economic
17 differences between school districts.

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

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

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

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

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

32 (c) In addition to the regionalization factors specified in this
33 subsection, ~~((for))~~ an experience factor for certificated
34 instructional staff is provided as follows:

35 (i) For school districts that have certificated instructional
36 staff median years of experience that exceed the statewide average
37 certificated instructional staff years of experience and a ratio of
38 certificated instructional staff advanced degrees to bachelor degrees
39 above the statewide ratio, an experience factor of four percentage

1 points is added to the regionalization factor, (~~beginning~~) in the
2 2019-20 and 2020-21 school years.

3 (ii) For districts that have certificated instructional staff
4 median years of experience that exceed the statewide average
5 certificated instructional staff years of experience, an experience
6 factor of three percentage points is added to the regionalization
7 factor, beginning in the 2021-22 school year.

8 (iii) For districts that have a ratio of certificated
9 instructional staff advanced degrees to bachelor degrees that is
10 above the statewide ratio, an experience factor of one percentage
11 point is added to the regionalization factor, beginning in the
12 2021-22 school year.

13 (iv) Beginning in the 2021-22 school year and annually
14 thereafter, district eligibility for the experience factors under
15 (c)(ii) and (iii) of this subsection must be determined based on
16 staffing data reported by the district to the superintendent of
17 public instruction in the fall of the previous school year.

18 (v) (A) For districts not eligible for an experience factor under
19 (c)(i) or (ii) of this subsection, but eligible under (c)(i) or (ii)
20 of this subsection in the previous school year, the experience factor
21 is reduced to two percentage points in the first year the district is
22 ineligible.

23 (B) For districts not eligible for an experience factor under
24 (c)(i) or (ii) of this subsection, but eligible under (c)(i) or (ii)
25 of this subsection in the school year two years prior, the experience
26 factor is reduced to one percentage point in the second consecutive
27 year the district is ineligible.

28 (C) In the third consecutive year a district is not eligible for
29 an experience factor under (c)(i) or (ii) of this subsection, the
30 experience factor is removed if the district is not eligible for the
31 one percentage point experience factor under (c)(iii) of this
32 subsection.

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

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

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

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

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

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

18 (a) "Median residential value of each school district" means the
19 median value of all single-family residential parcels included within
20 a school district and any other school district that is proximate to
21 the school district.

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

25 (c) "School district employees" means state-funded certificated
26 instructional staff, certificated administrative staff, and
27 classified staff.

28 (d) "School districts in tercile 1" means school districts with
29 median single-family residential values in the first tercile of
30 districts with single-family residential values above the statewide
31 median residential value.

32 (e) "School districts in tercile 2" means school districts with
33 median single-family residential values in the second tercile of
34 districts with single-family residential values above the statewide
35 median residential value.

36 (f) "School districts in tercile 3" means school districts with
37 median single-family residential values in the third tercile of
38 districts with single-family residential values above the statewide
39 median residential value.

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

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