
SENATE BILL 5671

State of Washington

68th Legislature

2023 Regular Session

By Senators MacEwen and Hunt

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 follows:

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

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

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

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

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

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

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

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

1 (3) In addition to the regionalization factors specified in this
2 section, an experience factor for certificated instructional staff is
3 provided as follows:

4 (a) For school districts that have certificated instructional
5 staff median years of experience that exceed the statewide average
6 certificated instructional staff years of experience and a ratio of
7 certificated instructional staff advanced degrees to bachelor degrees
8 above the statewide ratio, an experience factor of four percentage
9 points is added to the regionalization factor, beginning in the
10 2023-24 school year.

11 (b) 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, an experience
14 factor of three percentage points is added to the regionalization
15 factor, beginning in the 2023-24 school year.

16 (c) For school districts that have a ratio of certificated
17 instructional staff advanced degrees to bachelor degrees that is
18 above the statewide ratio, an experience factor of one percentage
19 point is added to the regionalization factor, beginning in the
20 2023-24 school year.

21 (d) Beginning in the 2023-24 school year and annually thereafter,
22 school district eligibility for the experience factors under (b) and
23 (c) of this subsection must be determined based on staffing data
24 reported by the district to the superintendent of public instruction
25 in the fall of the previous school year.

26 (e) (i) For school districts not eligible for an experience factor
27 under (a) or (b) of this subsection, but eligible under (a) or (b) of
28 this subsection in the previous school year, the experience factor is
29 reduced to two percentage points in the first year the district is
30 ineligible.

31 (ii) For school districts not eligible for an experience factor
32 under (a) or (b) of this subsection, but eligible under (a) or (b) of
33 this subsection in the school year two years prior, the experience
34 factor is reduced to one percentage point in the second consecutive
35 year the district is ineligible.

36 (iii) In the third consecutive year a school district is not
37 eligible for an experience factor under (a) or (b) of this
38 subsection, the experience factor is removed if the district is not
39 eligible for the one percentage point experience factor under (c) of
40 this subsection.

1 (4) To aid the legislature in reviewing and rebasing
2 regionalization factors, the department of revenue shall, by November
3 1, 2022, and by November 1st every four years thereafter, determine
4 the median single-family residential value of each school district as
5 well as the median value of proximate districts within (~~(fifteen)~~) 15
6 miles of the boundary of the school district for which the median
7 residential value is being calculated.

8 (~~(4)~~) (5) No district may receive less state funding for the
9 minimum state salary allocation as compared to its prior school year
10 salary allocation as a result of adjustments that reflect updated
11 regionalized salaries.

12 (~~(5)~~) (6) The definitions in this subsection apply throughout
13 this section unless the context clearly requires otherwise.

14 (a) "Median residential value of each school district" means the
15 median value of all single-family residential parcels included within
16 a school district and any other school district that is proximate to
17 the school district.

18 (b) "Proximate to the school district" means within (~~(fifteen)~~)
19 15 miles of the boundary of the school district for which the median
20 residential value is being calculated.

21 (c) "School district employees" means state-funded certificated
22 instructional staff, certificated administrative staff, and
23 classified staff.

24 (d) "School districts in tercile 1" means school districts with
25 median single-family residential values in the first tercile of
26 districts with single-family residential values above the statewide
27 median residential value.

28 (e) "School districts in tercile 2" means school districts with
29 median single-family residential values in the second tercile of
30 districts with single-family residential values above the statewide
31 median residential value.

32 (f) "School districts in tercile 3" means school districts with
33 median single-family residential values in the third tercile of
34 districts with single-family residential values above the statewide
35 median residential value.

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

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