

Proposed Substitute to House Bill 2458 (H-3107.1/24)
House Appropriations Committee
By Representative Bergquist

Original Bill: Making experience factor adjustments for certificated instructional staff.

Proposed substitute (H-3107.1/24) compared to House Bill 2458:

Replaces the experience factor policy in the underlying bill with the following policy.

The following amounts are added to the calculations of median years of experience, and the ratio of advanced to bachelor's degrees for purposes of determining school district eligibility for the experience factor for certificated instruction staff (CIS) salary allocations, based on 2023-24 report card data published by the Office of the Superintendent of Public Instruction (OSPI).

- Ratio of Advanced to Bachelor's Degrees.
 - For school districts with fewer than 12,000 students, adds the proportion of homeless students to total student enrollment to the ratio of advanced to bachelor's degrees.
 - For school districts with 12,000 students or more enrolled, adds the proportion of homeless students to total student enrollment, reduced based on the enrollment size, to the ratio of advanced to bachelor's degrees.

- Median Years of Experience.
 - For school districts with fewer than 12,000 students and more the 8 percent eligible for the transitional bilingual programs, adds 10 times the proportion of bilingual students to total student enrollment to the years of experience, rounded to the nearest whole number.
 - For school districts with 12,000 students or more enrolled and more than 30 percent eligible for transitional bilingual programs, adds 10 times the proportion of bilingual students to total student enrollment, reduced based on the enrollment size, to the years of experience, rounded to the nearest whole number.

Beginning in the 2024-25 school year, school districts not eligible for two consecutive years for the experience factor but eligible two years prior receive a one percent experience factor.

Staff: James Mackison, Office of Program Research
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BILL REQUEST - CODE REVISER'S OFFICE

BILL REQ. #: H-3107.1/24

ATTY/TYPIST: CC:akl

BRIEF DESCRIPTION: Making experience factor adjustments for
certificated instructional staff.

1 AN ACT Relating to making experience factor adjustments for
2 certificated instructional staff; and amending RCW 28A.150.412.

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

4 **Sec. 1.** RCW 28A.150.412 and 2018 c 266 s 203 are each amended to
5 read as follows:

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

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

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

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

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

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

14 (c) In addition to the regionalization factors specified in this
15 subsection, for school districts that have certificated instructional
16 staff median years of experience that exceed the statewide average
17 certificated instructional staff years of experience and a ratio of
18 certificated instructional staff advanced degrees to bachelor degrees
19 above the statewide ratio, an experience factor of four percentage
20 points is added to the regionalization factor(~~(, beginning in the~~
21 ~~2019-20 school year)~~).

22 (i) The following are added to a school district's certificated
23 instructional staff median years of experience for purposes of
24 calculating eligibility for the experience factor under this
25 subsection (2)(c):

26 (A) For school districts with fewer than 12,000 students enrolled
27 and at least eight percent of students identified as eligible for the
28 transitional bilingual instruction program, the number of students
29 identified as eligible for the transitional bilingual instruction
30 program divided by the total number of students, multiplied by 10,
31 rounded to the nearest whole number;

32 (B) For school districts with 12,000 or more students enrolled
33 and at least 30 percent of students identified as eligible for the
34 transitional bilingual instruction program, the product, rounded to
35 the nearest whole number, of (c)(i)(B)(I) of this subsection
36 multiplied by (c)(i)(B)(II) of this subsection multiplied by
37 (c)(i)(B)(III) of this subsection, is added to the median years of
38 experience;

1 (I) The number of students identified as eligible for the
2 transitional bilingual instruction program divided by the total
3 number of students;

4 (II) The enrollment of the school district with the largest
5 enrollment minus the enrollment of the school district, divided by
6 the enrollment of the school district with the largest enrollment
7 minus 12,000;

8 (III) 10.

9 (ii) The following are added to a school district's ratio of
10 certificated instructional staff advanced degrees to bachelor degrees
11 for purposes of calculating eligibility for the experience factor
12 under this subsection (2)(c):

13 (A) For school districts with fewer than 12,000 students
14 enrolled, the number of students identified as homeless divided by
15 the total number of students;

16 (B) For school districts with 12,000 or more students enrolled,
17 the product of (c)(ii)(B)(I) of this subsection multiplied by
18 (c)(ii)(B)(II) of this subsection:

19 (I) The number of students identified as homeless divided by the
20 total number of students;

21 (II) The enrollment of the school district with the largest
22 enrollment minus the enrollment of the school district, divided by
23 the enrollment of the school district with the largest enrollment
24 minus 12,000.

25 (iii) School district enrollments used to calculate amounts under
26 (c)(i) and (ii) of this subsection must be based on 2023-24
27 enrollment data published on the Washington state report card website
28 as of February 1, 2024.

29 (iv) For school districts not eligible for the four percentage
30 points experience factor under this subsection (c), but eligible in
31 the previous school year, the experience factor is reduced to two
32 percentage points.

33 (v) Beginning in the 2024-25 school year, school districts not
34 eligible for the four percentage points experience factor under this
35 subsection (c) for two consecutive years that were eligible two
36 school years prior receive an experience factor of one percentage
37 point.

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

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

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

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

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

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

22 (a) "Median residential value of each school district" means the
23 median value of all single-family residential parcels included within
24 a school district and any other (~~(school district that is))~~ proximate
25 (~~(to the school))~~ district.

26 (b) "Proximate (~~(to the school))~~ district" means any other school
27 district within (~~(fifteen))~~ 15 miles of the boundary of the school
28 district for which the median residential value is being calculated.

29 (c) "School district employees" means state-funded certificated
30 instructional staff, certificated administrative staff, and
31 classified staff.

32 (d) "School districts in tercile 1" means school districts with
33 median single-family residential values in the first tercile of
34 districts with single-family residential values above the statewide
35 median residential value.

36 (e) "School districts in tercile 2" means school districts with
37 median single-family residential values in the second tercile of
38 districts with single-family residential values above the statewide
39 median residential value.

1 (f) "School districts in tercile 3" means school districts with
2 median single-family residential values in the third tercile of
3 districts with single-family residential values above the statewide
4 median residential value.

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

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