

Superintendent Reykdal message to Superintendents -- April 6, 2018

Greetings Superintendents,

This email conveys a message about a draft salary schedule that OSPI is required to produce and some information on 2018-19 salary limitations. This message is being sent broadly to the system.

In response to the *McCleary* litigation, the Legislature enacted HB 2242 in June 2017. The bill included a requirement in section 107 for the Superintendent of Public Instruction (OSPI) to convene a workgroup to develop a model salary grid and to provide an initial model grid to the Legislature by December 1, 2017.

A 13-member stakeholder workgroup met three times in the fall of 2017 to deliberate options with the support of staff from OSPI. The group quickly recognized that a “one-size-fits-all” approach would not meet the diverse needs of the state’s school districts. The group chose to present the legislature with six model salary grid options including the pros and cons of each. The report was posted to the OSPI Legislative Report webpage.

On February 5, 2018, I received correspondence from the *McCleary* negotiators reaffirming their interest in a single salary grid model for districts to use as a resource. To meet the legislative demand for a single salary grid model, my staff has prepared the attached grid.

There are several guiding points that support this draft grid and collective bargaining for the 2018-19 school year:

- 1) Districts are not required to use this grid to establish salaries for the certificated instructional staff (CIS), or any grid if they do not choose this methodology;
- 2) Beginning with 2018–19, there are three essential salary compliance requirements:
 - a. A new minimum starting salary (\$40,760 adjusted for regionalization),
 - b. A 10% minimum increase above the state minimum after five years, and
 - c. A maximum step of \$91,701, adjusted for regionalization
- 3) This draft grid, if used, should be inflated for districts receiving regionalization factors; and in 2019–20, inflated again for select districts that are provided the new 4% experience factor.
- 4) The Legislature retained local collective bargaining and where a local supplemental contract is for enrichment activities, the law is very clear, “Enrichment activities are permitted under this section if they provide supplementation beyond the state.” In general terms, this is defined as enhancements above the state funding formula assumptions. In a previous communication to you, I detailed examples in the law:
 - a. Class size reductions beyond the prototypical model;
 - b. Additional professional learning beyond days funded by the state;
 - c. Extracurricular activities;

- d. Extended school days (please note a “school-day” taskforce will be established very soon for recommendations to the Legislature on a minimum school day definition);
- e. Extended school year;
- f. Activities associated with Early learning;

Keep in mind that beginning in 2018–19, OSPI will conduct pre-ballot levy reviews for levies going to the ballot beginning in August 2018. Also keep in mind that you are required to have a four-year balanced budget inclusive of all basic education and enrichment activities, including supplemental employee contracts.

- 5) For 2018–19 specifically, the following limits are also placed on districts (unless they are below the statewide average CIS salary allocation of \$71,711)^[1]. For the districts below the CIS salary allocation average, they may bargain up to the statewide average allocation. Section 207 of SB 6362 specified additional parameters indicating that average total salary for the 2018–19 school year, including supplemental contracts, may not exceed the following:
 - a. Inflation adjustments using the prior year CPI (3.1% for 2018–19);
 - b. Annual experience and step increases “specified in the agreement”;
 - c. Salary changes for staffing increases due to enrollment growth or state-funded increases;
 - d. Salary changes for professional learning; and
 - e. Increases related to bonuses for attaining certification from national boards;
- 6) Additional limits on supplemental contracts:
 - a. They may only be bargained up to one year in length;
 - b. If they are “time-based, the hourly rate the district pays may not exceed the hourly rate provided to that same instructional staff for services under the basic education salary...” If the supplemental contract is not time-based, “the contract must document the additional duties, responsibilities, or incentives that are being funded in the contract.”

If you have questions about the grid, please contact me or Lisa Dawn-Fisher, Chief Financial Officer, by email at lisa.dawn-fisher@k12.wa.us or by phone at (360) 725-6292.

Chris Reykdal
Superintendent of
Public Instruction

^[1] This number reflects the current statewide average CIS salary allocation of \$65,216 plus the impact of the regional factors. The regional factors in larger school districts raises the overall average salary allocation resulting in the \$71,711 figure. The average was calculated using a total CIS FTE count of 54,498. Benefits are not included.

Sample Table Of Total Base Salaries For Certificated Instructional Staff*

For School Year 2018-19

Years of Service	BA	BA+15	BA+30	BA+45	BA+90	BA+135	MA	MA+45	MA+90 OR Ph.D.
0	40,760	41,861	43,001	44,145	47,813	50,175	48,868	52,536	54,901
1	41,309	42,425	43,580	44,773	48,480	50,829	49,411	53,117	55,466
2	41,831	42,958	44,126	45,411	49,107	51,481	49,958	53,653	56,028
3	42,370	43,508	44,688	46,014	49,703	52,134	50,476	54,162	56,595
4	42,898	44,086	45,273	46,645	50,356	52,805	51,020	54,730	57,181
5	44,836	45,336	45,836	47,285	50,981	53,480	51,572	55,270	57,768
6	45,399	45,905	46,412	47,933	51,612	54,123	52,138	55,818	58,328
7	46,396	46,914	47,431	49,035	52,768	55,349	53,199	56,931	59,513
8	47,900	48,434	48,968	50,705	54,488	57,164	54,867	58,652	61,327
9		50,041	50,593	52,392	56,264	59,031	56,553	60,428	63,195
10			52,237	54,166	58,090	60,949	58,329	62,254	65,112
11				55,992	60,002	62,918	60,155	64,166	67,080
12				57,760	61,965	64,968	62,053	66,127	69,132
13					63,975	67,068	64,018	68,138	71,231
14					65,996	69,247	66,040	70,291	73,411
15					67,713	71,049	67,757	72,118	75,320
16 or more					69,067	72,469	69,111	73,560	76,825

***For credits earned after the BA degree but before the MA degree:
Any credits in excess of 45 may be counted after the MA degree.***

*Notes:

- 1 This table represents an example salary schedule. It does not indicate a commitment of state funds. Districts are not obligated to follow this or any other salary schedule.
- 2 The first cell on the grid reflects the \$40,000 minimum prescribed by HB 2242 inflated by the implicit price deflator that applies to 2018–19 of 1.9%. The sample grid carries forward the inflation adjustment for each cell, but the law only requires that years 0 and 5 reflect the inflation adjustment and applies the inflation adjustment to the maximum salary cap.
- 3 Staff mix factors used to compute this schedule are based on LEAP schedule posted 6/22/2017 that was applicable for the 2017-18 school year, which can be found here: <http://leap.leg.wa.gov/leap/budget/leapdocs/2017L1.pdf>. The schedule is also included in this workbook in the tab labeled "LEAP Document 1".
- 4 Steps do not reflect regionalization factors. The minimum requirements for experience years 0 and 5 should be inflated by the regionalization factor for districts to which regionalization factors apply. Districts should use the regionalization factors posted on the LEAP schedule posted 3/6/2018 found here: http://leap.leg.wa.gov/leap/budget/leapdocs/coLEAPDocH3_0307.pdf.
- 5 Some districts will get a 4% experience mix factor, but it is not effective until the 2019–20 school year. (displayed in italicized text in the LEAP document referenced in note 4 above).
- 6 Base salary amounts do not reflect professional learning days authorized in RCW 28A.150.415, which can be found here: <http://app.leg.wa.gov/RCW/default.aspx?cite=28A.150.415>.

LEAP Document 1*

Table Of Staff Mix Factors For Certificated Instructional Staff

*** Education Experience ***

Years of Service									MA+90 OR Ph.D.
	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45</u>	<u>BA+90</u>	<u>BA+135</u>	<u>MA</u>	<u>MA+45</u>	<u>Ph.D.</u>
0	1.00000	1.02701	1.05499	1.08304	1.17303	1.23099	1.19891	1.28891	1.34693
1	1.01346	1.04084	1.06918	1.09846	1.18939	1.24704	1.21224	1.30317	1.36079
2	1.02628	1.05393	1.08257	1.11411	1.20478	1.26303	1.22566	1.31632	1.37458
3	1.03950	1.06741	1.09636	1.12890	1.21940	1.27905	1.23838	1.32881	1.38850
4	1.05246	1.08160	1.11072	1.14439	1.23542	1.29551	1.25171	1.34274	1.40286
5	1.10000	1.11227	1.12454	1.16008	1.25077	1.31206	1.26526	1.35599	1.41728
6	1.11381	1.12624	1.13866	1.17597	1.26623	1.32785	1.27915	1.36942	1.43100
7	1.13828	1.15097	1.16367	1.20301	1.29461	1.35793	1.30517	1.39673	1.46008
8	1.17516	1.18827	1.20138	1.24398	1.33681	1.40246	1.34610	1.43896	1.50458
9		1.22771	1.24125	1.28538	1.38038	1.44826	1.38747	1.48253	1.55041
10			1.28158	1.32891	1.42517	1.49532	1.43104	1.52733	1.59744

11	1.37371	1.47207	1.54362	1.47584	1.57423	1.64574
12	1.41708	1.52023	1.59391	1.52240	1.62236	1.69607
13		1.56956	1.64544	1.57060	1.67169	1.74756
14		1.61913	1.69890	1.62022	1.72451	1.80105
15		1.66126	1.74310	1.66233	1.76934	1.84788
16 or more		1.69447	1.77794	1.69557	1.80472	1.88482

For credits earned after the BA degree but before the MA degree:

Any credits in excess of 45 may be counted after the MA degree.

*Note:

This document was adopted by the Legislature as part of the budget adoption process in 2017. It reflects the staff mix factors that applied to the 2017–18 salary allocations received by school districts from the state, the last year that staff mix was a component of state funding. These factors no longer apply to state funding allocations as of the 2018–19 school year.