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**K-12 Leaders Applaud State Supt. Reykdal's *McCleary* Framework,  
Push for Greater Equity in Salaries**

***Failing to place limits on locally bargained salaries would continue salary inequity***

**OLYMPIA** — Leaders from six of the state's K-12 education associations expressed appreciation today for the new *McCleary* framework presented by Superintendent of Public Instruction Chris Reykdal. The education coalition, known as the Local Funding Workgroup, has invested time over the last three years analyzing the implications of the *McCleary* decision for the use of local levy funds.

Many components of Reykdal's framework are consistent with the coalition's positions regarding education funding, including the need to more clearly define basic education; maintaining the current research-based allocation model and a statewide salary structure; and funding districts for the cost of teaching staff they hire rather than providing a statewide average.

"We are very pleased that State Superintendent Reykdal has offered a *McCleary* funding proposal to help break the legislative logjam," said **Bill Keim**, executive director of the Washington Association of School Administrators, and a member of the Local Funding Workgroup. "While we support his plan, we are concerned that it does nothing to limit locally bargained salaries and would exacerbate an already serious challenge for school districts across Washington. It would also continue the constitutional problems identified in *McCleary*."

In the wake of Reykdal's announcement today, the group reiterated that the use of local levies to fund basic education salaries is at the heart of the court's decisions and is responsible for tremendous inequity across the state. In the current school year, the average additional local salary for certificated instructional staff ranges from more than \$25,000 to zero. That high point represents a nearly 50 percent bump above the average state-allocated salary for certificated staff.

The workgroup's formal position on the use of local levies to fund salaries is as follows:

*We understand that the current and future Legislatures are unable to fully fund current collective bargaining agreements associated with basic education salaries. However, compensation for these basic education duties and responsibilities is the obligation of the state and school districts should not subsidize this out of local enhancement levies. Therefore, we strongly support limiting the use of local levy resources to time worked outside of the 180-day student year and for duties and responsibilities that are clearly distinguishable from those basic education functions routinely expected of teachers, such as meeting with parents on curriculum night, grading of homework, or lesson planning in the evening or on weekends, attending staff meetings after school, etc. **At a minimum, statutory limitations must be in place, for future collective bargaining agreements, that prohibit bargaining of local levy resources for basic education duties and responsibilities.***

The absence of limits on locally bargained salaries in the final legislative plan would drive many districts to the brink of insolvency, and is contrary to a key aspect of the *McCleary* ruling:

*Testimony revealed that the State allocation for salaries and benefits fell far short of the actual cost of recruiting and retaining competent teachers, administrators, and staff. (pg. 64)*

*The trial evidence does not show that increases in local funding went strictly to providing “enhancements” to “basic education.” Instead, the increase in school districts’ levy capacity over the years reflects the growing need to fill the gap between state allocations and the actual cost of providing the program of basic education. Reliance on levy funding to finance basic education was unconstitutional 30 years ago in Seattle School District, and it is unconstitutional now. (pg. 68)*

“The Local Funding Workgroup recognizes the state needs a thoughtful transition to move from the state’s current system, in which local levy funds are covering a significant part of the state’s basic education responsibilities,” said **Tim Garchow**, executive director of the Washington State School Directors’ Association.

**Nancy Moffatt**, executive director of the Washington Association of School Business Officials, urged the Legislature to include such a transition in its *McCleary* plan. “It will be impossible for the state to catch up to its constitutional obligations if limitations are not placed on local bargaining of salaries for basic education responsibilities,” she said.

“If such provisions are not implemented, the problems that led to the *McCleary* decision will not have been resolved.”

***About the Local Funding Workgroup (LFW):***

*The Local Funding Workgroup was established in May 2014 as a collaborative effort of two education associations, WASBO and WASA. Since then the group has grown to six associations representing nearly 8,000 school district leaders from all of our state's 295 school districts. The LFW brings a front-line understanding to the issues facing the Legislature along with a commitment to provide constructive input as it moves forward in meeting the constitutional mandate to fully and amply fund basic education.*

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