

Washington State School Funding

Oregon Joint Task Force on Educator Salaries
October 11, 2023



Washington Office of Superintendent of
PUBLIC INSTRUCTION

Questions to Answer

- What is the prototypical school funding formula?
- How are salaries allocated within the prototypical school formula?
- What are the parameters established for school districts to use these dollars?

Prototypical School Funding Formula

SHB 2261 – 2009 Legislative Session

ESHB 2776 – 2010 Legislative Session



Washington Office of Superintendent of
PUBLIC INSTRUCTION

What is a prototypical school?

- Prototypical school is a fixed, theoretical school size that is used for allocation purposes.
- The prototypical school sizes are defined by grade grouping, and student enrollment on a full-time equivalent basis.
- The prototypical school model is scalable, since not all schools in the state serve the same grade groupings or enrollment sizes.

Prototypical School Size

Category	Elementary (K-6)	Middle (7-8)	High (9-12)
Base Enrollment (FTE Basis)	400	432	600

- These enrollment definitions serve as the denominator of the ratios determining the allocation of specific staff resources for school-based staff.
- Funding is allocated by how the grade is defined in the prototypical structure not how the grade is labeled by the school district.



Allocation of Staffing Units

- **School Based Staff** such as principals, counselors, nurses, custodians, etc. are allocated through specific ratios per prototypical school size.
- **Teachers** are allocated through an assumed class size that varies by grade level and, in some cases, course content.
- **Central Administrative Staff** are allocated via a percentage of staff generated as school based staff and teachers.
- **Districtwide Support Staff** such as those that take care of facilities, motor pool vehicles, or school grounds are allocated through a ratio based on districtwide enrollment (not grade band).



Staff Designations

- Certificated Instructional Staff (CIS) include teachers, teacher librarians, nurses, and counselors.
- Certificated Administrative Staff (CAS) includes principals, assistant principals, and superintendents.
- Classified Staff (CLS) include office support, district finance office, student and staff safety, and facilities, maintenance and grounds.

Salary Allocations



Washington Office of Superintendent of
PUBLIC INSTRUCTION

Factors Used in Salary Allocations

- Formula Generated Full-Time Equivalent Staff
- State Assumption of Average Salary
- Regionalization Factor
- Experience Mix Factor (Certificated Instructional Staff only)
- The formula is:
 - Staff FTE X Average Salary X Regionalization Factor X Experience Mix

State Assumption of Average Salary

- For the 2023–24 school year the state assumption of average salary for allocation purposes are as shown in the table below.

Classification	Average Salary Assumption
Certificated Instructional	\$75,419
Certificated Administrative	\$111,950
Classified	\$54,103

- These values are adjusted annually, per statute, by the Implicit Price Deflator (IPD) recently projected at 3.7% for CY23, 3.9% for CY24, and 2.4% for CY25.



Regionalization Factor

- The regionalization factor is based on the residential property values within a district's boundary, and the 15-mile area immediately adjoined to the district.
- The policy drives more funded per state allocated staff unit to districts with higher property values.
- For the 2023–24 school year the regionalization factors are 1.000; 1.015; 1.060; 1.075; 1.090; 1.120; 1.135; 1.150; 1.180



Experience Mix Factor

- An increase in the state allocation for districts with certificated instructional staff (CIS) that have both classroom experience and level of education above the statewide average.
- This factor is provided to the entire district allocation for CIS staff, not to any individual.
- The factor is a maximum of 4% but varies depending on the policy passed by legislature in 2023 which address newly eligible and sunseting districts.

Examples – Certificated Instructional

- District A – No regionalization factor, and no experience mix.

$$(1) \times (75,419) \times (1.00) \times (1.00) = \$75,419$$

Staff FTE X Average Salary X Regionalization Factor X Experience Mix

- District B – 1.18 regionalization factor, and 4% experience mix.

$$(1) \times (75,419) \times (1.18) \times (1.04) = \$92,554$$

Staff FTE X Average Salary X Regionalization Factor X Experience Mix

- Differential per employee between the two scenarios is \$17,135.



Examples – Other Classifications

- Certificated Administrative Staff (per allocated unit)
 - No regionalization would generate \$111,950.
 - Max regionalization of 18% would generate \$132,101.
 - Variance is \$20,151.
- Classified Staff (per allocated unit)
 - No regionalization would generate \$54,103.
 - Max regionalization of 18% would generate \$63,841.
 - Variance is \$9,739.

Salary Compliance



Washington Office of Superintendent of
PUBLIC INSTRUCTION

CIS Minimum and Maximums

School Year	IPD	Minimum	Minimum w/ 5 yrs.	Maximum
2017-18	-	\$40,000	\$44,000	\$90,000
2018-19	1.9%	\$40,760	\$44,836	\$91,710
2019-20	2.0%	\$41,575	\$45,733	\$93,544
2020-21	1.6%	\$42,240	\$46,464	\$95,041
2021-22	2.0%	\$43,085	\$47,394	\$96,942
2022-23	5.5%	\$45,455	\$50,001	\$102,274
2023-24	3.7%	\$47,137	\$51,851	\$106,058

- These were established as a matter of policy based on the old salary allocation model.

Salary Inflationary Increases

- Funding provided to districts through the inflationary increases approved by the legislature must be used by district for salary increases.
- The law does not guarantee any specific amount to any individual or classification.
- For example, if a district generated \$20 due to CIS salary inflation, \$10 due to CAS salary inflation, and \$5 for CLS salary inflation; it would be legal for them to spend all \$35 on one of the three job class groups.



Supplemental Contracts - CIS

- For supplemental contracts (activities) that are time based, the hourly rate the district pays may not exceed the hourly rate provided to that same CIS staff under their basic education salary.
- For supplemental contracts (activities) that are not time based, the contract must document the additional duties, responsibilities, or incentives that are being funded in the contract.

Questions?





Washington Office of Superintendent of
PUBLIC INSTRUCTION

Connect with us!



k12.wa.us



facebook.com/waospi



twitter.com/waospi



youtube.com/waospi



medium.com/waospi



linkedin.com/company/waospi