

Washington State School Funding

Oregon Joint Task Force on Educator Salaries

October 11, 2023

Follow Up – October 25, 2023



Washington Office of Superintendent of
PUBLIC INSTRUCTION

Presentation Components

- Reviewed on 10/11
 - Part I – Prototypical School Funding Formula
 - Part II – Salary Allocations
 - Part III – Salary Compliance
- Reviewed on 10/25
 - Part IV – Benefit Allocations



Part I - Prototypical School Funding Formula

SHB 2261 – 2009 Legislative Session

ESHB 2776 – 2010 Legislative Session



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 the how the grade is defined in the prototypical structure not now 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.

Part II - Salary Allocations



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 or 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.

Part III - Salary Compliance



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?



Part IV - Benefits



Benefit Allocations

- The funding formula contains two allocations specific to benefits.
 - Fringe Benefits – provided as a percentage of allocated salary.
 - Health Benefits – provided through a per allocated staff unit (FTE) methodology.
- Both are intended to be for allocation purposes only, and do not guarantee any individual or employee group a specific benefit package or compensation.

Fringe Benefits

- Fringe benefit allocations are provided as a percentage of allocated salary.
- There are four percentages:
 - Certificated Maintenance - 22.98%
 - Certificated Increase – 22.34%
 - Classified Maintenance – 22.80%
 - Classified Increase – 19.30%



Example Calculation - CIS

Certificated Instructional Staff

- Step 1 – Maintenance Level Benefit Rate
(Allocated FTE * Base Salary * Certificated Maintenance Benefit Rate)
 $(1.0 * \$75,419 * 22.98\%) = \$17,125$
- Step 2 – Increase Level Benefit Rate (3.7% Inflation)
(Allocated FTE * (Increase Salary – Base Salary) * Certificated Increase Benefit Rate)
 $(1.0 * (\$78,210 - \$75,419) * 22.34\%) = \$624$
- Total Fringe Allocation \$17,749



Example Calculation - CAS

Certificated Administrative Staff

- Step 1 – Maintenance Level Benefit Rate
(Allocated FTE * Base Salary * Certificated Maintenance Benefit Rate)
 $(1.0 * \$111,950 * 22.98\%) = \$25,726$
- Step 2 – Increase Level Benefit Rate (3.7% Inflation)
(Allocated FTE * (Increase Salary – Base Salary) * Certificated Increase Benefit Rate)
 $(1.0 * (\$116,092 - \$111,950) * 22.34\%) = \$925$
- Total Fringe Allocation \$26,651

Example Calculation - CLS

Classified Staff

- Step 1 – Maintenance Level Benefit Rate
(Allocated FTE * Base Salary * Classified Maintenance Benefit Rate)
 $(1.0 * \$54,103 * 22.80\%) = \$12,335$
- Step 2 – Increase Level Benefit Rate (3.7% Inflation)
(Allocated FTE * (Increase Salary – Base Salary) * Classified Increase Benefit Rate)
 $(1.0 * (\$56,105 - \$54,103) * 19.30\%) = \$386$
- Total Fringe Allocation \$12,721

Health Benefit Allocation

- Health benefit allocations are provided via a per allocated staff unit factor times a multiplier that differs for certificated staff and classified staff.
- For the 2023-24 school year the allocation is \$1,026 per allocated staff FTE.
- The certificated staff multiplier is 1.02.
- The classified staff multiplier is 1.43.

Example Calculations

- Certificated (CIS)

(Allocated FTE * Health Benefit Rate * Certificated Multiplier)

$$(1 * 1,026 * 1.02) = \$1,047$$

- Classified (CLS)

(Allocated FTE * Health Benefit Rate * Classified Multiplier)

$$(1 * 1,026 * 1.43) = \$1,467$$



Total Benefit Allocation

	Certificated (CIS)	Administrative (CAS)	Classified (CLS)
Fringe Benefits - Maintenance	\$17,125	\$25,726	\$12,335
Fringe Benefit - Increase	\$624	\$925	\$386
Health Benefits	\$1,047	\$1,047	\$1,467
Total Benefits	\$18,796	\$27,698	\$14,188
Assumed Total Salary Allocation	\$78,210	\$116,092	\$56,105
Total Benefits as Percentage	24.03%	23.86%	25.28%



Part V - School District Staff Reporting



Staff Reporting for 2022-23SY

Duty Assignment		Individuals	Avg Add'l Salary per Indiv.	Total FTE	~~~~~ Average per 1.0 FTE ~~~~~				
					Base Salary	Total Salary	Insur. Ben.	Mand. Ben.	Days in 1.0 FTE
11	Superintendent	301	8,622	265.99	182,778	189,812	12,918	37,286	247.6
23	Secondary Principal	942	3,066	770.64	158,531	161,953	12,508	35,251	240.6
31	Elem. Homeroom Teacher	32,641	6,057	26,732.80	85,498	92,967	12,708	21,573	180.9
32	Secondary Teacher	30,020	7,917	23,988.24	88,279	97,843	12,832	22,510	181.0
94	Office/Clerical	10,789	726	8,210.53	63,342	64,087	15,096	13,321	260.0



Example of Differential Contract Year

Table 24: Certificated Nurse—Duty Root 47

District Name	Individuals	Avg Add'l Salary per Individ.	~~~~~ Average per 1.0 FTE ~~~~~					
			Total FTE	Base Salary	Total Salary	Insur. Ben.	Mand. Ben.	Days in 1.0 FTE
17409 Tahoma	2	10,220	2.00	80,633	90,853	12,312	20,836	183.0
17410 Snoqualmie Valley	10	7,883	8.76	76,063	87,159	14,052	18,138	180.0
17411 Issaquah	4	6,945	4.00	88,032	97,701	12,312	22,335	180.0
17415 Kent	22	9,024	19.40	83,693	93,926	15,098	20,536	185.0
17417 Northshore	1	32,878	1.00	99,873	132,751	12,312	27,429	180.0
17903 Muckleshoot Tribal	1	0	1.00	123,458	123,458	19,753	15,247	180.0
18303 Bainbridge	2	2,261	1.50	69,700	72,714	8,208	14,373	180.0
18402 South Kitsap	10	1,683	10.00	83,550	85,233	12,312	19,560	185.0
18901 Catalyst Brem Chrtr	1	0	0.66	63,804	63,805	18,711	9,566	197.0





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