

2017 Legislative Session

Comparison of Education Funding Plans

January 30, 2017

	Governor Proposal	EFTF D Proposal	Senate R Proposal
Compensation	<p>After two-years of phase-in: CIS \$72,466 (beginning \$44,975) CAS \$114,612 CLS \$52,908 Mentors \$92,664</p> <p>Salary amounts include additional professional development days.</p>	<p>After four-years of phase-in: CIS \$70,947 (beginning \$45,500) CAS \$117,363 CLS \$54,178</p>	<p>After two-years:</p> <ul style="list-style-type: none"> • Minimum CIS salary is \$45,000 • School district total general fund salary and benefit expenditures are limited to 80%. • NBCT bonus provided only as a local option. • Add'l compensation for advanced degrees can only be provided if in current subject area. <p>Per employee increases are provided:</p> <ul style="list-style-type: none"> • Up to \$10,000 for high cost housing allowance • \$12,500 provided for high poverty schools with more than 2,500 students
Salary Allocation Model (SAM)	New SAM allows for salary increases for professional certification attainment, advanced degrees, and years of experience.	Formal SAM is eliminated. Beginning teachers must be provided at least \$45,500. After 3 years, salary must increase 10%.	Formal SAM is eliminated. All CIS must be provided no less than \$45,000.
Labor Market Adjustments	None	Provided – no details for the methodology.	<ul style="list-style-type: none"> • Up to \$10,000 per employee for higher cost living areas • \$12,500 provided for high poverty schools with more than 2,500 students
Comparable Wage Survey <i>Employment Security Department (WaESD)</i>	Requires comparable wage analysis every 4-years conducted by WaESD. The salary determined by WaESD must be used as the base salary by the Legislature.	WaESD labor market comparison by staff type conducted every six years.	None

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Grandfathered Salaries	Grandfather salary allocations are subsumed within the new salary allocations.	Grandfather salary allocations are subsumed within the new salary allocations.	Until SY 23-24, school districts may exceed the 80% salary cap if current salaries and benefits exceed the cap.
Cost of Living Adjustment (COLA)	COLA not provided during new salary phase-in. Restarts after phase-in is complete.	COLA not provided during new salary phase-in. Restarts after phase-in is complete and is defined as basic education.	I-732 COLA is eliminated.
Health Benefits	Funding is increased to match the level provided to state employees (\$849/mo)	Collectively bargained locally. No add'l changes.	School district must provide benefit plans with a 3:1 family to single employee premium ratio by using a benefits savings pool model of cost sharing.
Professional Development (PD)	80 hours of PD provided for CIS 40 hours of PD provided for paraeducators	Ten PD days phased-in over 6 years for all staff types. After phase-in becomes part of basic education.	N/A
Hold Harmless	Hold harmless provided at the district-level.	Hold harmless provided at the district-level.	In SY 18-19 only, the SPI can provide add'l funding if less state revenue is provided to a school district. Small school funding remains flat with inflationary increases until state funding catches up.
Recruitment and Retention	<ul style="list-style-type: none"> • \$50M is provided for BEST and it is expanded to include principals. • Additional salary is provided for mentors. • Additional investment in Alternative Routes. 	Continue funding for SB 6455, increase investment for BEST, and other policy changes being developed.	<ul style="list-style-type: none"> • Per employee bonuses are provided in high cost and high poverty school districts. • Teacher recognition grants provided for an unknown number of teachers in the top 5% every other year. • Eliminates school staff certification requirements.

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Basic Education Changes	<ul style="list-style-type: none"> • Adds 1.0 FTE per prototypical school intended to be used for nurses, social workers, psychologists, counselors, or family engagement coordinators • LAP increased to 2.5 hr/wk, Highly Capable percentage of students serviced increased to 2.75. • PD provided as part of basic education • Creates 30% Voc MSOC multiplier 	<p>Added: COLA and PD</p> <p>After Compensation Phase-in is complete:</p> <ol style="list-style-type: none"> 1. CTE class sizes are reduced 2. LAP, TBIP, and HiCap funding formula drivers increased. 3. Guidance Counselors and PIC allocations increased. 	<p>Eliminated: Prototypical school funding model (and related transparency), I-732 COLA, and I-1351 staffing increases.</p> <ul style="list-style-type: none"> • Creates a weighted student formula for medium to large school districts. • Requires school districts to create a reserve account to allow for basic education cost recovery for chronically absent students.
Collective Bargaining	<ul style="list-style-type: none"> • Local control over collective bargaining is maintained. 	<p>Local control over collective bargaining is maintained.</p>	<ul style="list-style-type: none"> • Local school boards meeting accountability targets provided in the bill will be exempt from state laws to include collective bargaining. • School employee strikes are prohibited. • Creates a dismissal process for teachers without the ability to appeal beyond the local school board eliminating due process. • Beginning in SY 18-19, for the first time CLS and CAS salary amounts will be limited by a district-wide salary cap. • Prohibits certain employer contributions. • State-funded supplemental contacts are allowed for LAP activities outside of the school day/year.

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Accountability and Transparency	Creates a more robust accounting system.	Creates a more robust accounting system. OSPI must update online reporting of SD data.	<ul style="list-style-type: none"> • Requires the creation of a local sub-fund for local revenue and expenditures. • Modifies SD accounting system to allow for reporting of basic and non-basic expenditures, revenue source, and reporting to allow comparison with funding model structure. • Requires SDs to adopt 4-year budget outlook with 4-year enrollment projections. Outlook will become a financial health indicator. • Requires the regular state financial audits of school districts to include a review of the expenditure of levy funds to ensure that such funds are not expended on any supplemental contract beyond the state-funded for certificated instructional staff to provide remedial education instruction and services. • Schools districts with more than 5,000 students must undertake the Baldrige review process every three years.

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Levy and Local Effort Assistance (LEA)	<ul style="list-style-type: none"> • Levy lid phased-down to 15% by CY 2019. Eliminates grandfathered levy and removes ghost revenue calculations. • Statewide levy revenue remains flat. • There is no reduction to LEA funding. 	<p>Levy lid phased-down to 24% by CY 2021. Eliminates grandfathered levy lids by CY 2021. Removes ghost revenue calculations by CY 2018.</p>	<ul style="list-style-type: none"> • Levy cliff is extended for CY18. • All local levies are eliminated in CY19. • Beginning in CY20, 10% local levies are allowed with the approval of the SPI. • No LEA or taxpayer relief for low assessed value districts is provided. • Salary and benefit expenditures are limited to 80% of the district’s general fund. • Local funds cannot be used for basic education staff or purposes.
Revenue Sources	<p>Sources of revenue include:</p> <ul style="list-style-type: none"> • B&O for services • Carbon Pricing • Capital Gains Excise Tax • Tax Preference Closures • Online retail economic nexus B&O extension 	<p>Sources of revenue to be considered include:</p> <ul style="list-style-type: none"> • Four-Tier Nexus (Marketplace Fairness Act) • Tax Preference Closures • B&O Tax Changes • State Property Tax Changes • Capital Gains Excise Tax • Carbon Pricing 	<ul style="list-style-type: none"> • Creates a new state levy called the Local Effort Levy at \$1.80/\$1,000 AV. Revenue from this levy is provided back to the district it was collected in as a deductible revenue to apportionment. • Eliminates and repurposes state funding for NBCT bonuses and Local Effort Assistance. • All other revenue (from all funds) received by a district (state, local, and federal) is treated as a deductible revenue to the “backfill” apportionment allocation.