

Labor relations update 8/22/18

State schools superintendent cautions negotiating districts

Hockinson School District consistently emphasizes its commitment to negotiating contracts that are affordable and sustainable.

Today, Aug. 22, Washington Superintendent of Public Instruction Chris Reykdal sent formal guidance to school district superintendents in which he acknowledged the inequities of the new state education funding system. He warned that some districts “have less financial opportunities to provide the large percentage increases for salaries that we have seen thus far.”

In a section titled “The Bottom Line,” he wrote, “You are limited by what you can afford and what you can sustain” (emphasis his).

Four risk factors

Reykdal shared four risk factors that limit school districts’ abilities to provide salary increases and that indicate “more long-term financial risk to a particular district.” These factors are some that guide us in our decision-making and demonstrate that Hockinson faces substantial financial risk when it comes to making significant contract increases.

We agree with Reykdal that, “Not every district will have an equal opportunity to provide compensation increases with double-digit percentages.”

Hockinson’s risks

Below are the risk factors Reykdal outlined, in the order in which they impact HSD’s situation, along with figures provided by the Office of the Superintendent of Public Instruction (OSPI):

1. Districts that “are losing 50% or more of their local voter-approved levy capacity when the new levy thresholds kick in for calendar year 2019.”

HSD is **losing 58.53%** of its local levy capacity.

*HSD comment: This is a **loss of nearly \$3 million**. In round numbers, Hockinson voters approved what would have been a \$5 million collection for HSD in 2019. Now, the district will collect approximately \$2 million. The district depended on this levy to cover TRI (time, responsibility and incentive) pay for our certificated staff.*

2. Districts that “did not get an experience factor increase for the 2019-20 year.”

HSD did not receive this increase.

HSD comment: Our district has a large number of experienced, highly trained teachers who deserve to be compensated as such. Without the experience factor, the district has to work with the same salary allocation per FTE for every teacher—whether in the first year or 25th year of teaching.

- Districts' whose "average 2018-19 state allocation for CIS [certificated instructional staff] salaries is less than the average CIS salary paid for 2017-18."

HSD's average 2018-19 state allocation for CIS salaries: \$69,129
HSD's average CIS salary for 2017-18: \$69,152

HSD comment: HSD's 2018-19 state allocation is \$23 less than the average 2017-18 salary. Our district could be considered slightly impacted by this factor.

- Districts that were "already paying average CIS salaries very near, or above, the new state average salary allocation."

HSD's average CIS salary for 2017-18: \$69,152*
State's new average salary allocation: \$71,711

HSD comment: According to the OSPI chart, HSD's average CIS salary was \$2,559 less than the new state average salary allocation. Our district is not as heavily impacted by this factor as by the others.

**Note: When OSPI analyzed school district data, it included in its averages pay for in-district professional development days and academic extracurriculars. The number HSD uses to describe its 2017-18 average salary is \$66,746, which includes only base salary and TRI. TRI, in-district days and academic extracurricular pay are funded using local levies.*

Here is the HSD data provided by Superintendent Reykdal:

Potential Risk Factors to Compensation Sustainability									
		2018-19 Statewide Average Allocation ¹	Sorted by...						
District Name	2017-18 Actual Total Final Salary Per FTE ²	Difference from Average Salary	Certificated Instructional Staff (CIS) Regional Factor ³	2018-19 Salary Allocation Per FTE	Difference between 2017-18 Avg. Salary and New State Allocation ⁴	School Year 2019-20 Experience Mix Factor ⁵	Levy Rate Calendar Year 2018 ⁶	Estimated Levy Rate Calendar Year 201 ⁷	Local Levy Rate % Change
Hockinson School District	\$ 69,152	\$ (2,559)	1.06	\$ 69,129	0%		\$ 3.62	\$ 1.50	-58.53%

In summary, Hockinson School District is striving to compensate our staff as generously as possible, as long as the contract is affordable and sustainable.

For more information, please see:

- Letter from Superintendent Chris Reykdal
- Potential Risk Factors to Compensation Sustainability (data)