



Technical Appendix to E2SSB Final Report to the Education Funding Task Force

Submitted: November 23, 2016

Outline

- Introduction and Executive Summary
- Summary of Data Collection, Cleaning and Consolidation
- Supplemental Pay Analysis
- Revenue to Expenditures Analysis
- Comparable Positions Salary Analysis
- Local Labor Market Adjustment Analysis

Information Provided in the Technical Documentation

- The K-12 Salary Analysis Technical Documentation is organized around the same “Outline” as the K-12 Salary Analysis Final Report and provides details on the data sources, approach methodology and the specific data from the charts in data tables.
- Where titles contain page numbers they refer to the specific page in the K-12 Salary Analysis Final Report (not the K-12 Salary Analysis Presentation). (Note: Where a chart in the report contains all of the relevant numbers a data table is not provided in this technical appendix).
- All information is consistent in both the report and the presentation, only page numbers will be different since the presentation was a subset of the information included in the report.
- The information contained in this technical appendix is intended to provide specific project definition and additional context, rather than definitions of terms that are publicly available.

Key Terms & Context for Each Section (1 of 2)

- Introduction and Executive Summary
 - Slides 7 contains estimates of additional FTEs hired in the 2014-15 SY and base salary for FTEs above the state allocation as well as additional supplemental pay for each FTE (excluding the programs Special Education and Pupil Transportation)
 - Slide 8 Supplemental pay refers to the salary compensation paid by districts above the state based allocation
- Summary of Data Collection, Cleaning and Consolidation
 - The OSPI data collection tool characterized additional pay in standard categories and subcategories (handed out at the EFTF meetings, included in the appendix and in this technical documentation); some sub-categories required additional definition and description
 - Additional_Responsibilities > Developing school improvement days - Potentially pay for helping to prepare agendas/materials/presentations or find presenter's/etc. for staff training days.
 - Additional_Responsibilities > Self-contained Special Education Classroom – Special Education is often a shortage area, this could be a stipend just because it is a Special Education class or it could be another name for pay for participating on IEP teams.
 - Deemed_Done > Experience (anywhere) - This could be for prior service experience for ESAs or for classified staff with experience that the district wants to recognize or that is in the CBA. For certs, it could be for experience increments beyond the state salary allocation schedule. It just depends on what was negotiated.
 - Deemed_Done > Professional Responsibility Stipend - Another name for TRI or other pay to get to a competitive salary.
 - Other > Shift differential pay - Usually for classified staff. Contracts for custodial and maintenance often have incremental hourly bumps for evening or night shifts.
 - Time_Outside_Regular_SchDay > Special Education IEP – Generally pay for serving on an IEP team that has to meet after school or in the evening.
 - Time_Outside_Regular_SchDay > Zero Period - Pay for teaching a class early in the day prior to the time that most classes start. It is likely an extra period for this employee.

Key Terms & Context for Each Section (2 of 2)

- Supplemental Pay Analysis
 - Medians are calculated by listing the data in increasing order to determine the middle value. The first quartile, denoted by Q1 , is the median of the lower half of the data set. This means that about 25% of the numbers in the data set lie below Q1 and about 75% lie above Q1 . Median values or the 2nd quartile can be the same as the 1st or 3rd quartiles where the values in the lower or upper half of the dataset are the same or very similar.
 - Medians were normalized or adjusted for an FTE of 1 based on FTE status for the position type.
 - Duty root positions associated with staff in the S275 were cross-walked/mapped to prototypical school model (PSM) positions.
 - Frequency values can be greater than 100% where multiple contracts are issued for individual FTEs.
- Revenue to Expenditures Analysis
 - A correlation coefficient is a number that quantifies some type of correlation and dependence, meaning statistical relationships between two or more random variables or observed data values
- Comparable Positions Salary Analysis
 - Washington State comparable salaries from BLS were indexed to a national benchmark salaries from the same BLS source
- Local Labor Market Adjustment Analysis
 - Dependent vs. independent variable - Statistical models investigate how dependent variables are related to independent variables. The dependent variables represent the output or outcome whose variation is being studied. The independent variables represent inputs or causes, i.e. potential reasons for variation. Models test or explain the effects that the independent variables have on the dependent variables.
 - Statistically significant relationship in statistical hypothesis testing, statistical significance (or a statistically significant result) is attained whenever the observed p-value of a test statistic is less than the significance testing defined for the study in this case .05

Page 7-8: Project Context and Additional Pay

Notes on calculations and data in slide 7 and 8

Page 7 Calculation Notes:

The total state allocated CIS, CLS and CAS FTEs was reported in the 2014-15 final apportionment reports and includes all allocated FTEs in the statutory programs of basic education excluding Special Education and Pupil Transportation. State allocated total salary, in the chart, was approximated using the state average CIS, CLS and CAS state base salary (CIS) / allocation (CLS, CAS) from the 2014-15 final apportionment report.

- CIS Base Salary = \$34,154, Staff Mix Factor = 1.55011
- CLS Base Allocation = \$59,953
- CAS Base Allocation = \$32,340

2014 – 15 final apportionment report can be found here: <http://www.k12.wa.us/safs/rep/app/1415/00000app.pdf>

Total Salary is the sum of the total salary reported, by staff type, in the 2014-15 S-275 database for all FTEs in the statutory programs of basic education, queried by their major assignment, excluding Special Education and Pupil Transportation. The S-275 database can be found here: <http://www.k12.wa.us/safs/db.asp>

Page 8 Calculations Notes:

The total supplemental pay was calculated by taking the difference between total and base salary (using the state base salary (CIS) / allocations (CLS, CAS) for the 14-15 school year. The supplemental pay calculation includes district base salary when the base salary is higher than the state allocation. Additional pay was calculated two ways and is noted in the footnote as: “Analysis includes negative variance between total salary and base salary. When negative variance is excluded the total equals \$1.225B”. The FTEs for which supplemental is calculated are the same as the total FTEs in the chart on page 7 of the final report.

Outline

- Introduction and Executive Summary
- Summary of Data Collection, Cleaning and Consolidation
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Sampling Methodology (1 of 7)

OSPI implemented the following sampling methodology which was calculated and prepared by 3Si

Data Collection Goal:

The goal of data collection is to gather information at the personnel level by staff type to support an analysis of actual compensation paid relative to the basic education salary allocations under the statutory prototypical school model, source of funding, and the duties, uses or categories for which that compensation is paid (exclusive of benefits).

We know that total final salary is the sum of state base allocated salary and other pay such as TRI-pay, stipends for professional development, stipends for classroom overload, etc. Other pay categories and pay amount differ by staff type (CIS, CLS, and CAS), by district, and by primary duty assigned. While state base salary for certificated staff and the state salary allocation for classified staff is known, the specific categories and amount of pay for other pay categories is unknown. District workload does not permit collecting detailed data for all staff members, therefore, a sampling strategy is implemented at the duty root level with distinct sampling for each duty category (e.g., secondary teacher, elementary principal, etc.).

For simplicity in this document we refer to supplemental pay categories (SPC) as the list of categories and sub-categories developed by OSPI for this data collection effort. Supplemental pay wages refer to the dollar amount paid for each supplemental pay category.

$$\text{Total Supplemental Pay Wages} = \sum_i SPC_i * Wage_{SPC_i}$$

Unknown factors that we're estimating include:

- The proportion of the SPCs in each population
- The mean wage for each SPC in each population

Data Collection Notes:

- Data collection will be based on the following principles:
- Staff will be drawn from the S-275 personnel database for the 2014-15 school year.
- Collection will be limited to the specific basic education programs as defined by OSPI including Program Account Codes 01, 02, 03, 21, 22, 26, 31, 45, 55, 56, 59, 65, 74, 97, and 99.
- Staff who have no recorded cert number will be eliminated from the data request.

Sampling Methodology (2 of 7)

Data Collection Notes (Continued):

- Districts will be instructed to identify employees who left mid-year and provide information on what the staff person was paid for prior to leaving (rather than eliminate them from the data set).
- OSPI will provide consistent guidance to districts on how to apply the supplemental pay categories (SPCs) to their HR and payroll reporting that will be used as source data. OSPI will document the questions asked and guidance given so that consultants can understand the nuances of how the data collection tool is understood and implemented.
- Districts will be asked to submit source data along with the completed data collection tools. Source data will allow consultants to research questions and anomalies, mitigating, to the extent possible, the need for direct follow up with district personnel. Districts are not required to clean or integrate source data. Data should be submitted in raw formats for the total sample, or for all staff in the S-275 for SY 2014-15 regardless of sampling, whichever is easier. Source data should not include social security numbers or any other personal information and should only be provided for staff in the S-275. Acceptable forms of source data include excel extracts from district databases or pertinent information tracked and recorded by hand. Source data should include either a CERT number for CIS staff or a name and birthday combination in order to identify CIS, CLS, and CAS across the data tool, the source data and S-275 data.
- Discussions with districts revealed that districts will likely have to cross department boundaries and consult multiple data sources, and that it could take from 5-20 minutes per record. For staff with consistent contracts the expected time to complete the data request is expected to be shorter.
- As responses from districts are received, OSPI will evaluate the completeness of the district's response and 3SI will evaluate the quality of the data by analyzing the distribution of results and comparing it to other similar districts and/or benchmark norms that are developed. Consultants reserve the right to request clarification or additional data from districts. OSPI will work with districts through these potential rounds of data collection.

Goals for Sampling:

In order to balance district workload with the goal of getting as much detailed salary data as possible, OSPI will take a random sample of staff where staff counts are above thresholds outlined in the sampling strategy below. The goal of the sampling methodology is to reduce the data collection burden to a manageable level given the complexity of the data being collected. The approach calculates the minimum sample size that still provides the statistical rigor expected by the EFTF and is consistent with analysis and reporting goals.

Specifying a sampling methodology is challenging because there is not a test data set or put another way, the population is not well understood either in terms of prevalence of SPCs or the distribution of wages for the SPCs. The consultants have made some assumptions, explained below, to balance the need for specificity with the goal of reducing the burden of data collection.

It is assumed that the distribution of SPCs and SPC wages varies across job titles. For practical reasons, estimates for the mean SPC wage will be computed from the data returned from the sample designed to determine the SPC proportions. This approach is taken because in order to design a sample to estimate mean SPC wages, it would first be necessary to identify which staff members perform each SPC and then sample from within those staff members – but this would imply gathering data on the whole population.

Sampling Methodology (3 of 7)

Sampling Approach:

The sampling methodology divides the duty codes into two tiers. For each tier, the approach is based on producing an 80% confidence interval (with margin of error of 5-10 percentage points) for the prevalence of the SPC within each duty (i.e., the prevalence of the category “time outside the 180-day school year” with subcategory “summer school” in the population of secondary teachers.)

Tier 1: Key duty areas where there are a large number of staff and specificity is critical to the analysis

Defined to include elementary teachers, secondary teachers, other teachers, and aides

The margin of error = 5%

The confidence interval = 80%

Assumption around prevalence of the SPC in the population = 25%

The required sample size is 123 staff, rounded to 125 for implementation* (see detailed explanation below for calculations).

Districts that have 125 staff or fewer for the Tier 1 duty codes will be asked to provide detail for all staff within that duty code (i.e., if they have 124 elementary teachers their data collection request will include all elementary teachers).

Tier 2: Duties with smaller volumes of staff

Defined to include all other duties (e.g., Psychologist, Secondary Principal, Office/ Clerical, etc.)

The margin of error = 10%

The confidence interval = 80%

Assumption around prevalence of the SPC in the population = 25%

The required sample size is 31 staff, rounded to 35 for implementation** (see detailed explanation below for calculations).

Districts that have 35 staff or fewer will be asked to provide detail for all staff within that duty code (i.e., if they have 34 secondary principals their data collection request will include all secondary principals).

The sampling strategy will be applied across all districts where the district staff counts for each duty exceed the sample size necessary to maintain the 80% confidence interval and associated margin of error. For example, for Tier 1, if a district has more than 125 elementary teachers, OSPI will request a random sample of 125 elementary teachers. If a district has 125 elementary teachers or fewer, OSPI will request data for all elementary teachers. Similarly, for Tier 2, if a district has more than 35 secondary principals, OSPI will request a random sample of 35 secondary principals. If a district has 35 or fewer secondary principals, OSPI will request data for all secondary principals.

Implementation of the Sampling Strategy:

In order to generate the data collection template for each district OSPI should apply the following logic

Tier 1: For each district, if the number of elementary teachers, secondary teachers, other teachers, and aides exceeds 125 OSPI will ***randomly sample the staff in that duty category and pre-fill the data collection tool with the random selection of 125.***

Tier 2: For each district if the number of all other duties not specified in Tier 1 exceeds 35 (within each duty category) OSPI will ***randomly sample the staff in that duty category and pre-fill the data collection tool with the random selection of 35.***

*Rounding is incorporated because there may be staff members in the sample that don't have data or need to be dropped from the analysis

**Same as above

Sampling Methodology (4 of 7)

Implementation of the Sampling Strategy (Continued):

Consultants recommend that districts prioritize their data collection efforts starting with Tier 1 duties

See also the table below:

Table Key:

Tier 1: if $n > 125$, random sample of 125; if $n \leq 125$, n

Tier 2: if $n > 35$, random sample of 35; if $n \leq 35$, n

N/A = No sample required

Duty	Tier	Duty	Tier
Aide	1	Occupational Therapist	2
Certificated on Leave (0) or buyback (3)	2	Office/Clerical	2
Classified on Leave (0) or buyback (3)	2	Operator	2
Contractor Educational Staff Associate	N/A	Other District Administrator	2
Contractor Teacher	N/A	Other School Administrator	2
Counselor	2	Other Support Personnel	2
Crafts/Trades	2	Other Teacher	1
Deputy/Assistant Superintendent	2	Physical Therapist	2
Director/Supervisor	2	Professional	2
Elementary Homeroom Teacher/Elementary Teacher	1	Psychologist	2
Elementary Principal	2	Reading Resource Specialist	2
Elementary Vice Principal	2	Secondary Principal	2
Extracurricular (Base Contract)	2	Secondary Teacher	1
Laborer	2	Secondary Vice Principal	2
Library Media Specialist	2	Service Worker	2
Nurse	2	Social Worker	2
		Speech	2
		Substitute Teacher	N/A
		Superintendent	2
		Technical	2

APPENDIX Detailed Sample Size Statistical Methodology:

The sampling strategy is designed to capture the prevalence of SPCs for each duty code or staff type (i.e., the prevalence of the category “time outside the 180-day school year” with subcategory “summer school” in the population of secondary teachers.) The sampling strategy is not designed to ensure that for each SPC we have a sufficiently large sample size to adequately estimate the mean wage for each SPC. A much larger sample would be required to maintain the 80% confidence level and margin of error expectations for each SPC. Further, the sample size required to adequately estimate the mean compensation for each SPC would be much larger than the current approach and would require prior knowledge of prevalence of the SPCs for each duty code and the standard deviation of the SPC wages within each duty code.

The sample size methodology employed a calculation to determine the sample size required to maintain an 80% confidence interval with a specific margin of error. As sample size decreases there is a trade-off with measures of the amount of error the study tolerates, or, put another way, the probability that the data does not fully capture the population’s characteristics increases as the sample size decreases.

Sampling Methodology (5 of 7)

Sampling Approach:

The sampling methodology divides the duty codes into two tiers. For each tier, the approach is based on producing an 80% confidence interval (with margin of error of 5-10 percentage points) for the prevalence of the SPC within each duty (i.e., the prevalence of the category “time outside the 180-day school year” with subcategory “summer school” in the population of secondary teachers.)

Tier 1: Key duty areas where there are a large number of staff and specificity is critical to the analysis

Defined to include elementary teachers, secondary teachers, other teachers, and aides

The margin of error = 5%

The confidence interval = 80%

Assumption around prevalence of the SPC in the population = 25%

The required sample size is 123 staff, rounded to 125 for implementation* (see detailed explanation below for calculations).

Districts that have 125 staff or fewer for the Tier 1 duty codes will be asked to provide detail for all staff within that duty code (i.e., if they have 124 elementary teachers their data collection request will include all elementary teachers).

Tier 2: Duties with smaller volumes of staff

Defined to include all other duties (e.g., Psychologist, Secondary Principal, Office/ Clerical, etc.)

The margin of error = 10%

The confidence interval = 80%

Assumption around prevalence of the SPC in the population = 25%

The required sample size is 31 staff, rounded to 35 for implementation** (see detailed explanation below for calculations).

Districts that have 35 staff or fewer will be asked to provide detail for all staff within that duty code (i.e., if they have 34 secondary principals their data collection request will include all secondary principals).

The sampling strategy will be applied across all districts where the district staff counts for each duty exceed the sample size necessary to maintain the 80% confidence interval and associated margin of error. For example, for Tier 1, if a district has more than 125 elementary teachers, OSPI will request a random sample of 125 elementary teachers. If a district has 125 elementary teachers or fewer, OSPI will request data for all elementary teachers. Similarly, for Tier 2, if a district has more than 35 secondary principals, OSPI will request a random sample of 35 secondary principals. If a district has 35 or fewer secondary principals, OSPI will request data for all secondary principals.

Implementation of the Sampling Strategy:

In order to generate the data collection template for each district OSPI should apply the following logic

Tier 1: For each district, if the number of elementary teachers, secondary teachers, other teachers, and aides exceeds 125 OSPI will ***randomly sample the staff in that duty category and pre-fill the data collection tool with the random selection of 125.***

Tier 2: For each district if the number of all other duties not specified in Tier 1 exceeds 35 (within each duty category) OSPI will ***randomly sample the staff in that duty category and pre-fill the data collection tool with the random selection of 35.***

Sampling Methodology (6 of 7)

APPENDIX Detailed Sample Size Statistical Methodology (Continued):

As a point of reference, the formula for estimating the required sample size (n) for a 95% confidence level is:

$$n = (1.96)^2(p)(1 - p) \div d^2 \text{ where:}$$

p = the estimated proportion of any SPC in the population

d = the margin of error or the maximum acceptable percentage point deviation of the estimated proportion of a given SPC from the actual population SPC proportion

The formula for estimating the required sample size at the 80% confidence level is:

$$n = (1.282)^2(p)(1 - p) \div d^2$$

Examples: For $p = 25\%$ (each SPC occurs for 25% of the population) & $d = 5\%$ (5% margin of error), the required sample size at the 80% confidence level is 123. This means that for 80% of our samples, the estimated SPC sample prevalence will be between 20% and 30%. In 20% of our samples, the estimated prevalence will be outside of the 20-30% prevalence range, in spite of the true prevalence being 25%. Although the required sample size is 123, we round up to 125 for the purposes of this analysis since some staff members in the sample will have records that are unavailable or incomplete.

With the tier 2 duty codes we allow for a larger margin of error. For $p = 25\%$ & $d = 10\%$, the required sample size at the 80% confidence level is 31 (rounded to 35 for the purposes of this analysis). The table below shows the range in percentage point margin of error, based on a given estimated population proportion, a given confidence level, and a given sample size.

Note that $p=25\%$ is a simplifying assumption since we do not know the incidence level of SPCs in the population and there are a large number of detailed SPC categories. Given the large number of activities and duties there will be a wide range of prevalence of the SPC -- some will be frequent and may even apply to all staff members for a duty code and others will be infrequent. The sampling strategy assumes 25% as an average. As discussed previously in this memo, it is impractical to develop a sampling strategy unique to each SPC.

Sampling Methodology (7 of 7)

APPENDIX Detailed Sample Size Statistical Methodology (Continued):

Estimated Pop Proportion		Confidence Level				
25%		95%	90%	80%	60%	50%
	35	14%	12%	9%	6%	5%
	35	14%	12%	9%	6%	5%
	50	12%	10%	8%	5%	4%
	75	10%	8%	6%	4%	3%
Sample Size	100	8%	7%	6%	4%	3%
	150	7%	6%	5%	3%	2%
	200	6%	5%	4%	3%	2%
	250	5%	5%	4%	2%	2%
	300	5%	4%	3%	2%	2%
	500	4%	3%	2%	2%	1%
		Margin of error (in the cells)				

Note: where districts provide an incomplete response the confidence interval and margin of error will be impacted but it may still be possible to include the results.

Data Received from Districts (1 of 12)

The following a list of district submission in response to E2SSB 6195 salary data collection

Note this list does not indicate whether or not a district's submission is usable data for the analysis

Key:

CIS = Certificated Instructional Staff

CAS = Certificated Administered Staff

CLS = Classified Staff

Full Submission = District submitted all four requested data files

Partial Submission = District submitted one or more but not all of the requested data files

No Submission = District submitted none of the requested data files

No Sample = District did not have a sample for that specific file type

District ID	District name	CIS	CAS	CLS	Resource to Expenditure	Overall status
14005	Aberdeen School District	Yes	Yes	Yes	Yes	Full Submission
21226	Adna School District	Yes	Yes	Yes	Yes	Full Submission
22017	Almira School District	Yes	Yes	Yes	Yes	Full Submission
29103	Anacortes School District	Yes	Yes	Yes	Yes	Full Submission
31016	Arlington School District	Yes	Yes	Yes	Yes	Full Submission
02420	Asotin-Anatone School District	Yes	Yes	Yes	Yes	Full Submission
17408	Auburn School District	Yes	Yes	Yes	Yes	Full Submission
18303	Bainbridge Island School District	Yes	Yes	Yes	Yes	Full Submission
06119	Battle Ground School District	Yes	Yes	Yes	Yes	Full Submission
17405	Bellevue School District	Yes	Yes	Yes	Yes	Full Submission
37501	Bellingham School District	Yes	Yes	Yes	Yes	Full Submission
01122	Benge School District	Yes	Yes	Yes	Yes	Full Submission
27403	Bethel School District	Yes	Yes	Yes	Yes	Full Submission
20203	Bickleton School District	Yes	Yes	Yes	Yes	Full Submission
37503	Blaine School District	Yes	Yes	Yes	Yes	Full Submission

Data Received from Districts (2 of 12)

District ID	District name	CIS	CAS	CLS	Resource to Expenditure	Overall status
21234	Boistfort School District	Yes	Yes	Yes	Yes	Full Submission
18100	Bremerton School District	Yes	Yes	Yes	Yes	Full Submission
24111	Brewster School District	Yes	Yes	Yes	Yes	Full Submission
09075	Bridgeport School District	Yes	Yes	Yes	Yes	Full Submission
16046	Brinnon School District	Yes	Yes	Yes	Yes	Full Submission
29100	Burlington-Edison School District	Yes	Yes	Yes	Yes	Full Submission
06117	Camas School District	Yes	Yes	Yes	Yes	Full Submission
05401	Cape Flattery School District	Yes	Yes	Yes	Yes	Full Submission
27019	Carbonado School District	Yes	Yes	Yes	Yes	Full Submission
04228	Cascade School District	Yes	Yes	Yes	Yes	Full Submission
04222	Cashmere School District	Yes	Yes	Yes	Yes	Full Submission
08401	Castle Rock School District	Yes	Yes	Yes	Yes	Full Submission
20215	Centerville School District	Yes	No Sample	Yes	Yes	Full Submission
18401	Central Kitsap School District	Yes	Yes	Yes	Yes	Full Submission
32356	Central Valley School District	Yes	Yes	Yes	Yes	Full Submission
21401	Centralia School District	Yes	Yes	Yes	Yes	Full Submission
21302	Chehalis School District	Yes	Yes	Yes	Yes	Full Submission
32360	Cheney School District	Yes	Yes	Yes	Yes	Full Submission
33036	Chewelah School District	Yes	Yes	Yes	Yes	Full Submission
16049	Chimacum School District	Yes	Yes	Yes	Yes	Full Submission
02250	Clarkston School District	Yes	Yes	Yes	Yes	Full Submission
19404	Cle Elum-Roslyn School District	Yes	Yes	Yes	Yes	Full Submission
27400	Clover Park School District	Yes	Yes	Yes	Yes	Full Submission
38300	Colfax School District	Yes	Yes	Yes	Yes	Full Submission
36250	College Place School District	Yes	Yes	Yes	Yes	Full Submission
38306	Colton School District	Yes	Yes	Yes	Yes	Full Submission
33206	Columbia (Stevens) School District	Yes	Yes	Yes	Yes	Full Submission
36400	Columbia (Walla Walla) School District	Yes	Yes	Yes	Yes	Full Submission

Data Received from Districts (3 of 12)

District ID	District name	CIS	CAS	CLS	Resource to Expenditure	Overall status
33115	Colville School District	Yes	Yes	Yes	Yes	Full Submission
29011	Concrete School District	Yes	Yes	Yes	Yes	Full Submission
29317	Conway School District	Yes	Yes	Yes	Yes	Full Submission
14099	Cosmopolis School District	Yes	Yes	Yes	Yes	Full Submission
13151	Coulee-Hartline School District	Yes	Yes	Yes	Yes	Full Submission
15204	Coupeville School District	Yes	Yes	Yes	Yes	Full Submission
05313	Crescent School District	Yes	Yes	Yes	Yes	Full Submission
22073	Creston School District	Yes	Yes	Yes	Yes	Full Submission
10050	Curlew School District	No	No	No	No	No Submission
26059	Cusick School District	Yes	Yes	Yes	Yes	Full Submission
19007	Damman School District	Yes	Yes	Yes	No	Partial Submission
31330	Darrington School District	Yes	Yes	Yes	Yes	Full Submission
22207	Davenport School District	Yes	Yes	Yes	Yes	Full Submission
07002	Dayton School District	Yes	Yes	Yes	Yes	Full Submission
32414	Deer Park School District	Yes	Yes	Yes	Yes	Full Submission
27343	Dieringer School District	No	No	No	No	No Submission
36101	Dixie School District	Yes	Yes	Yes	Yes	Full Submission
32361	East Valley School District (Spokane)	Yes	Yes	Yes	Yes	Full Submission
39090	East Valley School District (Yakima)	Yes	Yes	Yes	Yes	Full Submission
09206	Eastmont School District	Yes	Yes	No	Yes	Partial Submission
19028	Easton School District	No	No	No	No	No Submission
27404	Eatonville School District	Yes	Yes	Yes	Yes	Full Submission
31015	Edmonds School District	Yes	Yes	Yes	Yes	Full Submission
19401	Ellensburg School District	Yes	Yes	Yes	Yes	Full Submission
14068	Elma School District	Yes	Yes	Yes	Yes	Full Submission
38308	Endicott School District	Yes	Yes	Yes	Yes	Full Submission
04127	Entiat School District	Yes	Yes	Yes	Yes	Full Submission
17216	Enumclaw School District	Yes	Yes	Yes	Yes	Full Submission

Data Received from Districts (4 of 12)

District ID	District name	CIS	CAS	CLS	Resource to Expenditure	Overall status
13165	Ephrata School District	Yes	Yes	Yes	Yes	Full Submission
21036	Evaline School District	Yes	No Sample	Yes	Yes	Full Submission
31002	Everett School District	Yes	Yes	Yes	Yes	Full Submission
06114	Evergreen School District (Clark)	Yes	Yes	Yes	Yes	Full Submission
33205	Evergreen School District (Stevens)	Yes	Yes	Yes	Yes	Full Submission
17210	Federal Way School District	Yes	Yes	Yes	Yes	Full Submission
37502	Ferndale School District	Yes	Yes	Yes	Yes	Full Submission
27417	Fife School District	Yes	Yes	Yes	Yes	Full Submission
03053	Finley School District	Yes	Yes	Yes	Yes	Full Submission
17901	First Place Scholars Charter School District	No	No	No	No	No Submission
27402	Franklin Pierce School District	Yes	Yes	Yes	Yes	Full Submission
32358	Freeman School District	Yes	Yes	Yes	Yes	Full Submission
38302	Garfield School District	Yes	Yes	Yes	Yes	Full Submission
20401	Glenwood School District	Yes	Yes	Yes	No	Partial Submission
20404	Goldendale School District	Yes	Yes	Yes	Yes	Full Submission
13301	Grand Coulee Dam School District	Yes	Yes	Yes	Yes	Full Submission
39200	Grandview School District	Yes	Yes	Yes	Yes	Full Submission
39204	Granger School District	Yes	Yes	Yes	Yes	Full Submission
31332	Granite Falls School District	Yes	Yes	Yes	Yes	Full Submission
23054	Grapeview School District	Yes	Yes	Yes	Yes	Full Submission
32312	Great Northern School District	Yes	Yes	Yes	Yes	Full Submission
06103	Green Mountain School District	Yes	Yes	Yes	Yes	Full Submission
34324	Griffin School District	Yes	Yes	Yes	Yes	Full Submission
22204	Harrington School District	Yes	Yes	Yes	Yes	Full Submission
39203	Highland School District	Yes	Yes	Yes	Yes	Full Submission
17401	Highline School District	Yes	Yes	Yes	Yes	Full Submission
06098	Hockinson School District	Yes	Yes	Yes	Yes	Full Submission
23404	Hood Canal School District	Yes	Yes	Yes	Yes	Full Submission

Data Received from Districts (5 of 12)

District ID	District name	CIS	CAS	CLS	Resource to Expenditure	Overall status
14028	Hoquiam School District	Yes	Yes	Yes	No	Partial Submission
10070	Inchelium School District	Yes	Yes	Yes	Yes	Full Submission
31063	Index School District	Yes	Yes	Yes	Yes	Full Submission
17411	Issaquah School District	Yes	No	Yes	No	Partial Submission
11056	Kahlotus School District	Yes	Yes	Yes	Yes	Full Submission
08402	Kalama School District	Yes	Yes	Yes	Yes	Full Submission
10003	Keller School District	Yes	Yes	Yes	Yes	Full Submission
08458	Kelso School District	Yes	Yes	Yes	Yes	Full Submission
03017	Kennewick School District	Yes	Yes	Yes	Yes	Full Submission
17415	Kent School District	Yes	Yes	Yes	Yes	Full Submission
33212	Kettle Falls School District	Yes	Yes	Yes	Yes	Full Submission
03052	Kiona-Benton City School District	Yes	Yes	Yes	Yes	Full Submission
19403	Kittitas School District	Yes	Yes	Yes	Yes	Full Submission
20402	Klickitat School District	No	No	No	No	No Submission
06101	La Center School District	Yes	Yes	Yes	Yes	Full Submission
29311	La Conner School District	Yes	Yes	Yes	Yes	Full Submission
38126	LaCrosse School District	Yes	Yes	Yes	Yes	Full Submission
04129	Lake Chelan School District	Yes	Yes	Yes	Yes	Full Submission
14097	Lake Quinalt School District	Yes	Yes	Yes	Yes	Full Submission
31004	Lake Stevens School District	Yes	Yes	Yes	Yes	Full Submission
17414	Lake Washington School District	Yes	Yes	Yes	Yes	Full Submission
31306	Lakewood School District	Yes	Yes	Yes	Yes	Full Submission
38264	Lamont School District	Yes	Yes	Yes	Yes	Full Submission
32362	Liberty School District	Yes	Yes	Yes	No	Partial Submission
01158	Lind School District	Yes	Yes	Yes	Yes	Full Submission
08122	Longview School District	Yes	Yes	Yes	Yes	Full Submission
33183	Loon Lake School District	Yes	Yes	Yes	Yes	Full Submission
28144	Lopez School District	Yes	Yes	Yes	Yes	Full Submission

Data Received from Districts (6 of 12)

District ID	District name	CIS	CAS	CLS	Resource to Expenditure	Overall status
37903	Lummi Tribal Agency	No	No	No	No	No Submission
20406	Lyle School District	Yes	Yes	Yes	Yes	Full Submission
37504	Lynden School District	Yes	Yes	Yes	Yes	Full Submission
39120	Mabton School District	Yes	Yes	Yes	Yes	Full Submission
09207	Mansfield School District	Yes	Yes	Yes	Yes	Full Submission
04019	Manson School District	Yes	Yes	Yes	Yes	Full Submission
23311	Mary M Knight School District	Yes	Yes	Yes	Yes	Full Submission
33207	Mary Walker School District	Yes	Yes	Yes	Yes	Full Submission
31025	Marysville School District	Yes	Yes	Yes	Yes	Full Submission
14065	McCleary School District	Yes	Yes	Yes	Yes	Full Submission
32354	Mead School District	Yes	Yes	Yes	Yes	Full Submission
32326	Medical Lake School District	Yes	Yes	Yes	Yes	Full Submission
17400	Mercer Island School District	Yes	Yes	Yes	Yes	Full Submission
37505	Meridian School District	Yes	Yes	Yes	Yes	Full Submission
24350	Methow Valley School District	Yes	Yes	Yes	Yes	Full Submission
30031	Mill A School District	No	No	No	No	No Submission
31103	Monroe School District	Yes	Yes	Yes	Yes	Full Submission
14066	Montesano School District	Yes	Yes	Yes	No	Partial Submission
21214	Morton School District	Yes	Yes	Yes	Yes	Full Submission
13161	Moses Lake School District	Yes	Yes	Yes	Yes	Full Submission
21206	Mossyrock School District	Yes	Yes	Yes	Yes	Full Submission
39209	Mount Adams School District	Yes	Yes	Yes	Yes	Full Submission
37507	Mount Baker School District	Yes	Yes	Yes	Yes	Full Submission
30029	Mount Pleasant School District	Yes	No Sample	Yes	Yes	Full Submission
29320	Mount Vernon School District	Yes	No	No	No	Partial Submission
17903	Muckleshoot Indian Tribe	Yes	Yes	Yes	Yes	Full Submission
31006	Mukilteo School District	Yes	Yes	Yes	Yes	Full Submission
39003	Naches Valley School District	Yes	Yes	Yes	Yes	Full Submission

Data Received from Districts (7 of 12)

District ID	District name	CIS	CAS	CLS	Resource to Expenditure	Overall status
21014	Napavine School District	Yes	Yes	Yes	Yes	Full Submission
25155	Naselle-Grays River Valley School District	Yes	Yes	Yes	Yes	Full Submission
24014	Nespelem School District	Yes	Yes	Yes	Yes	Full Submission
26056	Newport School District	No	No	No	No	No Submission
32325	Nine Mile Falls School District	Yes	Yes	Yes	Yes	Full Submission
37506	Nooksack Valley School District	Yes	Yes	Yes	Yes	Full Submission
14064	North Beach School District	Yes	Yes	Yes	Yes	Full Submission
11051	North Franklin School District	Yes	Yes	Yes	Yes	Full Submission
18400	North Kitsap School District	Yes	Yes	Yes	Yes	Full Submission
23403	North Mason School District	Yes	Yes	Yes	Yes	Full Submission
25200	North River School District	Yes	Yes	Yes	Yes	Full Submission
34003	North Thurston Public Schools	Yes	Yes	Yes	Yes	Full Submission
33211	Northport School District	Yes	Yes	Yes	Yes	Full Submission
17417	Northshore School District	Yes	Yes	Yes	Yes	Full Submission
15201	Oak Harbor School District	Yes	Yes	Yes	Yes	Full Submission
38324	Oakesdale School District	Yes	Yes	Yes	Yes	Full Submission
14400	Oakville School District	No	No	No	No	No Submission
25101	Ocean Beach School District	Yes	Yes	Yes	Yes	Full Submission
14172	Ocosta School District	Yes	Yes	Yes	Yes	Full Submission
22105	Odessa School District	Yes	Yes	Yes	Yes	Full Submission
24105	Okanogan School District	Yes	Yes	Yes	Yes	Full Submission
34111	Olympia School District	Yes	Yes	Yes	Yes	Full Submission
24019	Omak School District	Yes	Yes	Yes	Yes	Full Submission
21300	Onalaska School District	Yes	Yes	Yes	Yes	Full Submission
33030	Onion Creek School District	Yes	Yes	Yes	Yes	Full Submission
28137	Orcas Island School District	Yes	Yes	Yes	Yes	Full Submission
32123	Orchard Prairie School District	Yes	Yes	Yes	Yes	Full Submission
10065	Orient School District	Yes	No Sample	Yes	Yes	Full Submission

Data Received from Districts (8 of 12)

District ID	District name	CIS	CAS	CLS	Resource to Expenditure	Overall status
09013	Orondo School District	Yes	Yes	Yes	Yes	Full Submission
24410	Oroville School District	Yes	Yes	Yes	Yes	Full Submission
27344	Orting School District	Yes	Yes	Yes	Yes	Full Submission
01147	Othello School District	Yes	Yes	Yes	Yes	Full Submission
09102	Palisades School District	Yes	No Sample	Yes	Yes	Full Submission
38301	Palouse School District	Yes	Yes	Yes	Yes	Full Submission
11001	Pasco School District	Yes	Yes	Yes	Yes	Full Submission
24122	Pateros School District	Yes	Yes	Yes	Yes	Full Submission
03050	Paterson School District	Yes	Yes	Yes	No	Partial Submission
21301	Pe Ell School District	Yes	Yes	Yes	Yes	Full Submission
27401	Peninsula School District	Yes	Yes	Yes	Yes	Full Submission
23402	Pioneer School District	Yes	Yes	Yes	Yes	Full Submission
12110	Pomeroy School District	Yes	Yes	Yes	Yes	Full Submission
05121	Port Angeles School District	Yes	Yes	Yes	Yes	Full Submission
16050	Port Townsend School District	Yes	Yes	Yes	Yes	Full Submission
36402	Prescott School District	Yes	Yes	Yes	Yes	Full Submission
03116	Prosser School District	Yes	Yes	Yes	Yes	Full Submission
38267	Pullman School District	Yes	Yes	Yes	Yes	Full Submission
27003	Puyallup School District	Yes	Yes	Yes	Yes	Full Submission
16020	Queets-Clearwater School District	Yes	Yes	Yes	Yes	Full Submission
16048	Quilcene School District	No	No	No	Yes	Partial Submission
05402	Quillayute Valley School District	Yes	Yes	Yes	Yes	Full Submission
13144	Quincy School District	Yes	Yes	Yes	Yes	Full Submission
34307	Rainier School District	Yes	Yes	Yes	Yes	Full Submission
25116	Raymond School District	Yes	Yes	Yes	Yes	Full Submission
22009	Reardan-Edwall School District	Yes	Yes	Yes	Yes	Full Submission
17403	Renton School District	Yes	Yes	Yes	Yes	Full Submission
10309	Republic School District	No	No	No	No	No Submission

Data Received from Districts (9 of 12)

District ID	District name	CIS	CAS	CLS	Resource to Expenditure	Overall status
03400	Richland School District	Yes	Yes	Yes	Yes	Full Submission
06122	Ridgefield School District	Yes	Yes	Yes	Yes	Full Submission
01160	Ritzville School District	Yes	Yes	Yes	Yes	Full Submission
32416	Riverside School District	Yes	Yes	Yes	Yes	Full Submission
17407	Riverview School District	Yes	Yes	Yes	Yes	Full Submission
34401	Rochester School District	Yes	Yes	Yes	Yes	Full Submission
20403	Roosevelt School District	Yes	Yes	Yes	Yes	Full Submission
38320	Rosalia School District	Yes	Yes	Yes	Yes	Full Submission
13160	Royal School District	Yes	Yes	Yes	Yes	Full Submission
28149	San Juan Island School District	Yes	Yes	Yes	Yes	Full Submission
14104	Satsop School District	Yes	No Sample	Yes	Yes	Full Submission
17001	Seattle Public Schools	Yes	Yes	Yes	Yes	Full Submission
29101	Sedro-Woolley School District	Yes	Yes	Yes	Yes	Full Submission
39119	Selah School District	Yes	Yes	Yes	Yes	Full Submission
26070	Selkirk School District	Yes	Yes	Yes	Yes	Full Submission
05323	Sequim School District	Yes	Yes	Yes	Yes	Full Submission
28010	Shaw Island School District	Yes	No Sample	Yes	Yes	Full Submission
23309	Shelton School District	Yes	Yes	Yes	Yes	Full Submission
17412	Shoreline School District	Yes	Yes	Yes	Yes	Full Submission
30002	Skamania School District	Yes	No Sample	Yes	Yes	Full Submission
17404	Skykomish School District	Yes	Yes	Yes	Yes	Full Submission
31201	Snohomish School District	Yes	Yes	Yes	Yes	Full Submission
17410	Snoqualmie Valley School District	Yes	Yes	Yes	Yes	Full Submission
13156	Soap Lake School District	No	No	No	No	No Submission
25118	South Bend School District	Yes	Yes	Yes	Yes	Full Submission
18402	South Kitsap School District	Yes	Yes	Yes	Yes	Full Submission
15206	South Whidbey School District	Yes	Yes	Yes	Yes	Full Submission
23042	Southside School District	Yes	Yes	Yes	Yes	Full Submission

Data Received from Districts (10 of 12)

District ID	District name	CIS	CAS	CLS	Resource to Expenditure	Overall status
32081	Spokane School District	Yes	Yes	Yes	Yes	Full Submission
22008	Sprague School District	Yes	Yes	Yes	Yes	Full Submission
38322	St. John School District	Yes	Yes	Yes	Yes	Full Submission
31401	Stanwood-Camano School District	Yes	Yes	Yes	Yes	Full Submission
11054	Star School District No. 054	Yes	Yes	Yes	Yes	Full Submission
07035	Starbuck School District	No	No	No	No	No Submission
04069	Stehekin School District	Yes	Yes	Yes	Yes	Full Submission
27001	Steilacoom Hist. School District	Yes	Yes	Yes	Yes	Full Submission
38304	Steptoe School District	Yes	Yes	Yes	Yes	Full Submission
30303	Stevenson-Carson School District	Yes	Yes	Yes	Yes	Full Submission
31311	Sultan School District	Yes	Yes	Yes	Yes	Full Submission
33202	Summit Valley School District	Yes	Yes	Yes	Yes	Full Submission
27320	Sumner School District	Yes	Yes	Yes	Yes	Full Submission
39201	Sunnyside School District	Yes	Yes	Yes	Yes	Full Submission
18902	Suquamish Tribal Education Department	No	No	No	No	No Submission
27010	Tacoma School District	Yes	Yes	Yes	Yes	Full Submission
14077	Taholah School District	Yes	No	Yes	No	Partial Submission
17409	Tahoma School District	Yes	Yes	Yes	Yes	Full Submission
38265	Tekoa School District	Yes	Yes	Yes	Yes	Full Submission
34402	Tenino School District	Yes	Yes	Yes	Yes	Full Submission
19400	Thorp School District	Yes	Yes	Yes	Yes	Full Submission
21237	Toledo School District	Yes	Yes	Yes	Yes	Full Submission
24404	Tonasket School District	Yes	Yes	Yes	Yes	Full Submission
39202	Toppenish School District	Yes	Yes	Yes	Yes	Full Submission
36300	Touchet School District	Yes	Yes	Yes	Yes	Full Submission
08130	Toutle Lake School District	Yes	Yes	Yes	No	Partial Submission
20400	Trout Lake School District	Yes	Yes	Yes	Yes	Full Submission
17406	Tukwila School District	No	No	No	Yes	Partial Submission

Data Received from Districts (11 of 12)

District ID	District name	CIS	CAS	CLS	Resource to Expenditure	Overall status
34033	Tumwater School District	Yes	Yes	Yes	Yes	Full Submission
39002	Union Gap School District	Yes	Yes	Yes	Yes	Full Submission
27083	University Place School District	Yes	Yes	Yes	Yes	Full Submission
33070	Valley School District	Yes	Yes	Yes	Yes	Full Submission
06037	Vancouver School District	Yes	Yes	Yes	Yes	Full Submission
17402	Vashon Island School District	Yes	Yes	Yes	Yes	Full Submission
35200	Wahkiakum School District	Yes	Yes	Yes	Yes	Full Submission
13073	Wahluke School District	Yes	Yes	Yes	No	Partial Submission
36401	Waitsburg School District	Yes	Yes	Yes	Yes	Full Submission
36140	Walla Walla Public Schools	Yes	Yes	Yes	Yes	Full Submission
39207	Wapato School District	Yes	Yes	Yes	Yes	Full Submission
13146	Warden School District	No	No	No	No	No Submission
06112	Washougal School District	Yes	Yes	Yes	Yes	Full Submission
01109	Washtucna School District	Yes	Yes	Yes	Yes	Full Submission
09209	Waterville School District	No	No	No	No	No Submission
33049	Wellpinit School District	Yes	Yes	Yes	Yes	Full Submission
04246	Wenatchee School District	Yes	Yes	Yes	Yes	Full Submission
32363	West Valley School District (Spokane)	Yes	Yes	Yes	Yes	Full Submission
39208	West Valley School District (Yakima)	No	No	No	No	No Submission
21303	White Pass School District	Yes	Yes	Yes	Yes	Full Submission
27416	White River School District	Yes	Yes	Yes	Yes	Full Submission
20405	White Salmon Valley School District	Yes	Yes	Yes	Yes	Full Submission
22200	Wilbur School District	Yes	Yes	Yes	Yes	Full Submission
25160	Willapa Valley School District	Yes	Yes	Yes	Yes	Full Submission
13167	Wilson Creek School District	Yes	Yes	Yes	Yes	Full Submission
21232	Winlock School District	Yes	Yes	Yes	Yes	Full Submission
14117	Wishkah Valley School District	Yes	Yes	Yes	Yes	Full Submission
20094	Wishram School District	Yes	Yes	Yes	Yes	Full Submission

Data Received from Districts (12 of 12)

District ID	District name	CIS	CAS	CLS	Resource to Expenditure	Overall status
08404	Woodland School District	Yes	Yes	Yes	Yes	Full Submission
39007	Yakima School District	Yes	Yes	Yes	Yes	Full Submission
34002	Yelm School District	Yes	Yes	Yes	Yes	Full Submission
39205	Zillah School District	Yes	Yes	Yes	No	Partial Submission

Data Request, Aggregation and Cleaning (1 of 2)

Data Request:

3SI collaborated with OSPI to deploy four Excel-based data collection instruments:

- **Salary data collection:** For each employee in the sample, districts were instructed to report the precise pay elements (SPCs, short for “supplemental pay categories”) that together explain the gap between each employee’s base salary and total final salary. There are three separate collection instruments corresponding to Certificated Instructional Staff, Certificated Administrative Staff, and Classified Staff.
- **Resource to Program Expenditure data collection:** Districts were instructed to fill out a “funds” file of a particular format, to help make the connection between sources and uses of district funds.
- All data collection workbooks are available on the OSPI website: <http://www.k12.wa.us/SAFS/ESSB6195.asp>

Data Request, Aggregation and Cleaning (2 of 2)

Aggregating Data Results:

- The individual **salary** files are read automatically into an intermediate format, then concatenated together to create the following Excel files:
 - CASDIS: District-level information for CAS employees
 - CASEMP: Employee-level information for CAS employees
 - CASSPC: SPC-level information for CAS employees
 - The remaining six files, CISDIS, CISEMP, CISSPC, CLSDIS, CLSEMP, and CLSSPC follow the same naming convention
- Pertinent information from the individual **resource to program expenditure** files is aggregated into the Excel file called “Funds summary submitted”.

Scrubbing Personnel Files:

OSPI’s tool was designed to restrict input to a fixed list of pay types, a fixed list of reason categories, and a list of subcategories corresponding to each category (in other words, selecting a category from a dropdown menu would reveal a set of subcategories appropriate to that category). Many districts worked within that system for their data transmissions.

Some districts customized the data collection tool to accept input from their accounting systems, and in so doing, transmitted data that did not conform to the rules OSPI had designed. This resulted in some inconsistencies in reported pay types, categories, and sub-categories.

A table-driven tool and an Excel VBA program to automate the process of transforming what districts transmitted into the rigorous structure designed by OSPI was designed. The SPC files were scrubbed using that method. The clean, standardized files and the tables used to do the scrubbing (named CIS SPC Transformer, CAS SPC Transformer, and CLS SPC Transformer) were made available to WSIPP and the Education Funding Task Force.

Original district submissions will be submitting by OSPI to WSIPP and the Education Funding Task Force.

Data Flagging Process and Thresholds

Supplemental Pay Record Ratings*:

- 1 = Valid category and sub-category combination by staff type or supplemental pay categorized as additional base pay but considered district base (See appendix of final report for supplemental pay categories and sub-categories by pertinent staff type). Supplemental pay described as Other, Other (please describe), Additional salary above state base considered base pay also received a rating of 1 for analysis purposes
- 2 = Category combined with Other (please describe) and free form text
- 3 = District provided no information for the corresponding dollar amount, dollar amount was negative (leave without pay adjustments)

Employee Record Ratings*:

- 1 = Supplemental pay rated a 1 explains 80% or more of a person's total variance
- 2 = Supplemental pay rated a 2 explains between 79% and 30% of a person's total variance
- 3 = Supplemental pay rated a 3 explains less than 30% of a person's total variance

Supplemental Pay Records	CIS	CLS	CAS
Flag 1	154,783	25,183	10,216
Flag 2	44,800	48,397	3,426
Flag 3	1,574	593	167

Employee Records	CIS	CLS	CAS
Flag 1	30,489	7,633	3,649
Flag 2	7,153	17,463	372
Flag 3	777	3,450	60

*Final data files used for analysis produced in the final report were provided to WSIPP and the Education Funding Task Force and include the flags and detailed methodology

Pages 21: Data Tables

K-12 School Staff by Years of Experience (Population vs. Final Data)

	CIS		CLS		CAS	
Years of Education Experience	Population	Final Data	Population	Final Data	Population	Final Data
0 - 5	15,019	8,176			324	280
5 - 10	12,642	7,214			475	435
11 - 15	11,362	6,665			873	807
16-20	9,090	5,571			888	853
20+	16,061	10,012			1,759	1,641
No Experience Data Available			51,492	25,096		

Teachers (K-12) by Years of Experience (Population vs. Final Data)

Years of Education Experience	Teachers (K-12) Population	Teachers (K-12) Final Data
0 - 5	12,354	6,272
6 - 10	10,345	5,459
11 - 15	9,289	5,106
16 - 20	7,304	4,194
20+	12,758	7,462

Outline

- Introduction and Executive Summary
- Summary of Data Collection, Cleaning and Consolidation
- Supplemental Pay Analysis
- Revenue to Expenditures Analysis
- Comparable Positions Salary Analysis
- Local Labor Market Adjustment Analysis

Data Sources & Methods

- The primary data source for the supplemental pay analysis was district submitted data for CIS, CAS and CLS staff positions in the OSPI data collection tools
- Original districts submissions were standardized, cleaned and loaded into a data file containing all supplemental pay and employee records for all districts
- Original data and cleaned data are publicly available
- The proceeding 2 slides explain the key calculations used in the supplemental pay analysis
- Values reported in the data tables represent the normalized calculations, values reported in charts were rounded

Frequency Calculation Detail

Analysis Question: How often was a duty or activity assigned to a certain staff type to describe extra pay

State Level Calculations

- For each PSM position
- For each SPC category & sub-category combination
- Where SPCs are detailed flag 1 (detailed records)

&

District Level

- For each district

$$\text{Frequency} = \frac{\text{Count of SPC Contracts}}{\text{Count of Staff}}$$

- For each PSM position
- Where the staff member has a detail flag of 1 or 2 (staff member has clean detailed SPC data)

&

- For each district

Results & Interpretation:

36% of Teachers (Grades K-12) were paid a stipend or additional salary for Additional Responsibilities > Extracurricular duties

27% of Prosser School District Teachers (Grades K-12) were paid a stipend or additional salary for Additional Responsibilities > Extracurricular duties

Magnitude Calculation Detail

Analysis Question: How much was paid for a duty or activity assigned to a certain staff type

State Level Calculations

- For each PSM position
- For each SPC category & sub-category combination
- Where SPCs are detailed flag 1 (detailed records)

&

District Level

- For each district

Magnitude = Median^{*} (Total Dollars)

- For each PSM position
- Where the staff member has a detail flag of 1 or 2 (staff member has clean detailed SPC data)

&

- For each district

Results & Interpretation:

\$2,046 was the median compensation for Teachers (Grades K-12) for a stipend or additional salary for Additional Responsibilities > Extracurricular duties

\$1,532 was the median additional compensation for Prosser School District Teachers (Grades K-12) for a stipend or additional salary for Additional Responsibilities > Extracurricular duties

* Median definition – ½ of the data points are larger and ½ of the data points are smaller

Pages 30-31: CIS: Supplemental Pay Overall and Specific Sub-Categories

	Professional Development	Time Outside Regular School Day	Additional Responsibilities	Deemed Done	Time Outside 180 day School Year	Other
Median	\$851	\$1,001	\$1,179	\$3,834	\$1,386	\$297
Frequency	92%	83%	70%	60%	53%	48%

Reason Category	Professional Development	Professional Development	Professional Development	Professional Development
Reason Sub-Category	District directed PD days	Professional Learning Community (PLC)	Self directed PD days	Support for pursuing Prof Cert (incl NBPTS prep)
Normalized Q1	\$395	\$277	\$432	\$1,730
Normalized Q2	\$906	\$615	\$737	\$5,243
Normalized Q3	\$1,469	\$1,300	\$1,469	\$5,243
Frequency	63%	7%	20%	0.5%

Source: Data collected for E2SSB 6195 as of 10/30/2016; quartile values normalized for FTE status
Excludes supplemental pay and staff records flagged for insufficient detail

Page 32: CIS: Specific Sub-categories

Reason Category	Time Outside Regular SchIDay	Time Outside Regular SchIDay	Time Outside Regular SchIDay	Time Outside Regular SchIDay	Time Outside Regular SchIDay	Time Outside Regular SchIDay	Time Outside Regular SchIDay	Time Outside Regular SchIDay	Time Outside Regular SchIDay	Time Outside Regular SchIDay
Reason Sub-Category	Attending student dances/sports events/concerts/other performances	Combination of some or all of above	Home visits	Open House	Parent / Teacher conferences	Special Education IEP	Staff meetings	Student assessment / grading / evaluation of student work	Tutoring / one-on-one student assistance	Zero Period
Normalized Q1	\$154	\$432	\$287	\$64	\$113	\$482	\$76	\$293	\$158	\$121
Normalized Q2	\$734	\$1,378	\$544	\$84	\$226	\$899	\$175	\$673	\$559	\$440
Normalized Q3	\$1,587	\$4,517	\$1,586	\$105	\$233	\$1,379	\$370	\$2,080	\$1,536	\$2,323
Frequency	0.023971	0.655459	0.000842	0.017864	0.016671	0.045766	0.046362	0.026673	0.021268	0.014249

Source: Data collected for E2SSB 6195 as of 10/30/2016; quartile values normalized for FTE status
Excludes supplemental pay and staff records flagged for insufficient detail

Page 33: CIS: Specific Sub-categories

Reason Category	Additional Responsibilities	Additional Responsibilities	Additional Responsibilities	Additional Responsibilities	Additional Responsibilities	Additional Responsibilities	Additional Responsibilities	Additional Responsibilities	Additional Responsibilities	Additional Responsibilities	Additional Responsibilities
Reason Sub-Category	Academic advising	Class Size Overload	Curriculum development	Department head	Developing school improvement days	Emergency preparedness	Extracurricular	Leadership stipend	Mentoring	Self-contained Special Education Classroom	Technology leader
Normalized Q1	\$459	\$362	\$227	\$668	\$394	\$175	\$635	\$442	\$322	\$302	\$278
Normalized Q2	\$937	\$1,017	\$537	\$1,403	\$721	\$325	\$2,009	\$824	\$515	\$515	\$1,051
Normalized Q3	\$2,020	\$2,078	\$1,083	\$2,227	\$721	\$677	\$4,222	\$1,545	\$850	\$1,442	\$1,93
Frequency	2.6%	12%	5.4%	5.8%	0.6%	0.1%	35%	6.8%	3.8%	0.73%	1.4%

Source: Data collected for E2SSB 6195 as of 10/30/2016; quartile values normalized for FTE status
Excludes supplemental pay and staff records flagged for insufficient detail

Pages 34-35: CIS: Specific Sub-categories

Reason Category	Deemed Done	Deemed Done	Deemed Done	Deemed Done	Deemed Done	Deemed Done	Deemed Done
Reason Sub-Category	Combination of degrees / credits & experience	Degrees / Credits	Experience (anywhere)	Hard-to-Staff positions	Longevity (in district)	Other (please describe)	Professional Responsibility Stipend
Normalized Q1	\$1,123	\$412	\$594	\$1,030	\$515	\$766	\$2,797
Normalized Q2	\$3,500	\$566	\$1,307	\$1,236	\$727	\$1,151	\$5,427
Normalized Q3	\$9,802	\$1,403	\$2,203	\$2,575	\$1,573	\$3,572	\$8,699
Frequency	7.3%	3.5%	1.6%	0.77%	6.1%	1.1%	37%

Reason Category	Time Outside 180daySY	Time Outside 180daySY	Time Outside 180daySY
Reason Sub-Category	Classroom Prep / Wrapup	Extra days	Summer School
Normalized Q1	\$268	\$850	\$1,022
Normalized Q2	\$482	\$1,551	\$2,340
Normalized Q3	\$734	\$2,908	\$3,560
Frequency	9.6%	34%	5.6%

Source: Data collected for E2SSB 6195 as of 10/30/2016; quartile values normalized for FTE status
Excludes supplemental pay and staff records flagged for insufficient detail

Pages 36 & 39: CIS: Specific Sub-Categories and Teacher Supplemental Pay Overall

Page 36

Reason Category	Other	Other	Other	Other	Other	Other	Other
Reason Sub-Category	Classroom supplies stipend	Data entry	Field trips	Other (please describe)	Paid holiday / vacation / sick leave buyouts	Planning period buyouts	Shift differential pay
Normalized Q1	\$195	\$393	\$207	\$1,500	\$222	\$57	\$229
Normalized Q2	\$231	\$492	\$412	\$3,179	\$418	\$134	\$397
Normalized Q3	\$386	\$665	\$1,030	\$11,007	\$910	\$346	\$685
Frequency	5.5%	0.12%	0.24%	0.017%	24.0%	19%	1.1%

Page 39

Teacher Supplemental Pay Overall	Professional Development	Time Outside Regular Schlday	Additional Responsibilities	Deemed Done	Other	Time Outside 180daySY
Normalize Q2	\$841	\$934	\$1,133	\$3,733	\$276	\$1,241
Frequency	91%	86%	75%	57%	50%	49%

Source: Data collected for E2SSB 6195 as of 10/30/2016; quartile values normalized for FTE status
Excludes supplemental pay and staff records flagged for insufficient detail

Page 40: CIS: Teacher (Grades K-12) Sub-categories

Professional Development	PD: District directed PD days	PD: Professional Learning Community (PLC)	PD: Self directed PD days	PD: Support for pursuing Prof Cert (NBPTS prep)
Ave FTE Status	97%	97%	97%	97%
Q1 SPC Magnitude	\$378	\$284	\$432	\$2,060
Q2 SPC Magnitude	\$890	\$605	\$751	\$5,243
Q3 SPC Magnitude	\$1,469	\$1,300	\$1,495	\$5,243

Source: Data collected for E2SSB 6195 as of 10/30/2016; quartile values normalized for FTE status
Excludes supplemental pay and staff records flagged for insufficient detail

Page 41: CIS: Teacher (Grades K-12) Sub-categories

Time Outside the Regular School Day	TORSD: Attending student performances	TORSD: Combination of some or all of above	TORSD: Home visits	TORSD: Open House	TORSD: Parent / Teacher conferences	TORSD: Special Education IEP	TORSD: Staff meetings	TORSD: Student assessment / evaluation of student work	TORSD: Tutoring student assistance	TORSD: Zero Period
Ave FTE Status	97%	97%	97%	97%	97%	97%	97%	97%	97%	97%
Q1 SPC Magnitude	\$134	\$422	\$266	\$64	\$113	\$468	\$76	\$237	\$152	\$108
Q2 SPC Magnitude	\$734	\$1,287	\$512	\$84	\$226	\$927	\$177	\$654	\$509	\$406
Q3 SPC Magnitude	\$1,691	\$4,292	\$1,183	\$105	\$234	\$1,404	\$370	\$1,999	\$1,517.119	\$1,836

Source: Data collected for E2SSB 6195 as of 10/30/2016; quartile values normalized for FTE status
Excludes supplemental pay and staff records flagged for insufficient detail

Page 42: CIS: Teacher (Grades K-12) Sub-categories

Additional Responsibilities	Academic advising	Class Size Overload	Curriculum development	Department head	Developing school improvement days	Emergency preparedness	Extracurricular	Leadership stipend	Mentoring	Special Education Classroom	Technology leader
Ave FTE Status	97%	97%	97%	97%	97%	97%	97%	97%	97%	97%	97%
Q1 SPC Magnitude	\$459	\$355	\$219	\$649	\$360	\$150	\$643	\$452	\$322	\$320	\$206
Q2 SPC Magnitude	\$772	\$989	\$515	\$1,380	\$721	\$293	\$2,046	\$824	\$515	\$515	\$952
Q3 SPC Magnitude	\$1,516	\$2,060	\$1,044	\$2,070	\$721	\$618	\$4,299	\$1,545	\$826	\$1,442	\$1,855

Source: Data collected for E2SSB 6195 as of 10/30/2016; quartile values normalized for FTE status
Excludes supplemental pay and staff records flagged for insufficient detail

Page 43: CIS: Teacher (Grades K-12) Sub-categories

Deemed Done	Combo of degrees / credits & experience	Degrees / Credits	Experience (anywhere)	Hard-to-Staff positions	Longevity (in district)	Other (please describe)	Professional Responsibility Stipend
Ave FTE Status	97%	97%	97%	97%	97%	97%	97%
Q1 SPC Magnitude	\$1,028	\$412	\$515	\$1,236	\$515	\$605	\$2,654
Q2 SPC Magnitude	\$3,506	\$566	\$1,030	\$1236	\$772	\$2,060	\$5,467
Q3 SPC Magnitude	\$9,610	\$1,403	\$1,758	\$2,575	\$1,573	\$8,129	\$8,563

Source: Data collected for E2SSB 6195 as of 10/30/2016; quartile values normalized for FTE status
Excludes supplemental pay and staff records flagged for insufficient detail

Page 44-45: CIS: Teacher (Grades K-12) Sub-categories

Other	Classroom supplies stipend	Data entry	Field trips	Other (please describe)	Paid holiday / vacation / sick leave buyouts	Planning period buyouts	Shift differential pay
Ave FTE Status	97%	97%	97%	97%	97%	97%	97%
Q1 SPC Magnitude	\$195	\$349	\$154	\$95	\$206	\$53	\$196
Q2 SPC Magnitude	\$231	\$423	\$377	\$367	\$412	\$128	\$367
Q3 SPC Magnitude	\$396	\$601	\$692	\$1,282	\$872	\$326	\$643

Time Outside the 180 Day School Year	Classroom Prep / Wrapup	Extra days	Summer School
Ave FTE Status	97%	97%	97%
Q1 SPC Magnitude	\$267	\$734	\$1,191
Q2 SPC Magnitude	\$484	\$1,406	\$2,449
Q3 SPC Magnitude	\$734	\$2,570	\$3,566

47 & 48: Examples for Teachers

Supplemental Pay Analysis

	Central WA	Western WA	Central WA	Western WA	Western WA	Western WA	Western WA	Western WA	Western WA	Central WA	Central WA	Olympic Peninsula	Olympic Peninsula	Eastern WA	Eastern WA	Eastern WA	Olympic Peninsula	Western WA	Western WA	Western WA	Western WA	Western WA
Base Pay	\$ 48,524	\$ 48,524	\$ 45,247	\$ 51,293	\$ 51,293	\$ 51,293	\$ 62,323	\$ 57,693	\$ 59,501	\$ 44,370	\$ 57,748	\$ 64,174	\$ 35,393	\$ 64,174	\$ 53,599	\$ 53,599	\$ 45,879	\$ 63,294	\$ 48,249	\$ 61,095	\$ 64,206	
TORS: Combination of some or all of above	\$ 158	\$ 4,322	\$ 4,374						\$ 992							\$ 136		\$ 25,507		\$ 540		
TO180: Extra days			\$ 4,122							\$ 2,465	\$ 2,246	\$ 2,496		\$ 3,567	\$ 2,979	\$ 2,084			\$ 9,918			
TORS: Student assessment / grading / evaluation of student work											\$ 3,208	\$ 3,565				\$ 2,978						
O: Planning period buyouts																		\$ 45	\$ 1,667	\$ 180		
PD: District directed PD days	\$ 6,099	\$ 786					\$ 1,298		\$ 331	\$ 1,018			\$ 1,278	\$ 1,848	\$ 1,593				\$ 1,072	\$ 1,152		
PD: Professional Learning Community (PLC)																	\$ 1,263	\$ 817				
AR: Class Size Overload		\$ 675															\$ 6,765					
TORS: Zero Period																						
DD: Professional responsibility stipend	\$ 3,235		\$ 1,221			\$ 1,358	\$ 13,067						\$ 2,194						\$ 6,742	\$ 14,972		
TORS: Special Education IEP	\$ 56	\$ 876																				
AR: Extracurricular	\$ 2,088	\$ 2,965																				
O: Paid holiday / vacation / sick leave buyouts		\$ 270						\$ 11,149						\$ 330							\$ 75	
TO180: Classroom Prep / Wrapup		\$ 539																				
DD: Hard-to-Staff positions				\$ 1,651	\$ 3,000																	
AR: Department head												\$ 3,199										
O: Classroom supplies stipend													\$ 225		\$ 100							
AR: Extracurricular									\$ 7,785				\$ 923						\$ 1,723		\$ 11,818	
DD: Combination of degrees / credits & experience														\$ 1,131	\$ 450						\$ 23,195	
TORS: Attending student dances/sporting events/concerts/other performances																						
TORS: Open House																\$ 102						
AR: Curriculum development																\$ 1,021						
DD: Hard-to-Staff positions																	\$ 2,000					
AR: Technology leader																			\$ 15,358			
PD: Self directed PD days																				\$ 1,691	\$ 400	
	10	10	10	7	7	10	22	30	12.8	1	11.8	20	2.7	30	10.7	10.5	10	12	11.6	25.2	22	
	B	B	B	M	M	B	M	B	M	M	M	M	B	M	M	M	M	M	B	M	M	

Page 49: CIS: Additional Teacher Pay by District Type

Teacher pay Above State Base in Large Urban Districts

Note: districts ordered by enrollment in descending order; "Large urban" = Sampled districts with enrollment above 10,000 and USDA urban influence codes 1 and 2

District Name	Per-teacher extra pay
Seattle	\$ 21,855
Spokane	\$ 11,911
Tacoma	\$ 17,510
Kent	\$ 17,051
Evergreen (Clark)	\$ 11,245
Lake Washington	\$ 16,191
Vancouver	\$ 6,608
Federal Way	\$ 14,189
Puyallup	\$ 15,383
Northshore	\$ 21,647
Edmonds	\$ 21,814
Highline	\$ 13,456
Bellevue	\$ 18,693
Everett	\$ 27,477
Bethel	\$ 13,171
Kennewick	\$ 12,559
Pasco	\$ 11,536
Yakima	\$ 11,855
Auburn	\$ 20,615
Renton	\$ 14,705
Mukilteo	\$ 25,043
North Thurston	\$ 11,652
Central Valley	\$ 7,689
Battle Ground	\$ 7,879
Clover Park	\$ 12,609
Richland	\$ 6,755
Marysville	\$ 22,669
Bellingham	\$ 16,688
Central Kitsap	\$ 12,189

Teacher pay Above State Base in Small Rural Districts

Note: districts ordered by enrollment in descending order; "Small rural" = Sampled districts with enrollment under 1,000 and USDA urban influence codes 6, 7, 8, 9, and 12

District name	Per-teacher extra pay
Brewster	\$ 6,234
Ocean Beach	\$ 7,067
Orcas Island	\$ 9,536
San Juan Island	\$ 10,125
Grand Coulee Dam	\$ 6,168
Raymond	\$ 5,466
Davenport	\$ 5,396
Methow Valley	\$ 5,461
South Bend	\$ 4,435
Oroville	\$ 2,875
Reardan-Edwall	\$ 5,163
Cape Flattery	\$ 6,995
Naselle-Grays River Valle	\$ 9,208
Pomeroy	\$ 7,175
Pateros	\$ 5,262
Wilbur	\$ 8,513
Crescent	\$ 5,696
Lopez	\$ 4,005
Inchelium	\$ 3,999
Odessa	\$ 6,505
Coulee-Hartline	\$ 5,096
Nespelem	\$ 6,479
Creston	\$ 2,232
Harrington	\$ 5,356
Orient	\$ 46
Sprague	\$ 2,459
North River	\$ 3,148
Brinnon	\$ 14,275
Keller	\$ 4,397
Queets-Clearwater	\$ 142
Shaw Island	\$ 14,945

Page 50: CIS: Teacher Supplemental Pay by District Type

Frequency difference =
Frequency for all Large
Urban Districts – Frequency
for all Small Rural Districts

Category	Frequency Difference	Frequency for all Large Urban Districts	Frequency for all Small Rural Districts
Extra days	-41.59%	24.91%	66.51%
Classroom Prep / Wrapup	-19.75%	7.77%	27.52%
Paid holiday / vacation / sick leave buyouts	-11.44%	22.21%	33.65%
Shift differential pay	-6.59%	0.01%	6.60%
Professional Learning Community (PLC)	-4.67%	5.23%	9.91%
Open House	-3.79%	0.45%	4.25%
Academic advising	-2.57%	1.52%	4.09%
Department head	2.11%	6.20%	4.09%
Hard-to-Staff positions	2.31%	2.31%	0.00%
Curriculum development	2.86%	4.90%	2.04%
Other (please describe)	3.17%	3.33%	0.16%
Experience (anywhere)	3.43%	3.43%	0.00%
Longevity (in district)	3.79%	6.15%	2.36%
Degrees / Credits	4.42%	4.58%	0.16%
Special Education IEP	4.74%	5.53%	0.79%
Combination of some or all of above	5.74%	50.56%	44.81%
Class Size Overload	8.26%	15.96%	7.70%
Combination of degrees / credits & experience	9.98%	12.96%	2.99%
Classroom supplies stipend	12.20%	12.20%	0.00%
Planning period buyouts	19.35%	24.54%	5.19%
Self directed PD days	23.23%	26.38%	3.14%
Professional Responsibility Stipend	43.83%	46.98%	3.14%
District directed PD days	44.76%	71.65%	26.89%
Large Urban Districts (sampled districts with enrollment above 10,000 and USDA urban influence codes 1 and 2)			
Small Rural Districts (sampled districts with enrollment under 1,000 and USDA urban influence codes 6, 7, 8, 9, 12. Sample did not include any small districts with urban influence codes 10 or 11)			

Pages 54-55: CAS: Supplemental Pay Overall and Specific Sub-Categories

	Other	Deemed Done	Additional Duties
Normalized Median	\$1,922	\$39,594	\$3,294
Frequency	120%	101%	34%

Reason Category	Additional Duties	Additional Duties	Additional Duties	Additional Duties	Deemed Done	Deemed Done	Deemed Done	Deemed Done	Deemed Done	Deemed Done	Deemed Done	Other	Other	Other
Reason Sub-Category	Extracurricular Activities	Other (please describe)	Per Diem Days	Travel	Combination of degrees / credits & experience	Degrees / Credits	Experience (anywhere)	Hard-to-staff positions	Longevity (in district)	Other (please describe)	Professional responsibility stipend	Other (please describe)	Phone and Car Stipends	Vacation / Sick Leave buyout
Normalized Q1	\$984	\$4,686	\$2,438	\$226	\$2,866	\$3,540	\$17,238	\$26,567	\$1,517	\$39,148	\$2,501	\$30,819	\$607	\$1,228
Normalized Q2	\$2,614	\$21,562	\$4,326	\$300	\$38,013	\$3,540	\$35,914	\$36,032	\$2,170	\$49,385	\$4,935	\$45,409	\$1,012	\$2,508
Normalized Q3	\$4,038	\$35,724	\$6,308	\$1,012	\$54,016	\$3,540	\$57,064	\$42,024	\$3,075	\$58,846	\$6,997	\$56,919	\$1,264	\$5,550
Frequency	7%	0%	22%	5%	27%	0%	3%	1%	7%	49%	14%	21%	40%	59%

Source: Data collected for E2SSB 6195 as of 10/30/2016; quartile values normalized for FTE status

11/23/2016

Page 59: CLS: Supplemental Pay Overall

	Other	Deemed Done	Professional Development	Additional Responsibilities	Time Outside 180 day School Year	Time Outside Regular School Day
Median	\$ 983	\$ 1,678	\$ 209	\$ 1,617	\$ 962	\$ 142
Frequency	53%	20%	11%	10%	3%	3%

Source: Data collected for E2SSB 6195 as of 10/30/2016; quartile values normalized for FTE status

11/23/2016

Page 60: CLS: Specific Sub-categories

Reason Category	Reason Sub-Category	Normalized Q1	Normalized Q2	Normalized Q3	Frequency	Reason Category
Additional_Responsibilities	Department head	\$2,777	\$9,021	\$25,948	0%	Additional_Responsibilities
Additional_Responsibilities	Emergency preparedness	\$457	\$969	\$2,084	0%	Additional_Responsibilities
Additional_Responsibilities	Extracurricular	\$456	\$1,715	\$4,522	8%	Additional_Responsibilities
Additional_Responsibilities	Mentoring	\$572	\$1,081	\$3,004	0%	Additional_Responsibilities
Additional_Responsibilities	Self-contained special education classroom	\$154	\$316	\$724	0%	Additional_Responsibilities
Additional_Responsibilities	Technology leader	\$735	\$1,349	\$3,930	0%	Additional_Responsibilities
Deemed Done	Combination of degrees / credits & experience	\$901	\$2,719	\$9,849	10%	Deemed Done
Deemed Done	Degrees / Credits	\$519	\$577	\$706	0%	Deemed Done
Deemed Done	Experience (anywhere)	\$2,268	\$8,899	\$24,647	2%	Deemed Done
Deemed Done	Hard-to-Staff Positions	\$2,587	\$7,874	\$16,328	0%	Deemed Done
Deemed Done	Longevity (in district)	\$387	\$865	\$1,992	6%	Deemed Done
Deemed Done	Professional responsibility stipend	\$393	\$649	\$1,968	2%	Deemed Done
Other	Other (please describe)	\$3,888	\$10,335	\$24,829	1%	Other
Other	Paid holidays / vacation / sick leave buyouts	\$339	\$1,106	\$2,362	41%	Other
Other	Shift Differential Pay	\$153	\$612	\$1,815	7%	Other
Other	Tools / Uniform / Phone Stipend	\$288	\$505	\$865	4%	Other
Professional Development	District-directed PD days	\$84	\$170	\$293	6%	Professional Development
Professional Development	Self-directed PD days	\$143	\$294	\$747	5%	Professional Development
Time_Outside_180daySY	Extra Days before or after SY	\$169	\$962	\$2,814	3%	Time_Outside_180daySY
Time_Outside_Regular_Schl Day	Staff meetings	\$42	\$142	\$384	3%	Time_Outside_Regular_Schl Day

Outline

- Introduction and Executive Summary
- Summary of Data Collection, Cleaning and Consolidation
- Supplemental Pay Analysis
- Revenue to Expenditures Analysis
- Comparable Positions Salary Analysis
- Local Labor Market Adjustment Analysis

Data Sources & Notes

- The primary data source for the revenue to expenditure analysis was district, self-reported data for the OSPI revenue to expenditure data collection tool
- Original districts submissions were loaded into a data file containing all district reported revenue and expenditures and records for all districts
- Original data and data prepared for analysis are publicly available
- Where calculations are blank there was no relevant data reported by the district

66: Revenue to Expenditure Data

Accounting Codes	State	Federal	Local
3100	\$ 5,437.68	-	-
Other 3000	\$ 515.29	-	-
4000	\$ 1,547.03	-	-
5000	-	\$ 47.86	-
6000	-	\$ 804.06	-
1000	-	-	\$ 1,982.01
2000	-	-	\$ 299.23
7000	-	-	\$ 25.52
8000	-	-	\$ 37.10
9000	-	-	\$ 62.24

Accounting Codes

1000 Local Taxes*
 2000 Local Support Non-Tax
 3000 State Revenue, General Purpose
 3100 Apportionment (State)
 4000 State Revenue, Special Purpose
 5000 Federal Revenue, General Purpose
 6000 Federal Revenue, Special Purpose
 7000 Other School Districts
 8000 Other Entities
 9000 Other Financing Sources

*1000 Local Taxes

1100 Local Property Tax
 1300 Sale of Tax Title Property
 1400 Local in Lieu of Taxes
 1500 Timber Excise Tax
 1600 County-Administered Forests
 3600 State Forests.
 1900 Other Local Taxes

Page 67: Levy and Local Effort Assistance Dollars

Total Levy and Local Effort Assistance (LEA) Large Urban Districts (\$million)

*Grandfathered levy authority 28% to 33%,
 **Grandfathered levy authority 33% to 38% ,
 All other districts 28%,
 Large Urban= districts with enrollment above 10,000 and USDA urban influence codes 1 and 2; Districts on graphs are order in descending size (by enrollment left to right), Data in the revenue to expenditure files is self-reported by districts

District Name	Levy plus LEA
Seattle**	\$ 179,415,057
Spokane*	\$ 77,550,870
Tacoma**	\$ 93,760,022
Kent*	\$ 71,826,307
Evergreen (Clark)	\$ 60,937,419
Lake Washington*	\$ 61,528,502
Vancouver	\$ 53,919,180
Federal Way*	\$ 55,072,908
Puyallup*	\$ 54,848,518
Northshore*	\$ 48,108,000
Edmonds	\$ 51,564,953
Highline*	\$ 52,699,875
Bellevue**	\$ 54,928,587
Everett	\$ 50,107,989
Bethel*	\$ 46,801,421
Kennewick	\$ 34,814,150
Pasco	\$ 35,988,435
Yakima	\$ 29,412,434
Auburn*	\$ 40,011,154
Renton*	\$ 40,411,210
Mukilteo	\$ 39,170,986
North Thurston	\$ 35,500,488
Central Valley	\$ 28,920,697
Battle Ground	\$ 31,674,953
Clover Park*	\$ 30,389,236
Richland	\$ 25,432,109
Marysville	\$ 30,157,034

Total Levy and LEA Small Rural Districts (\$million)

*Grandfathered levy authority 28% to 33%,
 **Grandfathered levy authority 33% to 38% , All other districts 28%, Small Rural = districts with enrollment under 1,000 and USDA urban influence codes 6, 7, 8, 9, and 12, Districts on graphs are order in descending size (by enrollment left to right); Data in the revenue to expenditure files is self-reported by districts

Revenue to Expenditure Analysis

District Name	Levy plus LEA
Brewster	\$ 1,869,586.20
Ocean Beach	\$ 2,854,761.48
Orcas Island	\$ 1,946,997.60
San Juan Island	\$ 2,034,929.68
Grand Coulee Dam	\$ 1,631,153.04
Raymond	\$ 1,469,843.04
Davenport*	\$ 1,427,605.56
Methow Valley	\$ 1,673,807.96
South Bend	\$ 1,282,131.60
Oroville	\$ 1,497,371.00
Reardan-Edwall*	\$ 1,422,185.32
Cape Flattery	\$ 1,002,947.24
	\$ 1,038,583.36
Naselle-Grays River Valley	
Pomeroy	\$ 974,400.00
Pateros*	\$ 766,733.44
Wilbur	\$ 839,618.56
Crescent	\$ 495,713.00
Lopez	\$ 859,499.08
Inchelium	\$ 340,948.08
Odessa**	\$ 782,649.00
Coulee-Hartline*	\$ 541,296.00
Nespelem	\$ 387,408.76
Creston**	\$ 406,040.00
Harrington**	\$ 604,978.44
Orient	\$ -
Sprague**	\$ 364,614.80
North River	\$ -
Brinnon*	\$ 295,142.88
Keller	\$ 93,825.64
Queets-Clearwater	\$ 102,378.56
Shaw Island**	\$ -

Page 69: Levy Plus Local Effort Assistance Per Pupil

Levy & LEA per-Pupil (Large Urban Districts)

* Grandfathered
levy authority
from 28% to
33%, **
Grandfathered
levy authority
from 33% to
38% , All other
districts 28%
levy authority,
Large Urban =
Sampled
districts with
enrollment
above 10,000
and USDA urban
influence codes
1 and 2, Districts
are ordered in
descending size
(be enrollment)

District Name	Per-pupil Levy & LEA
Seattle**	\$ 3,506
Spokane*	\$ 2,573
Tacoma**	\$ 3,247
Kent*	\$ 2,644
Evergreen (Clark)	\$ 2,284
Lake Washington*	\$ 2,342
Vancouver	\$ 2,347
Federal Way*	\$ 2,509
Puyallup*	\$ 2,506
Northshore*	\$ 2,376
Edmonds	\$ 2,566
Highline*	\$ 2,706
Bellevue**	\$ 2,890
Everett	\$ 2,644
Bethel*	\$ 2,561
Kennewick	\$ 1,990
Pasco	\$ 2,145
Yakima	\$ 1,797
Auburn*	\$ 2,613
Renton*	\$ 2,640
Mukilteo	\$ 2,597
North Thurston	\$ 2,457
Central Valley	\$ 2,221
Battle Ground	\$ 2,447
Clover Park*	\$ 2,478
Richland	\$ 2,109
Marysville	\$ 2,751
Bellingham*	\$ 2,749
Central Kitsap	\$ 2,266

Levy & LEA per-Pupil (Small Rural Districts)

* Grandfathered
levy authority
from 28% to 33%,
** Grandfathered
levy authority
from 33% to 38%
, All other
districts 28% levy
authority, Small
Rural = Sampled
districts with
enrollment under
1,000 and USDA
urban influence
codes 6, 7, 8, 9,
and 12, Districts
are ordered in
descending size
(by enrollment)

District Name	Per-pupil Levy & LEA
Brewster	\$ 1,881
Ocean Beach	\$ 2,929
Orcas Island	\$ 2,395
San Juan Island	\$ 2,675
Grand Coulee Dam	\$ 2,231
Raymond	\$ 2,264
Davenport*	\$ 2,411
Methow Valley	\$ 2,828
South Bend	\$ 2,202
Oroville	\$ 2,602
Reardan-Edwall*	\$ 2,476
Cape Flattery	\$ 2,152
Naselle-Grays River Valley	\$ 2,611
Pomeroy	\$ 3,171
Pateros*	\$ 2,615
Wilbur	\$ 3,058
Crescent	\$ 1,836
Lopez	\$ 3,680
Inchelium	\$ 1,550
Odessa**	\$ 3,621
Coulee-Hartline*	\$ 2,712
Nespelem	\$ 3,248
Creston**	\$ 4,267
Harrington**	\$ 6,549
Orient	\$ -
Sprague**	\$ 5,565
North River	\$ -
Brinnon*	\$ 7,286
Keller	\$ 3,081
Queets-Clearwater	\$ 3,776
Shaw Island**	\$ -

Page 70-71: Revenue to Expenditure Data (1 of 5)

DistID	District	Total Enrollment	Local BE % total BE
14005	Aberdeen School District	3242	14%
21226	Adna School District	612	11%
22017	Almira School District	114	6%
29103	Anacortes School District	2689	27%
31016	Arlington School District	5498	22%
02420	Asotin-Anatone School District	620	21%
17408	Auburn School District	15436	23%
18303	Bainbridge Island School District	3896	23%
06119	Battle Ground School District	13512	20%
17405	Bellevue School District	19463	27%
37501	Bellingham School District	11109	26%
01122	Benge School District	14	9%
27403	Bethel School District	18244	18%
20203	Bickleton School District	84	8%
37503	Blaine School District	2196	27%
21234	Boistfort School District	88	20%
18100	Bremerton School District	5111	19%
24111	Brewster School District	999	11%
09075	Bridgeport School District	837	0%
16046	Brinnon School District	43	33%
29100	Burlington-Edison School District	3786	25%
06117	Camas School District	6598	20%
05401	Cape Flattery School District	456	6%
27019	Carbonado School District	183	
04228	Cascade School District	1302	21%
04222	Cashmere School District	1546	14%
08401	Castle Rock School District	1273	17%
20215	Centerville School District	81	28%
18401	Central Kitsap School District	11052	19%
32356	Central Valley School District	13142	20%
21401	Centralia School District	3685	12%
21302	Chehalis School District	2805	16%
32360	Cheney School District	4455	21%
33036	Chewelah School District	861	0%

DistID	District	Total Enrollment	Local BE % total BE
16049	Chimacum School District	1074	24%
02250	Clarkston School District	2669	18%
19404	Cle Elum-Roslyn School District	921	24%
27400	Clover Park School District	12544	17%
38300	Colfax School District	596	21%
36250	College Place School District	1146	4%
38306	Colton School District	164	0%
33206	Columbia (Stevens) School District	149	4%
36400	Columbia (Walla Walla) School District	849	20%
33115	Colville School District	1799	14%
#N/A	Community Colleges of Spokane	0	
29011	Concrete School District	534	21%
29317	Conway School District	452	29%
14099	Cosmopolis School District	144	39%
13151	Coulee-Hartline School District	157	14%
15204	Coupeville School District	920	26%
05313	Crescent School District	284	13%
22073	Creston School District	99	14%
10050	Curlew School District	194	
26059	Cusick School District	270	2%
19007	Damman School District	40	
31330	Darrington School District	440	23%
22207	Davenport School District	590	15%
07002	Dayton School District	442	24%
32414	Deer Park School District	2439	9%
27343	Dieringer School District	1491	
36101	Dixie School District	23	31%
32361	East Valley School District (Spokane)	4164	19%
39090	East Valley School District (Yakima)	3097	12%
09206	Eastmont School District	5824	17%
19028	Easton School District	111	
27404	Eatonville School District	1905	22%
31015	Edmonds School District	20814	25%
19401	Ellensburg School District	3151	22%
14068	Elma School District	1491	13%

Page 70-71: Revenue to Expenditure Data (2 of 5)

DistID	District	Total Enrollment	Local BE % total BE
38308	Endicott School District	105	13%
04127	Entiat School District	356	11%
17216	Enumclaw School District	3817	25%
13165	Ephrata School District	2408	11%
21036	Evaline School District	37	27%
31002	Everett School District	19610	23%
06114	Evergreen School District (Clark)	26463	17%
33205	Evergreen School District (Stevens)	20	0%
17210	Federal Way School District	22511	21%
37502	Ferndale School District	4949	97%
27417	Fife School District	3647	24%
03053	Finley School District	915	18%
17901	First Place Scholars Charter School District	0	
27402	Franklin Pierce School District	7658	19%
32358	Freeman School District	923	18%
38302	Garfield School District	104	11%
20401	Glenwood School District	68	
20404	Goldendale School District	925	26%
13301	Grand Coulee Dam School District	753	9%
39200	Grandview School District	3656	0%
39204	Granger School District	1524	7%
31332	Granite Falls School District	2047	22%
23054	Grapeview School District	224	33%
32312	Great Northern School District	46	26%
06103	Green Mountain School District	142	26%
34324	Griffin School District	650	28%
22204	Harrington School District	91	22%
39203	Highland School District	1202	13%

DistID	District	Total Enrollment	Local BE % total BE
17401	Highline School District	19393	22%
06098	Hockinson School District	1905	20%
23404	Hood Canal School District	311	40%
14028	Hoquiam School District	1650	
10070	Inchelium School District	232	0%
31063	Index School District	46	21%
17411	Issaquah School District	19213	
11056	Kahlotus School District	45	4%
08402	Kalama School District	937	22%
10003	Keller School District	40	1%
08458	Kelso School District	4899	15%
03017	Kennewick School District	17359	16%
17415	Kent School District	27872	24%
33212	Kettle Falls School District	928	12%
03052	Kiona-Benton City School District	1501	17%
19403	Kittitas School District	663	9%
20402	Klickitat School District	80	
06101	La Center School District	1621	
29311	La Conner School District	624	13%
38126	LaCrosse School District	62	26%
04129	Lake Chelan School District	1459	20%
14097	Lake Quinalt School District	170	15%
31004	Lake Stevens School District	8432	17%
17414	Lake Washington School District	26861	23%
31306	Lakewood School District	2366	25%

Page 70-71: Revenue to Expenditure Data (3 of 5)

DistID	District	Total Enrollment	Local BE % total BE
38264	Lamont School District	31	
32362	Liberty School District	417	
01158	Lind School District	180	16%
08122	Longview School District	6703	23%
33183	Loon Lake School District	208	
28144	Lopez School District	242	25%
37903	Lummi Tribal Agency	0	
20406	Lyle School District	245	19%
37504	Lynden School District	2962	19%
39120	Mabton School District	947	3%
09207	Mansfield School District	88	6%
04019	Manson School District	668	15%
23311	Mary M Knight School District	176	17%
33207	Mary Walker School District	505	
31025	Marysville School District	11398	20%
14065	McCleary School District	285	23%
32354	Mead School District	9812	20%
32326	Medical Lake School District	1886	6%
17400	Mercer Island School District	4438	29%
37505	Meridian School District	1761	24%
24350	Methow Valley School District	635	21%
30031	Mill A School District	28	
31103	Monroe School District	7288	22%
14066	Montesano School District	1300	
21214	Morton School District	307	15%
13161	Moses Lake School District	8256	15%
21206	Mossyrock School District	532	15%
39209	Mount Adams School District	963	1%
37507	Mount Baker School District	1890	26%
30029	Mount Pleasant School District	58	12%
29320	Mount Vernon School District	6618	
17903	Muckleshoot Indian Tribe	0	0%
31006	Mukilteo School District	15119	23%
39003	Naches Valley School District	1325	20%

DistID	District	Total Enrollment	Local BE % total BE
21014	Napavine School District	792	12%
25155	Naselle-Grays River Valley School District	349	7%
24014	Nespelem School District	118	1%
26056	Newport School District	1076	
32325	Nine Mile Falls School District	1489	18%
37506	Nooksack Valley School District	1625	21%
14064	North Beach School District	673	22%
11051	North Franklin School District	2094	10%
18400	North Kitsap School District	6095	0%
23403	North Mason School District	2147	21%
25200	North River School District	52	0%
34003	North Thurston Public Schools	14662	24%
33211	Northport School District	235	10%
17417	Northshore School District	20952	23%
15201	Oak Harbor School District	5658	15%
38324	Oakesdale School District	117	14%
14400	Oakville School District	232	
25101	Ocean Beach School District	1001	25%
14172	Ocosta School District	636	27%
22105	Odessa School District	223	21%
24105	Okanogan School District	1071	6%
34111	Olympia School District	9745	25%
24019	Omak School District	5133	6%
21300	Onalaska School District	753	10%
33030	Onion Creek School District	33	0%
28137	Orcas Island School District	889	21%
32123	Orchard Prairie School District	71	12%
10065	Orient School District	82	0%
09013	Orondo School District	190	23%

Page 70-71: Revenue to Expenditure Data (4 of 5)

DistID	District	Total Enrollment	Local BE % total BE
24410	Oroville School District	571	20%
27344	Orting School District	2430	16%
01147	Othello School District	4091	8%
09102	Palisades School District	29	14%
38301	Palouse School District	178	18%
11001	Pasco School District	17085	12%
24122	Pateros School District	294	11%
03050	Paterson School District	135	
21301	Pe Ell School District	259	13%
27401	Peninsula School District	8966	26%
23402	Pioneer School District	685	40%
12110	Pomeroy School District	317	23%
05121	Port Angeles School District	3790	21%
16050	Port Townsend School District	1234	25%
36402	Prescott School District	341	11%
03116	Prosser School District	2831	13%
38267	Pullman School District	2676	20%
27003	Puyallup School District	21640	19%
16020	Queets-Clearwater School District	30	9%
16048	Quilcene School District	330	11%
05402	Quillayute Valley School District	4468	2%
13144	Quincy School District	2900	23%
34307	Rainier School District	830	21%
25116	Raymond School District	645	12%
22009	Reardan-Edwall School District	596	20%
17403	Renton School District	15565	26%
10309	Republic School District	309	
03400	Richland School District	12623	18%
06122	Ridgefield School District	2332	20%
01160	Ritzville School District	364	29%
32416	Riverside School District	1498	18%

DistID	District	Total Enrollment	Local BE % total BE
17407	Riverview School District	3269	26%
34401	Rochester School District	2251	17%
20403	Roosevelt School District	27	12%
38320	Rosalia School District	203	87%
13160	Royal School District	1679	79%
28149	San Juan Island School District	799	25%
14104	Satsop School District	60	5%
17001	Seattle Public Schools	52865	30%
29101	Sedro-Woolley School District	4365	19%
39119	Selah School District	3535	12%
26070	Selkirk School District	248	14%
05323	Sequim School District	2911	23%
28010	Shaw Island School District	14	0%
23309	Shelton School District	4215	17%
17412	Shoreline School District	9175	25%
30002	Skamania School District	77	0%
17404	Skykomish School District	46	13%
31201	Snohomish School District	10097	22%
17410	Snoqualmie Valley School District	6660	19%
13156	Soap Lake School District	444	
25118	South Bend School District	557	
18402	South Kitsap School District	9570	19%
15206	South Whidbey School District	1467	26%
23042	Southside School District	193	29%
32081	Spokane School District	30205	4%
22008	Sprague School District	69	15%
38322	St. John School District	150	13%

Page 70-71: : Revenue to Expenditure Data (5 of 5)

DistID	District	Total Enrollment	Local BE % total BE
31401	Stanwood-Camano School District	4544	
11054	Star School District No. 054	5	0%
07035	Starbuck School District	25	
04069	Stehekin School District	5	0%
27001	Steilacoom Hist. School District	3052	24%
38304	Steptoe School District	35	0%
30303	Stevenson-Carson School District	959	16%
31311	Sultan School District	2055	19%
33202	Summit Valley School District	75	5%
27320	Sumner School District	8976	23%
39201	Sunnyside School District	6668	0%
18902	Suquamish Tribal Education Department	77	
27010	Tacoma School District	29439	26%
14077	Taholah School District	188	
17409	Tahoma School District	8043	19%
38265	Tekoa School District	207	10%
34402	Tenino School District	1221	25%
19400	Thorp School District	96	23%
21237	Toledo School District	735	12%
24404	Tonasket School District	1093	14%
39202	Toppenish School District	4292	3%
36300	Touchet School District	237	21%
08130	Toutle Lake School District	618	
20400	Trout Lake School District	220	18%
17406	Tukwila School District	3070	32%
34033	Tumwater School District	6232	18%
39002	Union Gap School District	630	10%
27083	University Place School District	5625	20%
33070	Valley School District	687	2%
06037	Vancouver School District	23487	19%
17402	Vashon Island School District	1571	22%
35200	Wahkiakum School District	446	13%
13073	Wahluke School District	2325	
36401	Waitsburg School District	296	14%
36140	Walla Walla Public Schools	6119	19%
39207	Wapato School District	3337	0%
13146	Warden School District	1001	
#N/A	Washington Military Department	0	
06112	Washougal School District	3161	22%
01109	Washtucna School District	47	3%
09209	Waterville School District	266	
33049	Wellpinit School District	420	0%
04246	Wenatchee School District	7934	15%
32363	West Valley School District (Spokane)	3878	18%
39208	West Valley School District (Yakima)	5022	
21303	White Pass School District	429	17%
27416	White River School District	3634	22%
20405	White Salmon Valley School District	1306	17%
22200	Wilbur School District	283	16%
25160	Willapa Valley School District	336	
13167	Wilson Creek School District	153	
21232	Winlock School District	658	10%
14117	Wishkah Valley School District	148	68%
20094	Wishram School District	86	0%
08404	Woodland School District	2254	15%
39007	Yakima School District	15967	7%
34002	Yelm School District	5639	20%
39205	Zillah School District	1343	0%

Outline

- Introduction and Executive Summary
- Summary of Data Collection, Cleaning and Consolidation
- Supplemental Pay Analysis
- Revenue to Expenditures Analysis
- Comparable Positions Salary Analysis
- Local Labor Market Adjustment Analysis

Literature Review and Data Sources (1 of 3)

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- Taylor, L.L., and W.J. Fowler, Jr.. 2006. *A Comparable Wage Approach to Geographic Cost Adjustment* NCES 2006–321. Washington, D.C.: National Center for Education Statistics. Retrieved from <https://nces.ed.gov/pubs2006/2006321.pdf>

Literature Review and Data Sources (2 of 3)

	S275 Position	S275 Annualized	Comparable Position(s)
Average Base Salary	Is taken from the 14-15 School Year S-275 Access Database available here http://www.k12.wa.us/safs/db.asp Base salaries are normalized to an FTE of 1	Is taken from the 14-15 School Year S-275 Access Database available here http://www.k12.wa.us/safs/db.asp Base salaries are normalized to an FTE of 1	Not Applicable
Average Additional Salary	Is taken from the 14-15 School Year S-275 Access Database available here http://www.k12.wa.us/safs/db.asp Base salaries are normalized to an FTE of 1	Is taken from the 14-15 School Year S-275 Access Database available here http://www.k12.wa.us/safs/db.asp Base salaries are normalized to an FTE of 1	Not Applicable
Annualized Salary (83%) (Teachers Only)		See next slide	Not Applicable
WA State Comparable			OES data (see next slide)
National Wage Estimate			Bureau of Labor Statistics Data (see next slide)
Index Comps (Provided where data is available)			Is produced by taking the WA state comparable salary divided by the National Wage Estimate
Index Prototypical School Model			Is produced by taking the WA state comparable salary divided by the National Wage Estimate where a direct comparison to PSM positions permits

Literature Review and Data Sources (3 of 3)

- Average base and additional salary calculated from the population for sample data set for E2SSB 6195 (taken from S275 2014-15 SY final data set). The population is determined by querying all staff in the statutory programs basic education by their major assignment.
- Teacher salaries were annualized using the 83% rule. The 83% rule, as cited on pp. 109-110 of the Compensation Technical Working Group Final Report, June 30, 2012, refers to using a 10-month school year assumption for comparisons to other occupations reporting salary based on 52-week employment (10 months divided by 12 months equals 0.833).
- SOC Code list and descriptions sourced (on 9/15/2016) from http://www.bls.gov/soc/2010/soc_alpha.htm
- May 2015 OES national wage estimates and wage estimates by state sourced from <http://www.bls.gov/oes/tables.htm>
- Closest match SOC Codes for school positions sourced from Compensation Technical Working Group Final Report, Exhibit 58, June 30, 2012, <http://www.k12.wa.us/compensation/>
- The list of comparable positions for classroom teachers sourced from Allegretto, S., Corcoran, S., & Mishel, L. (2004). *How Does Teacher Pay Compare? Methodological Challenges and Answers*. Economic Policy Institute. Retrieved from http://www.epi.org/publication/books_teacher_pay/

Pages 78-79: Classroom Teachers (K-12)

	S275 Teachers (Grades K-12)	S275 Teachers Grades K-12 (Annualized)	Programmers, Computer	Forestry and Conservation Scientists	Physical Therapists	Occupational Therapists	Technical Writers	Registered Nurses	Insurance Underwriters	Labor Relations Specialists	Architects, Building	Accountants and Auditors	Compliance Officers	Editors	Archivists and Curators	Clergy	Vocational Counselors	Teachers, Vocational Education, Postsecondary	Teachers, Secondary School, Except Special and Career/Technical Education	Teachers, Middle School, Except Special and Career/Technical Education	Elementary School Teachers, Except Special Education
Average Base Salary	\$52,308	\$52,308																			
Average Additio nal Salary	\$13,846	\$13,846																			
Annualized Salary (83%)		\$13,231																			
WA State Comparable	\$119,040	\$99,850	\$88,120	\$82,410	\$78,470	\$78,130	\$76,130	\$75,400	\$75,110	\$73,890	\$72,690	\$66,290	\$62,270	\$58,700	\$58,390	\$57,940					
National Wage Estimate	\$84,360	\$91,030	\$85,790	\$81,690	\$73,350	\$71,000	\$72,650	\$60,930	\$82,850	\$75,280	\$69,180	\$64,910	\$53,880	\$48,150	\$56,490	\$54,260					
Index Comps	1.4111	1.0969	1.0272	1.0088	1.0698	1.1004	1.0479	1.2375	0.9066	0.9815	1.0507	1.0213	1.1557	1.2191	1.0336	1.0678					
Index PSM																	1.0245	1.0425	1.0417		

Pages 82-85: Teacher Librarians and Guidance Counselors

Teacher Librarians

	\$275 Teacher Librarian	\$275 Teacher Librarian (Annualized)	Library and Information Science Professors	Librarians	Education, Training, & Library Wkrs, All Other
Average Base Salary	\$57,733	\$57,733			
Average Additional Salary	\$17,500	\$17,500			
Annualized Salary (83%)		\$15,047			
WA State Comparable Salary			\$72,940	\$65,760	\$49,760
National Comparables			\$73,030	\$58,930	\$44,380
Index Comps			0.9988		1.1212
Index PSM				1.1159	

Guidance Counselors

	\$275 Guidance Counselors	\$275 Guidance Counselors (Annualized)	Counselors, All Other	Educational, Guidance, Vocational & School Counselors	Marriage & Family Therapists	Mental Health Counselors	Rehabilitation Counselors	Substance Abuse and Behavioral Disorder Counselors
Average Base Salary	\$54,555	\$54,555						
Average Additional Salary	\$15,601	\$15,601						
Annualized Salary		\$14,031						
WA State Comparable Salary			\$59,760	\$58,390	\$55,930	\$45,760	\$41,970	\$39,640
National Comparables			\$47,950	\$56,490	\$53,520	\$45,080	\$38,040	\$42,920
Index Comps			1.2463		1.045	1.0151	1.1033	0.9236
Index PSM				1.0336				

Pages 86-89: Nurses and Psychologists

School Nurses

	\$275 Nurses	\$275 Nurses (Annualized)	Nurse Practitioners	Registered Nurses	Licensed Practical & Licensed Vocational Nurses
Average Base Salary	\$46,293	\$46,293			
Average Additional Salary	\$14,600	\$14,600			
WA State Comparable Salary			\$103,910	\$78,130	\$49,980
National Comparables			\$101,260	\$71,000	\$44,030
Index Comps			1.0262		1.1351
Index PSM				1.1004	

School Psychologists

	\$275 Psychologist	\$275 Psychologist (Annualized)	Psychologists, All Other	Clinical, Counseling & School Psychologists
Average Base Salary	\$55,765	\$55,765		
Average Additional Salary	\$16,157	\$16,157		
WA State Comparable Salary			\$96,140	\$68,350
National Comparables			\$93,050	\$76,040
Index Comps			1.0332	
Index PSM				0.8989

Pages 90-93: Social Workers and Principals

Social Workers

	\$275 Social Worker	\$275 Social Worker (Annualized)	Child, Family & School Social Workers
Average Base Salary	\$54,586	\$54,586	
Average Additional Salary	\$14,330	\$14,330	
WA State Comparables			\$48,950
National Comparables			\$46,610
Index Comps			
Index PSM			1.0502

Principals

	\$275 Principals	\$275 Principals (Annualized)
Average Base Salary	\$59,954	\$59,954
Average Additional Salary	\$50,449	\$50,449

Pages 92-93: Principals

Index PSM	Index Comps	National Comparables	WA State Comparables	
	1.0169	\$185,850	\$188,990	Chief Executives
	1.0319	\$141,650	\$146,170	Engineering Managers
	1.0339	\$141,000	\$145,780	Computer & Information Systems Managers
	0.9848	\$140,660	\$138,520	Marketing Managers
	1.0141	\$136,570	\$138,490	Natural Sciences Managers
	1.093	\$114,130	\$124,740	Purchasing Managers
	0.9435	\$130,400	\$123,030	Sales Managers
	0.9972	\$119,460	\$119,130	General & Operations Managers
	0.8821	\$134,330	\$118,490	Financial Managers
	1.1102	\$106,070	\$117,760	Medical and Health Services Managers
	0.9799	\$117,080	\$114,730	Human Resources Managers
	0.982	\$113,610	\$111,560	Advertising and Promotions Managers
	1.0367	\$103,720	\$107,530	Industrial Production Managers
	0.8892	\$119,390	\$106,160	Public Relations & Fundraising Managers
1.133 527		\$92,940	\$105,350	Education Administrators, Elementary & Secondary School
	1.1115	\$91,770	\$102,000	Analysts, Business Management
	1.0484	\$95,130	\$99,730	Transportation, Storage & Distribution Managers
	0.965	\$102,610	\$99,020	Education Administrators, Postsecondary
	0.9946	\$97,510	\$96,980	Construction Managers
	0.9884	\$94,840	\$93,740	Administrative Services Managers
	0.9014	\$82,970	\$74,790	Administrators, Education, All Other
	0.9523	\$77,770	\$74,060	Gaming Managers
	1.0006	\$70,540	\$70,580	Mail Superintendents
	0.9806	\$69,430	\$68,080	Social & Community Service Managers
	0.8753	\$52,760	\$46,180	Administrators, Childcare Center

Page 94: Central Admin

	\$275 Central Admin - CAS	\$275 Central Admin - CAS (Annualized)
Average Base Salary	\$59,954	\$59,954
Average Additional Salary	\$66,670	\$66,670

Page 94: Central Admin

Index Comps	National Comparables	WA State Comparables	
1.0339	\$141,000	\$145,780	Computer & Information Systems Managers
1.093	\$114,130	\$124,740	Purchasing Managers
1.0277	\$118,050	\$121,320	Personal Financial Advisors
0.9972	\$119,460	\$119,130	General & Operations Managers
0.8821	\$134,330	\$118,490	Financial Managers
0.9582	\$121,630	\$116,540	Compensation & Benefits Managers
0.9799	\$117,080	\$114,730	Human Resources Managers
0.9619	\$111,680	\$107,430	Training & Development Managers
0.8892	\$119,390	\$106,160	Public Relations & Fundraising Managers
1.0484	\$95,130	\$99,730	Transportation, Storage & Distribution Managers
0.9884	\$94,840	\$93,740	Administrative Services Managers
1.0386	\$73,480	\$76,320	Business Operations Specialists, All Other
1.0117	\$75,150	\$76,030	Budget Analysts
0.9815	\$75,280	\$73,890	Accountants & Auditors
1.0507	\$69,180	\$72,690	Compliance Officers (Except Agric/Const/Safety/Trans)
1.0494	\$65,830	\$69,080	Public Relations Specialists
0.9806	\$69,430	\$68,080	Social & Community Service Managers
1.0684	\$63,710	\$68,070	Human Resource Specialists
1.0751	\$62,460	\$67,150	Training & Development Specialists
1.0379	\$55,460	\$57,560	Executive Secretaries & Administrative Assistants
1.0171	\$56,170	\$57,130	Office & Administrative Support Worker Supervisors
0.987	\$53,640	\$52,940	Food Service Managers
1.0767	\$42,130	\$45,360	Payroll & Timekeeping Clerks
1.0616	\$38,990	\$41,390	Bookkeeping, Accounting & Auditing Clerks
1.0516	\$39,180	\$41,200	Human Resources Assistants, Except Payroll & Timekeeping
1.1236	35200	39550	Secretaries & Admin Assts, Except Legal/Medical & Exec

Page 96-97: Teaching Assistants and Parent Involvement Coordinators

Teaching Assistants

	\$275 Teaching Assistants	\$275 Teaching Assistants (Annualized)	Teaching Assistants	Graduate Teaching Assistants
Average Base Salary	\$32,340	\$32,340		
Average Additional Salary	\$5,844	\$5,844		
WA State Comparables			\$31,570	
National Comparables			\$26,550	\$32,510
Index Comparables			1.1891	

Parent Involvement Coordinators

	\$275 Parent Involvement Coordinators	\$275 Parent Involvement Coordinators (Annualized)	Teaching Assistants	Graduate Teaching Assistants
Average Base Salary	\$32,340	\$32,340		
Average Additional Salary	\$23,071	\$23,071		
WA State Comparables			\$31,570	
National Comparables			\$26,550	\$32,510
Index Comparables			1.1891	

Page 98: Office Support

	\$275 School Office/Other Support	\$275 School Office/Other Support (Annualized)	Executive Secretaries & Administrative Assistants	Office & Administrative Support Worker Supervisors	Human Resources Assistants, Except Payroll & Timekeeping	Secretaries & Admin Assts, Except Legal/Medical & Exec	Library Technicians	Interviewers, Except Eligibility & Loan	Customer Service Representatives	Medical Assistants	Data Entry Keyers	Security Guards	Office Clerks, General	Social & Human Service Assistants	Receptionists & Information Clerks	Library Assistants, Clerical	Childcare Workers
Average Base Salary	\$32,340	\$32,340															
Average Additio nal Salary	\$10,469	\$10,469															
Annualized Salary (83%)		\$8,562															
WA State Comparables			\$57,560	\$57,130	\$41,200	\$39,550	\$39,510	\$38,400	\$36,640	\$36,400	\$35,130	\$34,310	\$34,280	\$33,750	\$31,500	\$29,090	\$25,110
National Comparables			\$55,460	\$56,170	\$39,180	\$35,200	\$34,200	\$32,930	\$34,560	\$31,910	\$30,810	\$28,460	\$31,890	\$33,190	\$28,430	\$26,580	\$22,310
Index Comparables			1.0379	1.0171	1.0516	1.1236	1.1553	1.1661	1.0602	1.1407	1.1402	1.2056	1.0749	1.0169	1.108	1.0944	1.1255

Page 99-100: Custodians and Student and Staff Safety

Custodians

	S275 Custodians	S275 Custodians (Annualized)	Housekeeping & Janitorial Worker Supervisors	Janitors & Cleaners, Except Maids & Housekeeping
Average Base Salary	\$32,340	\$32,340		
Average Additional Salary	\$7,858	\$7,858		
WA State Comparables			\$40,090	\$30,440
National Comparables			\$40,060	\$26,180
Index Comparables			1.0007	1.1627

Student and Staff Safety

	S275 Student and Staff Safety	S275 Student and Staff Safety (Annualized)	Police & Sheriff's Patrol Officers	Protective Service Workers, All Other	Security Guards
Average Base Salary	\$32,340	\$32,340			
Average Additional Salary	\$11,980	\$11,980			
WA State Comparables			\$74,170	\$37,870	\$34,310
National Comparables			\$61,270	\$32,690	\$28,460
Index Comps			1.2105	1.1585	1.2056

Outline

- Introduction and Executive Summary
- Summary of Data Collection, Cleaning and Consolidation
- Supplemental Pay Analysis
- Revenue to Expenditures Analysis
- Comparable Positions Salary Analysis
- Local Labor Market Adjustment Analysis

Approach and Data Source (1 of 4)

Local Labor Market Adjustment Analysis task in E2SSB 6195:

Section 3 (C) 17- 19 Provide analysis regarding whether a local labor market adjustment formula should be implemented and if so which market adjustment factors and methods should be used

Analysis Approach:

Analysis Question: Can observed variance (across districts) in the dependent variables describing a district's ability to attract and retain talent be explained by market factors?

Three indicators of a district's ability to attract and retain talent were chosen for the analysis: Adjusted total salary, Staff Mix Factor, and Adjusted Turnover (dependent variables). Multi-variate regression analysis was used to explain the observed variation in each dependent variable. See page 109 of the final report for technical notes on the Total Final Salary Multi-Variate Regression.

The 13 market factors were determined by 3SI with input from WSIPP and the Education Funding Task Force.

The staff salary cost model will allow the Education Funding Task Force evaluate market rate adjustments effect on costs across the state dependent upon chosen scenarios.

3SI interpreted local labor market to be at the district level and where possible used district data for analysis. District data was supplemented with county and region data when district data was not available for a specific market factor.

Approach and Data Source (2 of 4)

Data	Source / Definition	Calculation / Transformation
Adjusted Total Final Salary	School Year 2014-15 S 275 Population for E2SSB 6195 salary data collection sample. Individuals categorized by the major assignment within the statutory programs of basic education*	District average total final salary divided by district average staff mix factor
Mix Factor	Quantifies the education and experience levels of certificated staff (OSPI)	N/A
Adjusted Turnover	School Year 2011-12, 2012-13, 2013-14, 2014-15 S-275 database http://www.k1wa.us/safs/db.asp2	Adjusted Turnover represents the four-year average % of Teachers leaving the district (including those 'moving' to other Districts), minus the % of Teachers who joined from other Districts in the state (i.e., reflecting an ability to recruit new staff) (3Si analysis)
Total Enrollment	School year 2014-15 district demographics http://reportcard.ospi.k12.wa.us/DataDownload.aspx	Log (base 10)
Average Years of Education Experience	School year 2014-15 district demographics http://reportcard.ospi.k12.wa.us/DataDownload.aspx	N/A
Comparable Wage Index (region)	ACS-CWI data from 2012-2014 analysis downloaded on 8/14/16 from http://bush.tamu.edu/research/faculty/Taylor_CWI/	N/A
% Students Transitional Bilingual	School year 2014-15 district demographics http://reportcard.ospi.k12.wa.us/DataDownload.aspx	N/A
% Teachers with at least a Masters Degree	School year 2014-15 district demographics http://reportcard.ospi.k12.wa.us/DataDownload.aspx	N/A
Levy per student	OSPI provided total estimated final Levy dollars by district for the 2014-15 school year	Total Levy divided by district 2014-15 school year enrollment
LEA per student	OSPI provided total estimated final LEA dollars by district for the 2014-15 school year	Total LEA divided by district 2014-15 school year enrollment

*See page 140 of final report for full list of the statutory programs of basic education

Approach and Data Source (3 of 4)

Data	Source / Definition	Calculation / Transformation
% Students in Special Education	School year 2014-15 district demographics http://reportcard.ospi.k12.wa.us/DataDownload.aspx	N/A
Average students per classroom teacher	School year 2014-15 district demographics http://reportcard.ospi.k12.wa.us/DataDownload.aspx	Log (base 10)
County median home list price	Median home list price by county sourced on 10/17/16 from http://www.zillow.com/research/data/#bulk Washington Counties by OES Metropolitan and NonMetropolitan Area Definitions sourced from http://www.bls.gov/oes/current/msa_def.htm#34580	Log (base 10)
% Free and Reduced Priced Meals	School year 2014-15 district demographics http://reportcard.ospi.k12.wa.us/DataDownload.aspx	Square of % FRPM
Urbanicity by county	Our source was http://www.ers.usda.gov/data-products/urban-influence-codes.aspx , which provides this description: The 2013 Urban Influence Codes form a classification scheme that distinguishes metropolitan counties by population size of their metro area, and nonmetropolitan counties by size of the largest city or town and proximity to metro and micropolitan areas. The standard Office of Management and Budget (OMB) metro and nonmetro categories have been subdivided into two metro and 10 nonmetro categories, resulting in a 12-part county classification. This scheme was originally developed in 1993. This scheme allows researchers to break county data into finer residential groups, beyond metro and nonmetro, particularly for the analysis of trends in nonmetro areas that are related to population density and metro influence. Washington Counties by OES Metropolitan and NonMetropolitan Area Definitions sourced from http://www.bls.gov/oes/current/msa_def.htm#34580	Inverse of urbancity

Approach and Data Source (3 of 4)

Data	Source / Definition	Calculation / Transformation
Crimes per 1,000 citizens by county	<p>Data is available for some cities in Washington State, but not enough to conduct a comprehensive analysis. Our source for county-level data was the Washington State Office of Financial Management's Statistical Analysis Center http://sac.ofm.wa.gov/data</p> <p>Washington Counties by OES Metropolitan and NonMetropolitan Area Definitions sourced from http://www.bls.gov/oes/current/msa_def.htm#34580</p>	Square of average crimes per 1,000 citizens per county
Unemployment by county	<p>Washington State Employment Security Department's distressed areas list, retrieved from https://fortress.wa.gov/esd/employmentdata/reports-publications/regional-reports/distressed-areas-list The figures on that page covered the period January 2013 through December 2015, and hence was appropriate for our study period (the 2014-15 school year). Distressed areas are counties where the three-year unemployment rate is at least 20 percent higher than the statewide average. During the study period in Washington State, 7.5% was the boundary between counties regarded as "distressed" and counties regarded as "not distressed". The yearly list of distressed areas (Washington state counties) is compiled by averaging the employment and unemployment numbers for the prior 3 years. We create the distressed-areas list in cooperation with the federal Bureau of Labor Statistics. It is updated annually, usually in the spring. For more information about distressed areas, see Chapter 43.168 of the Revised Code of Washington</p> <p>Washington Counties by OES Metropolitan and NonMetropolitan Area Definitions sourced from http://www.bls.gov/oes/current/msa_def.htm#34580</p>	N/A

Total Final Salary Regression

The multiple regression analysis entailed several steps to identify significant and important associations between variables

1. Initial Examination of linear/non-linear relationships

- Bivariate plots (each x vs. y), standardized residuals vs. fitted values, standardized residuals vs. x-variables, and normal probability plots for 14 distinct x-variables

2. Transformations to attempt to remove non-linearity and non-constant variance

- $\text{Log}(\text{District Total Enrollment})$
- $(\text{District \% Free or Reduced Price Meals})^2$
- $\text{Log}(\text{District Average Students per Classroom Teacher})$
- $\text{Log}(\text{County Median Home List Price})$
- $1/\text{Urbanicity}$
- $(\text{County Crimes per 1,000 Citizens})^2$

3. Removal of correlated variables to drop redundant variables and simplify the model

- Total Levy Dollars is highly correlated with Total Enrollment (Variance Inflation Factor >10) and so Levy per Student, LEA per Student, and Total Enrollment were retained

4. Removal of insignificant variables at 95% confidence level (i.e., t-values < 2, P-Values > 0.05)

- Crime rate was initially retained for testing near the threshold (t-value = 1.75, P-value = 0.08)

5. Removal of unimportant variables to arrive at a reduced model (Partial-F test)

- Crime rate was subsequently dropped and did not surpass the F-statistic threshold of $F(1,286) = 3.87$

***The resulting five explanatory variables in the reduced model include the following:
Log(District Enrollment), District Average Years or Education Experience, Region ACS-CWI,
County Unemployment %, and % of Students Transitional Bilingual***

Source: WA State 2014 S-275; 3SI Analysis Note: First Charter, Lummi, Muckleshoot, and Suquamish School Districts were excluded from the analysis for a lack of market data; Damman and Shaw Island were excluded for returning errors in turnover calculations.

Total Final Salary Regression

The reduced model explains 57% of the observed variance by districts, with five explanatory variables

SUMMARY OUTPUT

Regression Statistics

Multiple R

0.758015269

R Square

0.574587148

Adjusted R Square

0.567175774

Standard Error

2489.733641

Observations

293

ANOVA

df

SS

MS

F

Significance F

Regression

5

2402884926

480576985.1

77.5277524

3.1187E-51

Residual

287

1779048025

6198773.605

Total

292

4181932950

Partial F = 3.04584 <<Drop Variables

F(1,286) = 3.87418

Crimes per 1,000 Citizens was dropped from the reduced model for not passing a Partial-F Test

District Size demonstrates the strongest relationship with Total Final Salaries

Coefficients

Standard Error

t Stat

P-value

Lower 95%

Upper 95%

Lower 95.0%

Upper 95.0%

Intercept

17559.25

2340.03

7.50

7.8205E-13

12953.46

22165.04

12953.46

22165.04

Log(District Total Enrollment)

2251.76

218.50

10.31

2.1452E-21

1821.69

2681.83

1821.69

2681.83

District Avg Years Educational Experience

171.71

47.50

3.62

0.000354

78.23

265.20

78.23

265.20

Region ACS-CWI

13432.06

2035.92

6.60

2.0101E-10

9424.83

17439.28

9424.83

17439.28

County Unemployment Rate

-26403.98

9612.52

-2.75

0.006398

-45323.96

-7484.00

-45323.96

-7484.00

District Percent Transitional Bilingual

31.23

12.73

2.45

0.014781

6.17

56.29

6.17

56.29

Crimes per 1,000 Citizens was dropped from the reduced model for not passing a Partial-F Test

Partial F = 3.04584 <<Drop Variables
F(1,286) = 3.87418

District Size demonstrates the strongest relationship with Total Final Salaries

Note: First Charter, Lummi, Muckleshoot, and Suquamish School Districts were excluded from the analysis for a lack of market data; Damman and Shaw Island were excluded for returning errors in turnover calculations.

Source: WA State 2014 S-275; 3SI Analysis

11/23/2016

Mix Factor Regression

The reduced model explains 69% of the observed variance by districts, but does include measures of education experience and degree level among teachers

SUMMARY OUTPUT

Regression Statistics	
Multiple R	0.832322
R Square	0.69276
Adjusted R Square	0.686315
Standard Error	0.051721
Observations	293

District Percent Special Education was dropped from the reduced model for not passing a Partial-F Test

Partial F = 3.55444278 <<Drop Variables
F(1,285) = 3.874294

ANOVA

	df	SS	MS	F	Significance F
Regression	6	1.725070002	0.287512	107.4781422	2.581E-70
Residual	286	0.765070321	0.002675		
Total	292	2.490140323			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	1.264669	0.049869002	25.35982	3.79012E-75	1.1665119	1.3628256	1.16651194	1.362825578
District Avg Years Educational Experience	0.019337	0.001053601	18.35334	2.94834E-50	0.0172633	0.0214109	0.0172633	0.021410895
Percent Teachers With At Least Master Degree	0.001463	0.000247857	5.901393	1.01779E-08	0.0009748	0.0019506	0.00097485	0.00195056
County Unemployment Rate	-0.44203	0.201150427	-2.19751	0.028785754	-0.837953	-0.046107	-0.8379531	-0.04610701
Region ACS-CWI	-0.095201	0.04236791	-2.24702	0.025401557	-0.178594	-0.0118089	-0.1785938	-0.0118089
Log(District Total Enrollment)	0.01776	0.00473441	3.751273	0.000212985	0.0084414	0.0270788	0.00844136	0.02707877
District Percent Transitional Bilingual	-0.000647	0.00026742	-2.4207	0.016113648	-0.001174	-0.000121	-0.0011737	-0.00012098

Note: First Charter, Lummi, Muckleshoot, and Suquamish School Districts were excluded from the analysis for a lack of market data; Damman and Shaw Island were excluded for returning errors in turnover calculations.

Source: WA State 2014 S-275; 3SI Analysis

Adjusted Turnover Regression

The reduced model explains 42% of the observed variance in turnover by districts

SUMMARY OUTPUT

<i>Regression Statistics</i>	
Multiple R	0.646264075
R Square	0.417657254
Adjusted R Square	0.39913752
Standard Error	0.042195829
Observations	293

ANOVA

	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>
Regression	9	0.36138227	0.040153586	22.55201153	8.84258E-29
Residual	283	0.5038781	0.001780488		
Total	292	0.86526037			

	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>	<i>Lower 95%</i>	<i>Upper 95%</i>	<i>Lower 95.0%</i>	<i>Upper 95.0%</i>
Intercept	-0.05200452	0.142452056	-0.36507	0.71533	-0.33240	0.22840	-0.33240	0.22840
District Avg Years Educational Experience	-0.009483166	0.000851099	-11.14227	0.00000	-0.01116	-0.00781	-0.01116	-0.00781
Percent Teachers With At Least Master Degree	0.000555507	0.000204154	2.72102	0.00691	0.00015	0.00096	0.00015	0.00096
Log(District Total Enrollment)	-0.021895094	0.005052354	-4.33364	0.00002	-0.03184	-0.01195	-0.03184	-0.01195
District Average of Levy per Student	-8.17395E-06	2.57557E-06	-3.17365	0.00167	-0.00001	0.00000	-0.00001	0.00000
District Average of LEA Per Student	-1.38653E-05	5.18433E-06	-2.67447	0.00792	-0.00002	0.00000	-0.00002	0.00000
District Percent Special Education	0.001593435	0.000667802	2.38609	0.01769	0.00028	0.00291	0.00028	0.00291
Log(Average of Students Per Classroom Teacher)	-0.076177473	0.027786055	-2.74157	0.00650	-0.13087	-0.02148	-0.13087	-0.02148
Log(County Median Home List Price)	0.065394183	0.024532091	2.66566	0.00813	0.01711	0.11368	0.01711	0.11368
County Unemployment Rate	0.484418872	0.209507175	2.31218	0.02149	0.07203	0.89681	0.07203	0.89681

Note: Adjusted Turnover is the % of Teachers leaving the District annually (including those 'moving' to other Districts), minus the % of Teachers who transfer in from other Districts (i.e., reflecting an ability to recruit new staff). First Charter, Lummi, Muckleshoot, and Suquamish School Districts were excluded from the analysis for a lack of market data; Damman and Shaw Island were excluded for returning errors in turnover calculations.

Source: WA State 2014 S-275; 3SI Analysis

Teacher (K-12) Turnover Analysis

Analyze teacher movement between districts and out of WA state public education between SY 2010-11 and 2014-15

Assumptions and Approach

- Findings are reported for Teachers only with a major assignment for one of the statutory programs of basic education in the S275; 52,460 Teachers were employed in SY 2010-11
- All employees who have non-zero FTE, combined certificated and classified, in any district are included; a few employees meet this threshold in more than one district
- Employment grew statewide in each year under study.
- Job changes *within* a single district are not reported; the objective of the analysis is to highlight labor market forces *between* districts across the state

Defined Groups Included in the Analysis

- **Stayers:** Employees who were in the same district at the end of the chosen time period for analysis as they were at the start
 - ~71% of those employees who worked in SY 2010-2011 worked in the same district in SY 2014-15
- **Movers:** Employees who changed districts during the chosen time period for analysis
 - ~5% of employees present in 2010-11 worked in a different district in 2014-15; these employees **Joiners** in their new district
- **Leavers:** Employees who are no longer present in the S-275 data at the end of the chosen time period for analysis
 - ~24% of those employed in SY 2010-11 were not in the 2014-15 S-275

Page 116: Teacher Turnover and Experience (1 of 7)

District Name	Adjusted Teacher Turnover	Average teacher Experience 4-yr (SY 2010-11 to SY 2014-15)
Aberdeen School District	6%	15.3
Adna School District	3%	16
Almira School District	10%	17
Anacortes School District	5%	16.5
Arlington School District	5%	14.1
Asotin-Anatone School District	9%	16
Auburn School District	4%	14.3
Bainbridge Island School District	9%	15.7
Battle Ground School District	5%	13.9
Bellevue School District	8%	10.8
Bellingham School District	5%	14.5
Benge School District	13%	25.9
Bethel School District	6%	14.4
Bickleton School District	10%	16.4
Blaine School District	5%	14.9
Boistfort School District	14%	15
Bremerton School District	8%	14.4
Brewster School District	9%	13.9
Bridgeport School District	9%	12.9
Brinnon School District	18%	9.7
Burlington-Edison School District	6%	13.3
Camas School District	4%	13.2
Cape Flattery School District	7%	11.3

District Name	Adjusted Teacher Turnover	Average teacher Experience 4-yr (SY 2010-11 to SY 2014-15)
Carbonado School District	2%	16.6
Cascade School District	3%	14.7
Cashmere School District	1%	16.3
Castle Rock School District	8%	13.7
Centerville School District	10%	17.9
Central Kitsap School District	7%	17.1
Central Valley School District	4%	14.6
Centralia School District	5%	15
Chehalis School District	5%	17.7
Cheney School District	4%	15
Chewelah School District	7%	20.5
Chimacum School District	7%	17
Clarkston School District	2%	17.3
Cle Elum-Roslyn School District	9%	15.5
Clover Park School District	10%	12.3
Colfax School District	11%	17.4
College Place School District	1%	13.9
Colton School District	7%	14.3
Columbia (Stevens) School District	7%	18.7
Columbia (Walla Walla) School District	6%	14.5

Page 116: Teacher Turnover and Experience (2 of 7)

District Name	Adjusted Teacher Turnover	Average teacher Experience 4-yr (SY 2010-11 to SY 2014-15)
Colville School District	8%	18
Concrete School District	7%	19.8
Conway School District	6%	17.7
Cosmopolis School District	3%	15.5
Coulee-Hartline School District	2%	17.2
Coupeville School District	9%	15.3
Crescent School District	17%	14.4
Creston School District	2%	16.2
Curlew School District	5%	14.1
Cusick School District	6%	16.5
Damman School District		
Darrington School District	6%	14.9
Davenport School District	2%	15.9
Dayton School District	7%	20.5
Deer Park School District	6%	15.1
Dieringer School District	1%	17.1
Dixie School District	8%	11.8
East Valley School District (Spokane)	7%	16.3
East Valley School District (Yakima)	2%	15.5
Eastmont School District	3%	15.4
Easton School District	14%	15.2
Eatonville School District	9%	15.9
Edmonds School District	7%	14
Ellensburg School District	2%	15.5

District Name	Adjusted Teacher Turnover	Average teacher Experience 4-yr (SY 2010-11 to SY 2014-15)
Elma School District	9%	18
Endicott School District	0%	19.3
Entiat School District	1%	15.3
Enumclaw School District	6%	14.7
Ephrata School District	4%	14.3
Evaline School District	25%	7.6
Everett School District	4%	15.8
Evergreen School District (Clark)	7%	12.7
Evergreen School District (Stevens)	0%	23.5
Federal Way School District	7%	12
Ferndale School District	6%	15.6
Fife School District	5%	14.3
Finley School District	8%	19.3
Franklin Pierce School District	10%	10.5
Freeman School District	7%	16.9
Garfield School District	6%	14.4
Glenwood School District	11%	16.4
Goldendale School District	7%	17.8
Grand Coulee Dam School District	7%	17.8
Grandview School District	11%	11.7
Granger School District	6%	12.9

Page 116: Teacher Turnover and Experience (3 of 7)

District Name	Adjusted Teacher Turnover	Average teacher Experience 4-yr (SY 2010-11 to SY 2014-15)
Granite Falls School District	7%	13.4
Grapeview School District	14%	18.8
Great Northern School District	6%	12.6
Green Mountain School District	6%	8.4
Griffin School District	3%	17.4
Harrington School District	11%	16.1
Highland School District	8%	12.8
Highline School District	10%	11.1
Hockinson School District	11%	13.1
Hood Canal School District	11%	19.6
Hoquiam School District	7%	16.3
Inchelium School District	10%	17.3
Index School District	0%	12.5
Issaquah School District	8%	11.7
Kahlotus School District	10%	17.1
Kalama School District	10%	13.1
Keller School District	8%	10.6
Kelso School District	6%	13.6
Kennewick School District	5%	14.9
Kent School District	8%	13.1
Kettle Falls School District	5%	18
Kiona-Benton City School District	5%	14.2
Kittitas School District	11%	16.1

District Name	Adjusted Teacher Turnover	Average teacher Experience 4-yr (SY 2010-11 to SY 2014-15)
Klickitat School District	3%	21.8
La Center School District	3%	17.6
La Conner School District	7%	13.1
LaCrosse School District	10%	15.8
Lake Chelan School District	5%	17.4
Lake Quinault School District	13%	12
Lake Stevens School District	5%	13.5
Lake Washington School District	8%	12.8
Lakewood School District	5%	14.8
Lamont School District	10%	7.1
Liberty School District	5%	15.6
Lind School District	12%	16.1
Longview School District	8%	15.6
Loon Lake School District	16%	13.3
Lopez School District	15%	14.1
Lyle School District	17%	23.4
Lynden School District	6%	16
Mabton School District	9%	13.5
Mansfield School District	14%	14.4
Manson School District	6%	13.7
Mary M Knight School District	15%	16
Mary Walker School District	3%	17.4

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District Name	Adjusted Teacher Turnover	Average teacher Experience 4-yr (SY 2010-11 to SY 2014-15)
Marysville School District	5%	14.5
McCleary School District	7%	12.1
Mead School District	4%	16.2
Medical Lake School District	7%	14.1
Mercer Island School District	7%	12.6
Meridian School District	5%	15.1
Methow Valley School District	8%	14.8
Mill A School District	52%	11.3
Monroe School District	9%	13.7
Montesano School District	1%	16.2
Morton School District	20%	15.3
Moses Lake School District	5%	14.9
Mossyrock School District	6%	15.1
Mount Adams School District	15%	11.4
Mount Baker School District	9%	15.9
Mount Pleasant School District	15%	9.9
Mount Vernon School District	6%	12.6
Mukilteo School District	5%	14.2
Naches Valley School District	3%	14

District Name	Adjusted Teacher Turnover	Average teacher Experience 4-yr (SY 2010-11 to SY 2014-15)
Napavine School District	5%	18.1
Naselle-Grays River Valley School District	13%	17.6
Nespelem School District	18%	16.3
Newport School District	11%	19.1
Nine Mile Falls School District	6%	17.5
Nooksack Valley School District	6%	15.2
North Beach School District	5%	16.3
North Franklin School District	10%	12.1
North Kitsap School District	8%	17
North Mason School District	8%	15.9
North River School District	10%	13.8
North Thurston Public Schools	5%	14.5
Northport School District	5%	15.3
Northshore School District	6%	15.1
Oak Harbor School District	8%	14.8
Oakesdale School District	8%	17.9
Oakville School District	33%	9.8

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District Name	Adjusted Teacher Turnover	Average teacher Experience 4-yr (SY 2010-11 to SY 2014-15)
Ocean Beach School District	7%	16.1
Ocosta School District	3%	16.2
Odessa School District	3%	19.7
Okanogan School District	1%	16.1
Olympia School District	6%	15.8
Omak School District	-5%	13.1
Onalaska School District	6%	15.5
Onion Creek School District	10%	14.7
Orcas Island School District	9%	12.6
Orchard Prairie School District	0%	21.7
Orient School District	22%	12.8
Orondo School District	9%	14.3
Oroville School District	10%	16.7
Orting School District	5%	12.3
Othello School District	9%	10
Palisades School District	21%	7.1
Palouse School District	3%	23.2
Pasco School District	4%	11.6
Pateros School District	4%	17.9
Paterson School District	3%	15.6
Pe Ell School District	-3%	14.1
Peninsula School District	7%	15.8
Pioneer School District	10%	16.5
Pomeroy School District	1%	20.2

District Name	Adjusted Teacher Turnover	Average teacher Experience 4-yr (SY 2010-11 to SY 2014-15)
Port Angeles School District	6%	17.4
Port Townsend School District	11%	17
Prescott School District	11%	12.9
Prosser School District	6%	16
Pullman School District	4%	13.3
Puyallup School District	5%	15.1
Queets-Clearwater School District	13%	12.3
Quilcene School District	15%	12.1
Quillayute Valley School District	11%	13.1
Quincy School District	8%	11.6
Rainier School District	8%	15.5
Raymond School District	9%	14.6
Reardan-Edwall School District	5%	16.1
Renton School District	9%	11.4
Republic School District	6%	13
Richland School District	5%	14.6
Ridgefield School District	6%	13.9
Ritzville School District	9%	17.3
Riverside School District	7%	16.5
Riverview School District	6%	13.1
Rochester School District	6%	14.9
Roosevelt School District	13%	14.2
Rosalia School District	8%	16.3

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District Name	Adjusted Teacher Turnover	Average teacher Experience 4-yr (SY 2010-11 to SY 2014-15)
Royal School District	5%	13.5
San Juan Island School District	11%	12.9
Satsop School District	4%	17
Seattle Public Schools	8%	12.1
Sedro-Woolley School District	6%	14.8
Selah School District	5%	15.5
Selkirk School District	3%	19.1
Sequim School District	7%	14.5
Shaw Island School District		
Shelton School District	7%	15.6
Shoreline School District	7%	13.8
Skamania School District	0%	19.5
Skykomish School District	15%	12.1
Snohomish School District	6%	14.4
Snoqualmie Valley School District	6%	13.3
Soap Lake School District	9%	11.9
South Bend School District	10%	16.1
South Kitsap School District	8%	15.2
South Whidbey School District	7%	19.6
Southside School District	0%	12.9
Spokane School District	6%	15.1

District Name	Adjusted Teacher Turnover	Average teacher Experience 4-yr (SY 2010-11 to SY 2014-15)
Sprague School District	9%	12
St. John School District	2%	19
Stanwood-Camano School District	7%	15.4
Star School District No. 054	38%	18.4
Starbuck School District	21%	7.8
Stehekin School District	0%	37.5
Steilacoom Hist. School District	14%	13
Steptoe School District	0%	19.6
Stevenson-Carson School District	10%	17.2
Sultan School District	5%	15.2
Summit Valley School District	3%	11.2
Sumner School District	4%	13.6
Sunnyside School District	8%	11.6
Tacoma School District	6%	15.2
Taholah School District	13%	12.2
Tahoma School District	4%	14.3
Tekoa School District	3%	18.1
Tenino School District	12%	15.8
Thorp School District	17%	15.9
Toledo School District	8%	16.8
Tonasket School District	2%	14.5
Toppenish School District	6%	12.4
Touchet School District	6%	19.3

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District Name	Adjusted Teacher Turnover	Average teacher Experience 4-yr (SY 2010-11 to SY 2014-15)
Toutle Lake School District	3%	20.6
Trout Lake School District	8%	15.2
Tukwila School District	10%	10.4
Tumwater School District	5%	16
Union Gap School District	4%	13.6
University Place School District	5%	14.9
Valley School District	14%	9.1
Vancouver School District	7%	12.7
Vashon Island School District	9%	15.8
Wahkiakum School District	5%	15.5
Wahluke School District	14%	8.3
Waitsburg School District	7%	20.2
Walla Walla Public Schools	5%	15.1
Wapato School District	10%	11.2
Warden School District	7%	11
Washougal School District	7%	14.5
Washtucna School District	8%	13.9
Waterville School District	10%	16.2
Wellpinit School District	10%	14.1
Wenatchee School District	5%	14.3
West Valley School District (Spokane)	4%	15.1

District Name	Adjusted Teacher Turnover	Average teacher Experience 4-yr (SY 2010-11 to SY 2014-15)
West Valley School District (Yakima)	5%	15.2
White Pass School District	8%	15.3
White River School District	6%	15.3
White Salmon Valley School District	8%	15.2
Wilbur School District	1%	16.8
Willapa Valley School District	3%	19.4
Wilson Creek School District	2%	19.1
Winlock School District	8%	18.2
Wishkah Valley School District	8%	14.5
Wishram School District	0%	17.8
Woodland School District	9%	14.8
Yakima School District	5%	14.1
Yelm School District	10%	13.1
Zillah School District	4%	15.1



Market Rate Factors from Regression Results

A District salary index for each market rate factor can be derived from the weighted contribution of the explanatory variable relative to the state average weighted contribution

1. The salary regression model predicts a dollar contribution from each explanatory variable, x_i , to the fitted regression value for each District, j $x_{i,District_j}$
2. If this contribution is indexed to the state average contribution, then each District's contribution could be expressed relative to the state; however, this does not provide a relative weighting (i.e., all indices would carry the same weight) $\frac{x_{i,District_j}}{x_{i,State}}$
3. In order to provide a relative contribution for each explanatory variable, it can be shown that the appropriate index is defined as follows: $Index_{x_{i,District_j}} = 1 + \frac{x_{i,District_j} - x_{i,State}}{Fitted\ Value_{State}}$
4. An overall District index can be expressed for any combination of market rate factors, by taking the sum and subtracting $n-1$, where n is the number of factors selected $Index_{District_j} = \sum_{i=1}^n Index_{x_{i,District_j}} - (n - 1)$

Note: Fitted Value refers to the predicted value from the regression for the State average, using the state average values for all explanatory variables.

Local Market Adjustment Index by District (1 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemploy	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Aberdeen School District	0.96489	1.00630	0.95909	0.97587	1.00021	0.90636	0.95909
Adna School District	0.92588	1.01287	0.96038	0.98282	0.99235	0.87430	0.96038
Almira School District	0.88656	1.01985	0.93531	1.00240	0.99235	0.83648	0.93531
Anacortes School District	0.96052	1.00547	0.95717	0.99419	0.99412	0.91146	0.95717
Arlington School District	0.97725	1.00178	1.03044	1.00809	0.99531	1.01287	1.03044
Asotin-Anatone School District	0.92619	0.99890	0.93531	1.00304	0.99235	0.85578	0.93531
Auburn School District	1.00141	1.00054	1.03044	1.01188	1.00397	1.04825	1.03044
Bainbridge Island School District	0.96919	1.00589	0.99380	1.00177	0.99288	0.96354	0.99380
Battle Ground School District	0.99829	1.00178	0.98609	0.99545	0.99655	0.97816	0.98609
Bellevue School District	1.00683	0.98863	1.03044	1.01188	1.00016	1.03794	1.03044
Bellingham School District	0.99371	1.00260	0.97645	0.99988	0.99712	0.96975	0.97645
Benge School District	0.83749	0.97836	0.93531	0.99419	0.99235	0.73770	0.93531
Bethel School District	1.00532	0.99767	1.03044	0.99609	0.99403	1.02355	1.03044

Local Market Adjustment Index by District (2 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemploy	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Bickleton School District	0.87941	1.00876	0.96038	0.99040	0.99235	0.83130	0.96038
Blaine School District	0.95578	1.00835	0.97645	0.99988	0.99536	0.93581	0.97645
Boistfort School District	0.88050	0.98740	0.96038	0.98282	0.99235	0.80344	0.96038
Bremerton School District	0.97554	1.00054	0.99380	1.00177	0.99542	0.96708	0.99380
Brewster School District	0.93735	0.99685	0.95909	0.99356	1.02789	0.91474	0.95909
Bridgeport School District	0.93321	0.99274	0.96327	0.99609	1.02372	0.90903	0.96327
Brinnon School District	0.86375	0.99027	0.95909	0.98977	0.99235	0.79523	0.95909
Burlington-Edison School District	0.96852	1.00013	0.95717	0.99419	1.00692	0.92693	0.95717
Camas School District	0.98152	0.99767	0.98609	0.99545	0.99403	0.95476	0.98609
Cape Flattery School District	0.91900	0.99438	0.95909	0.98661	0.99235	0.85143	0.95909
Carbonado School District	0.89763	1.00054	1.03044	0.99609	0.99235	0.91705	1.03044
Cascade School District	0.94355	1.00630	0.96327	1.00177	1.00318	0.91807	0.96327
CASHMERE SCHOOL DISTRICT	0.94757	1.01205	0.96327	1.00177	1.00441	0.92906	0.96327
Castle Rock School District	0.94302	0.99192	0.98384	0.98787	0.99381	0.90046	0.98384

Local Market Adjustment Index by District (3 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemply	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Centerville School District	0.87856	1.02519	0.96038	0.99040	0.99235	0.84688	0.96038
Central Kitsap School District	0.99359	1.01287	0.99380	1.00177	0.99432	0.99635	0.99380
Central Valley School District	0.99764	1.00260	0.97066	0.99609	0.99453	0.96152	0.97066
Centralia School District	0.96789	1.00301	0.96038	0.98282	0.99944	0.91354	0.96038
Chehalis School District	0.96151	1.01082	0.96038	0.98282	0.99532	0.91084	0.96038
Cheney School District	0.97233	1.00095	0.97066	0.99609	0.99492	0.93495	0.97066
Chewelah School District	0.93387	1.02519	0.95909	0.98029	0.99252	0.89097	0.95909
Chimacum School District	0.93904	1.01287	0.95909	0.98977	0.99305	0.89382	0.95909
Clarkston School District	0.96034	1.01862	0.93531	1.00304	0.99348	0.91079	0.93531
Cle Elum-Roslyn School District	0.93545	1.00465	0.95909	0.99798	0.99387	0.89104	0.95909
Clover Park School District	0.99655	0.98986	1.03044	0.99609	1.00083	1.01378	1.03044
Colfax School District	0.92526	1.00095	0.93531	1.00809	0.99235	0.86196	0.93531
College Place School District	0.94056	0.99315	0.99573	1.00114	1.00680	0.93739	0.99573
Colton School District	0.89507	1.00383	0.93531	1.00809	0.99235	0.83465	0.93531

Local Market Adjustment Index by District (4 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemply	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Columbia (Stevens) School District	0.89282	1.02889	0.95909	0.98029	0.99235	0.85345	0.95909
Columbia (Walla Walla) School District	0.93354	1.00999	0.99573	1.00114	1.00157	0.94198	0.99573
Colville School District	0.95111	1.01082	0.95909	0.98029	0.99362	0.89493	0.95909
Concrete School District	0.92269	1.02191	0.95717	0.99419	0.99235	0.88830	0.95717
Conway School District	0.91879	1.01533	0.95717	0.99419	0.99668	0.88216	0.95717
Cosmopolis School District	0.89203	1.00301	0.95909	0.97587	0.99438	0.82438	0.95909
Coulee- Hartline School District	0.89405	1.01780	0.95909	0.99293	0.99235	0.85622	0.95909
Coupeville School District	0.93542	1.00671	0.95717	0.99925	0.99415	0.89269	0.95717
Crescent School District	0.90792	0.99356	0.95909	0.98661	0.99235	0.83953	0.95909
Creston School District	0.88326	1.01123	0.93531	1.00240	0.99235	0.82455	0.93531
Curlew School District	0.89900	1.00465	0.95909	0.96766	0.99235	0.82275	0.95909
Cusick School District	0.90673	1.02232	0.95909	0.97524	0.99235	0.85573	0.95909
Damman School District	1.00000	1.00000	1.00000	1.00000	1.00000	1.00000	1.00000

Local Market Adjustment Index by District (5 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemply	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Darrington School District	0.91816	1.01287	1.03044	1.00809	0.99235	0.96191	1.03044
Davenport School District	0.92503	1.01533	0.93531	1.00240	0.99235	0.87042	0.93531
Dayton School District	0.91827	1.01780	0.93531	0.99545	0.99235	0.85918	0.93531
Deer Park School District	0.95823	1.00137	0.97066	0.99609	0.99247	0.91882	0.97066
Dieringer School District	0.94672	1.01040	1.03044	0.99609	0.99413	0.97778	1.03044
Dixie School District	0.84911	0.97548	0.99573	1.00114	0.99235	0.81381	0.99573
East Valley School District (Spokane)	0.97075	1.01164	0.97066	0.99609	0.99454	0.94368	0.97066
East Valley School District (Yakima)	0.96382	1.00794	0.97099	0.98535	1.00213	0.93023	0.97099
Eastmont School District	0.97860	1.00424	0.96327	0.99609	1.00686	0.94906	0.96327
Easton School District	0.88594	1.00178	0.95909	0.99798	1.00332	0.84810	0.95909
Eatonville School District	0.95245	1.00301	1.03044	0.99609	0.99281	0.97480	1.03044
Edmonds School District	1.00840	1.00013	1.03044	1.00809	1.00146	1.04853	1.03044
Ellensburg School District	0.96423	1.00876	0.95909	0.99798	0.99817	0.92824	0.95909
Elma School District	0.94672	1.01410	0.95909	0.97587	0.99806	0.89385	0.95909

Local Market Adjustment Index by District (6 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemploy	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Endicott School District	0.88464	1.02519	0.93531	1.00809	0.99235	0.84558	0.93531
Entiat School District	0.91320	1.00506	0.96327	1.00177	1.00179	0.88510	0.96327
Enumclaw School District	0.96871	1.00547	1.03044	1.01188	0.99625	1.01276	1.03044
Ephrata School District	0.95793	1.00219	0.95909	0.99293	1.00012	0.91226	0.95909
Evaline School District	0.86023	0.96439	0.96038	0.98282	0.99235	0.76016	0.96038
Everett School District	1.00701	1.00589	1.03044	1.00809	1.00104	1.05246	1.03044
Evergreen School District (Clark)	1.01402	0.99726	0.98609	0.99545	1.00131	0.99413	0.98609
Evergreen School District (Stevens)	0.84584	0.98904	0.95909	0.98029	0.99235	0.76661	0.95909
Federal Way School District	1.01024	0.99274	1.03044	1.01188	1.00468	1.04997	1.03044
Ferndale School District	0.97479	1.00671	0.97645	0.99988	0.99647	0.95429	0.97645
Fife School District	0.96765	1.00178	1.03044	0.99609	1.00115	0.99710	1.03044
Finley School District	0.93529	1.02766	0.99573	0.99293	1.00287	0.95448	0.99573
Franklin Pierce School District	0.98501	0.98616	1.03044	0.99609	0.99880	0.99650	1.03044

Local Market Adjustment Index by District (7 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemploy	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Freeman School District	0.93550	1.00506	0.97066	0.99609	0.99235	0.89966	0.97066
Garfield School District	0.88441	0.99561	0.93531	1.00809	0.99235	0.81577	0.93531
Glenwood School District	0.87447	1.01657	0.96038	0.99040	0.99235	0.83416	0.96038
Goldendale School District	0.93555	1.01698	0.96038	0.99040	0.99471	0.89802	0.96038
Grand Coulee Dam School District	0.93073	1.00794	0.96327	0.99293	0.99235	0.88722	0.96327
Grandview School District	0.96770	0.98658	0.97099	0.98535	1.01849	0.92910	0.97099
Granger School District	0.94723	1.00013	0.97099	0.98535	1.02190	0.92559	0.97099
Granite Falls School District	0.95413	1.00178	1.03044	1.00809	0.99353	0.98798	1.03044
Grapeview School District	0.90236	1.00342	0.95909	0.98661	0.99235	0.84383	0.95909
Great Northern School District	0.86532	0.98164	0.97066	0.99609	0.99566	0.80938	0.97066
Green Mountain School District	0.89170	0.98370	0.98609	0.99545	0.99235	0.84929	0.98609
Griffin School District	0.92729	1.01985	0.97163	0.99925	0.99280	0.91082	0.97163
Harrington School District	0.88129	1.00630	0.93531	1.00240	0.99235	0.81764	0.93531

Local Market Adjustment Index by District (8 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemply	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Highland School District	0.94168	0.99602	0.97099	0.98535	1.01184	0.90587	0.97099
Highline School District	1.00675	0.98658	1.03044	1.01188	1.01091	1.04656	1.03044
Hockinson School District	0.95245	0.99356	0.98609	0.99545	0.99327	0.92082	0.98609
Hood Canal School District	0.91004	1.01985	0.95909	0.98661	0.99374	0.86934	0.95909
Hoquiam School District	0.94909	1.00958	0.95909	0.97587	0.99474	0.88838	0.95909
Inchelium School District	0.90319	1.00917	0.95909	0.96766	0.99235	0.83145	0.95909
Index School District	0.86532	0.99726	1.03044	1.00809	0.99235	0.89346	1.03044
Issaquah School District	1.00653	0.98904	1.03044	1.01188	0.99647	1.03436	1.03044
Kahlotus School District	0.86481	1.01246	0.99573	0.98851	0.99235	0.85385	0.99573
Kalama School District	0.93585	0.99438	0.98384	0.98787	0.99330	0.89524	0.98384
Keller School District	0.86205	1.00465	0.95909	0.96766	0.99235	0.78580	0.95909
Kelso School District	0.97455	0.99767	0.98384	0.98787	0.99627	0.94020	0.98384
Kennewick School District	1.00415	1.00137	0.99573	0.99293	1.00316	0.99734	0.99573
Kent School District	1.01523	0.99520	1.03044	1.01188	1.00614	1.05890	1.03044
Kettle Falls School District	0.93562	1.01985	0.95909	0.98029	0.99235	0.88721	0.95909

Local Market Adjustment Index by District (9 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemploy	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Kiona-Benton City School District	0.94687	1.00465	0.99573	0.99293	1.00717	0.94736	0.99573
Kittitas School District	0.92776	1.00547	0.95909	0.99798	0.99885	0.88915	0.95909
Klickitat School District	0.87827	1.04533	0.96038	0.99040	0.99235	0.86673	0.96038
La Center School District	0.94867	1.02068	0.98609	0.99545	0.99354	0.94444	0.98609
La Conner School District	0.92634	1.00465	0.95717	0.99419	0.99377	0.87612	0.95717
LaCrosse School District	0.87231	0.99931	0.93531	1.00809	0.99235	0.80737	0.93531
Lake Chelan School District	0.94621	1.00506	0.96327	1.00177	1.01341	0.92973	0.96327
Lake Quinalt School District	0.89591	0.98329	0.95909	0.97587	1.00738	0.82154	0.95909
Lake Stevens School District	0.98726	1.00095	1.03044	1.00809	0.99528	1.02202	1.03044
Lake Washington School District	1.01437	0.99315	1.03044	1.01188	0.99855	1.04839	1.03044
Lakewood School District	0.95752	1.00876	1.03044	1.00809	0.99602	1.00084	1.03044
Lamont School District	0.85609	0.99685	0.93531	1.00809	0.99235	0.78868	0.93531
Liberty School District	0.91691	1.00712	0.97066	0.99609	0.99235	0.88312	0.97066
Lind School District	0.89725	1.00013	0.93531	0.99419	1.00290	0.82978	0.93531

Local Market Adjustment Index by District (10 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemploy	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Longview School District	0.98189	0.99972	0.98384	0.98787	0.99640	0.94973	0.98384
Loon Lake School District	0.90063	0.98452	0.95909	0.98029	0.99235	0.81688	0.95909
Lopez School District	0.90417	0.99479	0.95717	1.00809	0.99903	0.86325	0.95717
Lummi Tribal Agency	1.00000	1.00000	1.00000	1.00000	1.00000	1.00000	1.00000
Lyle School District	0.90446	1.00753	0.96038	0.99040	0.99235	0.85512	0.96038
Lynden School District	0.96278	1.00794	0.97645	0.99988	0.99915	0.94619	0.97645
Mabton School District	0.93610	1.00342	0.97099	0.98535	1.02474	0.92059	0.97099
Mansfield School District	0.88050	0.99726	0.96327	0.99609	0.99674	0.83386	0.96327
Manson School District	0.92793	0.99890	0.96327	1.00177	1.01837	0.91025	0.96327
Mary M Knight School District	0.89672	1.01657	0.95909	0.98661	0.99235	0.85134	0.95909
Mary Walker School District	0.92139	1.01821	0.95909	0.98029	0.99235	0.87133	0.95909
Marysville School District	0.99431	1.00301	1.03044	1.00809	0.99832	1.03418	1.03044
McCleary School District	0.90800	1.00342	0.95909	0.97587	0.99235	0.83873	0.95909
Mead School District	0.99080	1.00999	0.97066	0.99609	0.99430	0.96185	0.97066

Local Market Adjustment Index by District (11 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemploy	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Medical Lake School District	0.95222	1.00178	0.97066	0.99609	0.99288	0.91362	0.97066
Mercer Island School District	0.97224	0.99520	1.03044	1.01188	0.99439	1.00415	1.03044
Meridian School District	0.95061	1.00917	0.97645	0.99988	0.99791	0.93402	0.97645
Methow Valley School District	0.92675	0.99808	0.95909	0.99356	0.99330	0.87078	0.95909
Mill A School District	0.85371	0.95740	0.96038	0.98787	0.99235	0.75171	0.96038
Monroe School District	0.98385	0.99808	1.03044	1.00809	0.99788	1.01834	1.03044
Montesano School District	0.94351	1.01205	0.95909	0.97587	0.99332	0.88384	0.95909
Morton School District	0.90974	1.00301	0.96038	0.98282	0.99235	0.84829	0.96038
Moses Lake School District	0.98676	1.00465	0.95909	0.99293	1.00083	0.94427	0.95909
Mossyrock School District	0.92260	1.01287	0.96038	0.98282	1.00060	0.87928	0.96038
Mount Adams School District	0.93649	0.98000	0.97099	0.98535	1.00388	0.87671	0.97099
Mount Baker School District	0.95227	1.00794	0.97645	0.99988	0.99590	0.93243	0.97645
Mount Pleasant School District	0.87075	0.96603	0.96038	0.98787	0.99235	0.77738	0.96038

Local Market Adjustment Index by District (12 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemploy	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Mount Vernon School District	0.98159	0.99438	0.95717	0.99419	1.01085	0.93818	0.95717
Muckleshoot Indian Tribe	1.00000	1.00000	1.00000	1.00000	1.00000	1.00000	1.00000
Mukilteo School District	1.00092	1.00301	1.03044	1.00809	1.00639	1.04885	1.03044
Naches Valley School District	0.94396	1.00589	0.97099	0.98535	0.99717	0.90335	0.97099
Napavine School District	0.93192	1.01410	0.96038	0.98282	0.99473	0.88395	0.96038
Naselle-Grays River Valley School District	0.91274	1.01410	0.98384	0.97777	0.99440	0.88285	0.98384
Nespelem School District	0.88737	1.00876	0.95909	0.99356	0.99235	0.84113	0.95909
Newport School District	0.93909	1.01616	0.95909	0.97524	0.99235	0.88192	0.95909
Nine Mile Falls School District	0.94669	1.01123	0.97066	0.99609	0.99235	0.91701	0.97066
Nooksack Valley School District	0.94873	1.00547	0.97645	0.99988	1.00247	0.93300	0.97645
North Beach School District	0.92811	1.01287	0.95909	0.97587	0.99235	0.86828	0.95909
North Franklin School District	0.95466	0.98986	0.99573	0.98851	1.01861	0.94738	0.99573
North Kitsap School District	0.97966	1.01082	0.99380	1.00177	0.99506	0.98111	0.99380

Local Market Adjustment Index by District (13 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemploy	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
North Mason School District	0.95525	1.00917	0.95909	0.98661	0.99895	0.90908	0.95909
North River School District	0.86819	1.00137	0.98384	0.97777	0.99235	0.82351	0.98384
North Thurston Public Schools	1.00020	1.00054	0.97163	0.99925	0.99572	0.96734	0.97163
Northport School District	0.90349	1.00301	0.95909	0.98029	0.99235	0.83823	0.95909
Northshore School District	1.00856	1.00178	1.03044	1.01188	0.99707	1.04972	1.03044
Oak Harbor School District	0.97792	1.00013	0.95717	0.99925	0.99464	0.92911	0.95717
Oakesdale School District	0.88717	1.01205	0.93531	1.00809	0.99235	0.83496	0.93531
Oakville School District	0.90319	0.98575	0.95909	0.97587	0.99264	0.81654	0.95909
Ocean Beach School District	0.93739	1.00342	0.98384	0.97777	0.99708	0.89950	0.98384
Ocosta School District	0.92678	1.01575	0.95909	0.97587	0.99907	0.87656	0.95909
Odessa School District	0.90226	1.01821	0.93531	1.00240	0.99235	0.85053	0.93531
Okanogan School District	0.93898	1.01287	0.95909	0.99356	0.99766	0.90216	0.95909
Olympia School District	0.99064	1.00547	0.97163	0.99925	0.99403	0.96103	0.97163
Omak School District	0.97564	1.00219	0.95909	0.99356	0.99449	0.92498	0.95909

Local Market Adjustment Index by District (14 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemply	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Onalaska School District	0.93073	1.00630	0.96038	0.98282	0.99523	0.87546	0.96038
Onion Creek School District	0.85755	1.01246	0.95909	0.98029	0.99235	0.80174	0.95909
Orcas Island School District	0.93462	1.00178	0.95717	1.00809	0.99572	0.89737	0.95717
Orchard Prairie School District	0.87548	1.02068	0.97066	0.99609	0.99235	0.85525	0.97066
Orient School District	0.87885	1.02930	0.95909	0.96766	0.99235	0.82725	0.95909
Orondo School District	0.89851	0.99438	0.96327	0.99609	1.04186	0.89412	0.96327
Oroville School District	0.92426	1.00917	0.95909	0.99356	1.00385	0.88994	0.95909
Orting School District	0.95815	0.99644	1.03044	0.99609	0.99367	0.97478	1.03044
Othello School District	0.97034	0.98493	0.93531	0.99419	1.02191	0.90668	0.93531
Palisades School District	0.85453	0.96644	0.96327	0.99609	1.01811	0.79844	0.96327
Palouse School District	0.89699	1.02602	0.93531	1.00809	0.99235	0.85875	0.93531
Pasco School District	1.00378	0.99027	0.99573	0.98851	1.01914	0.99743	0.99573
Pateros School District	0.90873	1.01821	0.95909	0.99356	0.99510	0.87469	0.95909
Paterson School District	0.89052	1.01328	0.99573	0.99293	1.01476	0.90722	0.99573

Local Market Adjustment Index by District (15 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemploy	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Pe Ell School District	0.90576	1.01123	0.96038	0.98282	0.99235	0.85253	0.96038
Peninsula School District	0.98870	1.00958	1.03044	0.99609	0.99312	1.01792	1.03044
Pioneer School District	0.92852	1.00219	0.95909	0.98661	0.99245	0.86886	0.95909
Pomeroy School District	0.91049	1.02643	0.93531	0.99925	0.99353	0.86500	0.93531
Port Angeles School District	0.96855	1.01205	0.95909	0.98661	0.99318	0.91947	0.95909
Port Townsend School District	0.94229	1.00465	0.95909	0.98977	0.99321	0.88902	0.95909
Prescott School District	0.91220	1.00917	0.99573	1.00114	1.02232	0.94057	0.99573
Prosser School District	0.96172	1.01040	0.99573	0.99293	1.00989	0.97068	0.99573
Pullman School District	0.96040	0.99849	0.93531	1.00809	0.99675	0.89904	0.93531
Puyallup School District	1.00931	1.00506	1.03044	0.99609	0.99489	1.03579	1.03044
Queets-Clearwater School District	0.85532	1.00712	0.95909	0.98977	0.99235	0.80365	0.95909
Quilcene School District	0.91143	0.98616	0.95909	0.98977	0.99235	0.83880	0.95909
Quillayute Valley School District	0.97240	0.99931	0.95909	0.98661	0.99235	0.90976	0.95909

Local Market Adjustment Index by District (16 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemploy	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Quincy School District	0.96228	0.99233	0.95909	0.99293	1.02256	0.92920	0.95909
Rainier School District	0.93301	1.00465	0.97163	0.99925	0.99272	0.90126	0.97163
Raymond School District	0.92711	1.00712	0.98384	0.97777	1.00009	0.89592	0.98384
Reardan-Edwall School District	0.92526	1.01328	0.93531	1.00240	0.99513	0.87138	0.93531
Renton School District	1.00160	0.98945	1.03044	1.01188	1.00478	1.03815	1.03044
Republic School District	0.90989	1.00383	0.95909	0.96766	0.99235	0.83282	0.95909
Richland School District	0.99670	1.00178	0.99573	0.99293	0.99521	0.98234	0.99573
Ridgefield School District	0.95718	1.00424	0.98609	0.99545	0.99480	0.93778	0.98609
Ritzville School District	0.91372	1.01369	0.93531	0.99419	0.99235	0.84926	0.93531
Riverside School District	0.94683	1.00589	0.97066	0.99609	0.99309	0.91256	0.97066
Riverview School District	0.96509	0.99397	1.03044	1.01188	0.99480	0.99618	1.03044
Rochester School District	0.95636	1.00054	0.97163	0.99925	0.99565	0.92342	0.97163
Roosevelt School District	0.85286	0.99726	0.96038	0.99040	1.05810	0.85900	0.96038
Rosalia School District	0.90006	1.00630	0.93531	1.00809	0.99235	0.84210	0.93531

Local Market Adjustment Index by District (17 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemploy	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Royal School District	0.94950	0.99767	0.95909	0.99293	1.02661	0.92580	0.95909
San Juan Island School District	0.93212	0.99685	0.95717	1.00809	0.99546	0.88968	0.95717
Satsop School District	0.87154	1.02643	0.95909	0.97587	0.99235	0.82528	0.95909
Seattle Public Schools	1.03021	0.98945	1.03044	1.01188	1.00187	1.06386	1.03044
Sedro-Woolley School District	0.97185	1.00301	0.95717	0.99419	0.99726	0.92347	0.95717
Selah School District	0.96692	1.00465	0.97099	0.98535	0.99655	0.92445	0.97099
Selkirk School District	0.90475	1.03013	0.95909	0.97524	0.99235	0.86155	0.95909
Sequim School District	0.96237	1.00178	0.95909	0.98661	0.99359	0.90344	0.95909
Shaw Island School District	1.00000	1.00000	1.00000	1.00000	1.00000	1.00000	1.00000
Shelton School District	0.97103	1.00999	0.95909	0.98661	1.00041	0.92714	0.95909
Shoreline School District	0.98923	1.00054	1.03044	1.01188	0.99779	1.02989	1.03044
Skamania School District	0.87738	1.02437	0.96038	0.98787	0.99235	0.84235	0.96038
Skykomish School District	0.86532	1.00301	1.03044	1.01188	0.99235	0.90300	1.03044
Snohomish School District	0.99147	1.00424	1.03044	1.00809	0.99469	1.02894	1.03044

Local Market Adjustment Index by District (18 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemply	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Snoqualmie Valley School District	0.98174	0.99561	1.03044	1.01188	0.99409	1.01377	1.03044
Soap Lake School District	0.91837	0.99479	0.95909	0.99293	1.00092	0.86611	0.95909
South Bend School District	0.92368	1.00301	0.98384	0.97777	1.00370	0.89200	0.98384
South Kitsap School District	0.99022	1.00917	0.99380	1.00177	0.99306	0.98803	0.99380
South Whidbey School District	0.94634	1.02478	0.95717	0.99925	0.99275	0.92028	0.95717
Southside School District	0.89888	0.99972	0.95909	0.98661	0.99311	0.83741	0.95909
Spokane School District	1.01711	1.00342	0.97066	0.99609	0.99623	0.98352	0.97066
Sprague School District	0.87481	0.99192	0.93531	1.00240	0.99235	0.79679	0.93531
St. John School District	0.89298	1.02848	0.93531	1.00809	0.99235	0.85721	0.93531
Stanwood-Camano School District	0.97279	1.00917	1.03044	1.00809	0.99389	1.01439	1.03044
Star School District No. 054	0.81340	0.95124	0.99573	0.98851	0.99235	0.74122	0.99573
Starbuck School District	0.85106	1.02273	0.93531	0.99545	0.99235	0.79690	0.93531
Stehekin School District	0.81340	1.10408	0.96327	1.00177	0.99235	0.87487	0.96327

Local Market Adjustment Index by District (19 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemploy	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Steilacoom Hist. School District	0.96348	0.99890	1.03044	0.99609	0.99418	0.98309	1.03044
Steptoe School District	0.85893	1.00547	0.93531	1.00809	0.99235	0.80015	0.93531
Stevenson- Carson School District	0.93639	1.00301	0.96038	0.98787	0.99439	0.88205	0.96038
Sultan School District	0.95423	1.00465	1.03044	1.00809	0.99788	0.99529	1.03044
Summit Valley School District	0.87676	0.98699	0.95909	0.98029	0.99235	0.79548	0.95909
Sumner School District	0.98872	0.99931	1.03044	0.99609	0.99492	1.00948	1.03044
Sunnyside School District	0.98177	0.99479	0.97099	0.98535	1.01579	0.94868	0.97099
Suquamish Tribal Education Department	1.00000	1.00000	1.00000	1.00000	1.00000	1.00000	1.00000
Tacoma School District	1.01651	1.00342	1.03044	0.99609	0.99970	1.04616	1.03044
Taholah School District	0.89826	0.99644	0.95909	0.97587	0.99235	0.82201	0.95909
Tahoma School District	0.98615	1.00342	1.03044	1.01188	0.99379	1.02568	1.03044
Tekoa School District	0.90052	1.01040	0.93531	1.00809	0.99235	0.84667	0.93531
Tenino School District	0.94204	0.99931	0.97163	0.99925	0.99290	0.90513	0.97163

Local Market Adjustment Index by District (20 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemply	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Thorp School District	0.88254	1.00260	0.95909	0.99798	0.99235	0.83456	0.95909
Toledo School District	0.93017	1.00753	0.96038	0.98282	0.99374	0.87463	0.96038
Tonasket School District	0.93945	0.99767	0.95909	0.99356	1.00490	0.89467	0.95909
Toppenish School District	0.97146	0.98986	0.97099	0.98535	1.01278	0.93043	0.97099
Touchet School District	0.90368	1.01944	0.99573	1.00114	0.99964	0.91964	0.99573
Toutle Lake School District	0.92611	1.01616	0.98384	0.98787	0.99235	0.90633	0.98384
Trout Lake School District	0.90194	1.00260	0.96038	0.99040	0.99235	0.84767	0.96038
Tukwila School District	0.96362	0.99068	1.03044	1.01188	1.02173	1.01836	1.03044
Tumwater School District	0.98018	1.00835	0.97163	0.99925	0.99343	0.95284	0.97163
Union Gap School District	0.92656	0.98740	0.97099	0.98535	1.01337	0.88366	0.97099
University Place School District	0.97779	1.00712	1.03044	0.99609	0.99572	1.00715	1.03044
Valley School District	0.92859	0.99109	0.95909	0.98029	0.99235	0.85141	0.95909
Vancouver School District	1.01123	0.99151	0.98609	0.99545	1.00191	0.98619	0.98609
Vashon Island School District	0.94794	1.00137	1.03044	1.01188	0.99429	0.98592	1.03044

Local Market Adjustment Index by District (21 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemploy	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
Wahkiakum School District	0.91848	1.01123	0.98384	0.97650	0.99498	0.88503	0.98384
Wahluke School District	0.95711	0.97836	0.95909	0.99293	1.03859	0.92609	0.95909
Waitsburg School District	0.90889	1.02766	0.99573	1.00114	0.99259	0.92601	0.99573
Walla Walla Public Schools	0.97976	1.00589	0.99573	1.00114	1.00212	0.98463	0.99573
Wapato School District	0.96557	0.98904	0.97099	0.98535	1.01564	0.92658	0.97099
Warden School District	0.93739	0.98452	0.95909	0.99293	1.01622	0.89016	0.95909
Washougal School District	0.96430	0.99890	0.98609	0.99545	0.99426	0.93901	0.98609
Washtucna School District	0.86583	1.00712	0.93531	0.99419	0.99417	0.79662	0.93531
Waterville School District	0.90639	1.00219	0.96327	0.99609	0.99767	0.86560	0.96327
Wellpinit School District	0.91707	0.99726	0.95909	0.98029	0.99235	0.84606	0.95909
Wenatchee School District	0.98583	1.00178	0.96327	1.00177	1.00908	0.96174	0.96327
West Valley School District (Spokane)	0.96908	1.00547	0.97066	0.99609	0.99432	0.93563	0.97066
West Valley School District (Yakima)	0.97513	1.00424	0.97099	0.98535	0.99800	0.93371	0.97099
White Pass School District	0.91757	1.00383	0.96038	0.98282	0.99235	0.85695	0.96038

Local Market Adjustment Index by District (22 of 22)

School District	Mkt_Enroll	Mkt_EdExp	MKT_ACS-CWI4	Mkt_Unemply	Mkt_Bilingual	Mkt_AllFactors	Mkt_Calc
White River School District	0.96756	1.00589	1.03044	0.99609	0.99411	0.99409	1.03044
White Salmon Valley School District	0.94362	1.00876	0.96038	0.99040	1.00284	0.90600	0.96038
Wilbur School District	0.90784	1.02068	0.93531	1.00240	0.99235	0.85857	0.93531
Willapa Valley School District	0.91185	1.01205	0.98384	0.97777	0.99345	0.87896	0.98384
Wilson Creek School District	0.89344	1.02561	0.95909	0.99293	0.99235	0.86342	0.95909
Winlock School District	0.92758	1.01164	0.96038	0.98282	1.00090	0.88332	0.96038
Wishkah Valley School District	0.89267	1.00219	0.95909	0.97587	0.99235	0.82216	0.95909
Wishram School District	0.87997	1.02807	0.96038	0.99040	0.99235	0.85116	0.96038
Woodland School District	0.95639	0.99767	0.98384	0.98787	0.99747	0.92324	0.98384
Yakima School District	1.00220	1.00013	0.97099	0.98535	1.01759	0.97625	0.97099
Yelm School District	0.97784	0.99356	0.97163	0.99925	0.99369	0.93597	0.97163
Zillah School District	0.94427	1.00958	0.97099	0.98535	1.00068	0.91086	0.97099