

Statewide Legislated Salary Changes

	% change over prior years	
	Classified Staff	SAM Certificated Instructional Staff
1983-84	0.0%	0.0%
1984-85	4.7	4.7
1985-86	0.0	0.0
1986-87	3.0	3.0
1987-88	2.7	2.7
1988-89	2.7	3.2
1989-90	4.0	4.0
1990-91	4.0	Estimated average 8.1 (SAM changes, 9.3% on base, 5.7% on max.)
1991-92	4.0	4.0
1992-93	3.0	3.0
1993-94	0.0	0.0
1994-95	0.0	0.0
1995-96	4.0	4.0
1996-97	0.0	0.0
1997-98	3.0	3.0
1998-99	0.0	0.0
1999-2000	3.0	Estimated average 6.4 (SAM changes, 12.1% on base, 6.8% on max., lowest increase was 4.7% All %'s include per diem pay for 3 LID*.)
2000-01	3.0	3.0
2001-02 (1 st yr, I-732 COLA)	3.7	3.7
2002-03	3.6	3.6 (less one LID = 3.03)

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2003-04	0.0%	Estimated average 0.4% (SAM changes; 3% on Steps 0 and 1; 2.5% on Step 2; 1.5% on Step 3; 1% on Step 4; 0.5% on Steps 5 & 6; no change for Steps 7 and above.)
2004-05	1.0%	Estimated average 0.4% (SAM changes; 3% on Steps 0 and 1; 2.5% on Step 2; 1.5% on Step 3; 1% on Step 4; 0.5% on Steps 5 & 6; no change for Steps 7 and above.)
2005-06	1.2%	1.2%
2006-07	3.3%	3.3% (2.8% for COLA and 0.5% for catch-up)
2007-08	3.7% for COLA. Up to 30.7% for salary equity, depending on the level of salary equity <i>funded</i> at the base allocation. As with all salary dollars, classified locals bargain their salary increase at the local level.	3.7% for COLA. Up to 4.3% total, which includes salary equity, depending on the level of salary equity <i>funded</i> at the base allocation.
2008-09	4.4% (3.9% for COLA + 0.5% to partially make up for lost COLA from 2003-05). Up to 5.8% total, which includes salary equity, depending on the level of salary equity <i>funded</i> at the base allocation. As with all salary dollars, classified locals bargain their salary increase at the local level.	4.4% (3.9% for COLA + 0.5% to partially make up for lost COLA from 2003-05). Up to 5.1% total, which includes salary equity, depending on the level of salary equity <i>funded</i> at the base allocation.

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2009-10	0%	-0.55% (loss of one LID*) (some locals were successful in bargaining the LID on a supplemental schedule)
2010-11	0%	-0.55% (loss of one LID*) (some locals were successful in bargaining the LID on a supplemental schedule)
2011-12	1.9% reduction (some locals were successful in bargaining maintenance of their current salary levels)	1.9% reduction (some locals were successful in bargaining the 1.9% on a supplemental schedule)
2012-13	0%	0%
2013-14	1.9%	1.9%
2014-15	0%	0%
2015-16	3%	3%
2016-17	1.8%	1.8%
2017-18	2.3%	2.3%
2018-19	McCleary: Average of \$46,784 per state-funded FTE + regionalization of 0 – 24% (total % varies by district)	McCleary: Average of \$65,216 per state-funded FTE + regionalization of 0 – 24% (total % varies by district)
2019-20	2.0% IPD** (instead of Seattle CPI)	2.0% IPD** (instead of Seattle CPI) + 4% experience factor for 56 districts (education/exp “snapshot” year of 2016-17)
2020-21	1.6%	1.6%
2021-22	2.0%	2.0%
2022-23	5.5% (forecasted IPD of 2.8% + adjustment of 2.7% to catch up to actual inflation)	5.5% (forecasted IPD of 2.8% + adjustment of 2.7% to catch up to actual inflation)
2023-24	3.7% + 2023 Leg Session	3.7% + 2023 Leg Session Salary Rebase of 0-

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	Salary Rebase of 0-18% (total % varies by district), which includes phasing down of regionalization for some districts, increases for others, and no changes for the remaining	18% (total % varies by district), which includes phasing down of regionalization for some districts, increases for others, and no changes for the remaining + 4% experience factor for 46 districts and phase-down for those that no longer qualify (education/exp “snapshot” year of 2021-22)
2024-25	3.7%	3.7%

*Learning Improvement Days

**IPD (Implicit Price Deflator) became the state inflationary factor, instead of Seattle CPI, starting in 2018-19.

State Allocation Model (SAM) established in 1987-88. Increases shown prior to 1987-88 were applied to LEAP Document (“derived base” tied to index grid.)

SAM removed starting in 2018-19. Funding is a set dollar amount + regionalization, if applicable.

Updated 7/12/2024