

*Legislative Conference*

LEAP Document 3

Date: December 10, 2018

Time: 08:24 hours

**Regionalization Factors for K-12 Compensation**

*\*Italics indicate experience adjustment*

<u>School District</u>	<u>Certificated Instructional Staff*</u>					<u>Certificated Administrative and Classified Staff</u>				
	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>
01 109 Washtucna	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
01 122 Benge	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
01 147 Othello	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
01 158 Lind	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
01 160 Ritzville	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
02 250 Clarkston	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
02 420 Asotin-Anatone	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
03 017 Kennewick	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
03 050 Paterson	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
03 052 Kiona-Benton City	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
03 053 Finley	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
03 116 Prosser	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
03 400 Richland	1.06	1.06	1.05	1.04	1.03	1.06	1.06	1.05	1.04	1.03
04 019 Manson	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
04 069 Stehekin	1.06	1.06	1.05	1.04	1.03	1.06	1.06	1.05	1.04	1.03
04 127 Entiat	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
04 129 Lake Chelan	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
04 222 Cashmere	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
04 228 Cascade	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
04 246 Wenatchee	1.06	1.06	1.05	1.04	1.03	1.06	1.06	1.05	1.04	1.03
05 121 Port Angeles	1.06	1.06	1.05	1.04	1.03	1.06	1.06	1.05	1.04	1.03
05 313 Crescent	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
05 323 Sequim	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06
05 401 Cape Flattery	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
05 402 Quillayute Valley	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
05 903 Quileute Tribal	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
06 037 Vancouver	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06
06 098 Hockinson	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06
06 101 Lacey	1.06	<i>1.10</i>	<i>1.10</i>	<i>1.10</i>	<i>1.10</i>	1.06	1.06	1.06	1.06	1.06
06 103 Green Mountain	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
06 112 Washougal	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06
06 114 Evergreen (Clark)	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06
06 117 Camas	1.12	1.12	1.11	1.10	1.09	1.12	1.12	1.11	1.10	1.09
06 119 Battle Ground	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06
06 122 Ridgefield	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06
07 002 Dayton	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00

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<b><u>School District</u></b>	<b><u>Certificated Instructional Staff*</u></b>					<b><u>Certificated Administrative and Classified Staff</u></b>				
	<b><u>2018-19</u></b>	<b><u>2019-20</u></b>	<b><u>2020-21</u></b>	<b><u>2021-22</u></b>	<b><u>2022-23</u></b>	<b><u>2018-19</u></b>	<b><u>2019-20</u></b>	<b><u>2020-21</u></b>	<b><u>2021-22</u></b>	<b><u>2022-23</u></b>
07 035 Starbuck	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
08 122 Longview	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
08 130 Toutle Lake	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
08 401 Castle Rock	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
08 402 Kalama	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
08 404 Woodland	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
08 458 Kelso	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
09 013 Orondo	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
09 075 Bridgeport	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
09 102 Palisades	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
09 206 Eastmont	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
09 207 Mansfield	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
09 209 Waterville	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
10 003 Keller	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
10 050 Curlew	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
10 065 Orient	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
10 070 Inchelium	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
10 309 Republic	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
11 001 Pasco	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
11 051 North Franklin	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
11 054 Star	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
11 056 Kahlotus	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
12 110 Pomeroy	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
13 073 Wahluke	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
13 144 Quincy	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
13 146 Warden	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
13 151 Coulee-Hartline	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
13 156 Soap Lake	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
13 160 Royal	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
13 161 Moses Lake	1.06	1.06	1.05	1.04	1.03	1.06	1.06	1.05	1.04	1.03
13 165 Ephrata	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
13 167 Wilson Creek	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
13 301 Grand Coulee Dam	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
14 005 Aberdeen	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
14 028 Hoquiam	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
14 064 North Beach	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00

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	<b><u>2018-19</u></b>	<b><u>2019-20</u></b>	<b><u>2020-21</u></b>	<b><u>2021-22</u></b>	<b><u>2022-23</u></b>	<b><u>2018-19</u></b>	<b><u>2019-20</u></b>	<b><u>2020-21</u></b>	<b><u>2021-22</u></b>	<b><u>2022-23</u></b>
14 065 McCleary	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
14 066 Montesano	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
14 068 Elma	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
14 077 Taholah	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
14 097 Lake Quinault	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
14 099 Cosmopolis	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
14 104 Satsop	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
14 117 Wishkah Valley	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
14 172 Ocosta	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
14 400 Oakville	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
15 201 Oak Harbor	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
15 204 Coupeville	1.12	<i>1.16</i>	<i>1.16</i>	<i>1.16</i>	<i>1.16</i>	1.12	1.12	1.12	1.12	1.12
15 206 South Whidbey	1.24	<i>1.28</i>	<i>1.26</i>	<i>1.24</i>	<i>1.22</i>	1.24	1.24	1.22	1.20	1.18
16 020 Queets-Clearwater	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
16 046 Brinnon	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
16 048 Quilcene	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06
16 049 Chimacum	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
16 050 Port Townsend	1.06	<i>1.10</i>	<i>1.10</i>	<i>1.10</i>	<i>1.10</i>	1.06	1.06	1.06	1.06	1.06
17 001 Seattle	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
17 210 Federal Way	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
17 216 Enumclaw	1.12	<i>1.16</i>	<i>1.16</i>	<i>1.16</i>	<i>1.16</i>	1.12	1.12	1.12	1.12	1.12
17 400 Mercer Island	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
17 401 Highline	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
17 402 Vashon Island	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
17 403 Renton	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
17 404 Skykomish	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
17 405 Bellevue	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
17 406 Tukwila	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
17 407 Riverview	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
17 408 Auburn	1.18	1.18	1.17	1.16	1.15	1.18	1.18	1.17	1.16	1.15
17 409 Tahoma	1.18	<i>1.22</i>	<i>1.22</i>	<i>1.22</i>	<i>1.22</i>	1.18	1.18	1.18	1.18	1.18
17 410 Snoqualmie Valley	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
17 411 Issaquah	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
17 412 Shoreline	1.24	1.24	1.22	1.20	1.18	1.24	1.24	1.22	1.20	1.18
17 414 Lake Washington	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
17 415 Kent	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18

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	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>
17 417 Northshore	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
17 902 Summit: Sierra	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
17 903 Muckleshoot	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
17 905 Summit: Atlas	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
17 906 Green Dot: Excel	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
17 908 Rainier Prep	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
17 910 Green Dot: Rainier Valley	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
17 911 Impact	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
18 100 Bremerton	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
18 303 Bainbridge	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
18 400 North Kitsap	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
18 401 Central Kitsap	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
18 402 South Kitsap	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
18 902 Suquamish	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
19 007 Damman	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
19 028 Easton	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
19 400 Thorp	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
19 401 Ellensburg	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
19 403 Kittitas	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
19 404 Cle Elum-Roslyn	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
20 094 Wishram	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
20 203 Bickleton	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
20 215 Centerville	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
20 400 Trout Lake	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
20 401 Glenwood	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
20 402 Klickitat	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
20 403 Roosevelt	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
20 404 Goldendale	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
20 405 White Salmon	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
20 406 Lyle	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
21 014 Napavine	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
21 036 Evaline	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
21 206 Mossyrock	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
21 214 Morton	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
21 226 Adna	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
21 232 Winlock	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00

Note: *Italicized* factors include an adjustment.

*Legislative Conference*

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Date: December 10, 2018

Time: 08:24 hours

**Regionalization Factors for K-12 Compensation**

*\*Italics indicate experience adjustment*

<b><u>School District</u></b>	<b><u>Certificated Instructional Staff*</u></b>					<b><u>Certificated Administrative and Classified Staff</u></b>				
	<b><u>2018-19</u></b>	<b><u>2019-20</u></b>	<b><u>2020-21</u></b>	<b><u>2021-22</u></b>	<b><u>2022-23</u></b>	<b><u>2018-19</u></b>	<b><u>2019-20</u></b>	<b><u>2020-21</u></b>	<b><u>2021-22</u></b>	<b><u>2022-23</u></b>
21 234 Boistfort	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
21 237 Toledo	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
21 300 Onalaska	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
21 301 Pe Ell	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
21 302 Chehalis	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
21 303 White Pass	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
21 401 Centralia	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
22 008 Sprague	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
22 009 Reardan	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
22 017 Almira	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
22 073 Creston	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
22 105 Odessa	1.06	<i>1.10</i>	<i>1.09</i>	<i>1.08</i>	<i>1.07</i>	1.06	1.06	1.05	1.04	1.03
22 200 Wilbur	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
22 204 Harrington	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
22 207 Davenport	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
23 042 Southside	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
23 054 Grapeview	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
23 309 Shelton	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
23 311 Mary M. Knight	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
23 402 Pioneer	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
23 403 North Mason	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06
23 404 Hood Canal	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
24 014 Nespelem	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
24 019 Omak	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
24 105 Okanogan	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
24 111 Brewster	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
24 122 Pateros	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
24 350 Methow Valley	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
24 404 Tonasket	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
24 410 Oroville	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
25 101 Ocean Beach	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
25 116 Raymond	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
25 118 South Bend	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
25 155 Naselle-Grays R.	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
25 160 Willapa Valley	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
25 200 North River	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00

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**Regionalization Factors for K-12 Compensation**

*\*Italics indicate experience adjustment*

<b><u>School District</u></b>	<b><u>Certificated Instructional Staff*</u></b>					<b><u>Certificated Administrative and Classified Staff</u></b>				
	<b><u>2018-19</u></b>	<b><u>2019-20</u></b>	<b><u>2020-21</u></b>	<b><u>2021-22</u></b>	<b><u>2022-23</u></b>	<b><u>2018-19</u></b>	<b><u>2019-20</u></b>	<b><u>2020-21</u></b>	<b><u>2021-22</u></b>	<b><u>2022-23</u></b>
26 056 Newport	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
26 059 Cusick	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
26 070 Selkirk	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
27 001 Steilacoom Hist.	1.06	1.06	1.05	1.04	1.03	1.06	1.06	1.05	1.04	1.03
27 003 Puyallup	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06
27 010 Tacoma	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
27 019 Carbonado	1.06	<i>1.10</i>	<i>1.10</i>	<i>1.10</i>	<i>1.10</i>	1.06	1.06	1.06	1.06	1.06
27 083 University Place	1.06	<i>1.10</i>	<i>1.10</i>	<i>1.10</i>	<i>1.10</i>	1.06	1.06	1.06	1.06	1.06
27 320 Sumner	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
27 343 Dieringer	1.12	<i>1.16</i>	<i>1.16</i>	<i>1.16</i>	<i>1.16</i>	1.12	1.12	1.12	1.12	1.12
27 344 Orting	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06
27 400 Clover Park	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06
27 401 Peninsula	1.12	<i>1.16</i>	<i>1.16</i>	<i>1.16</i>	<i>1.16</i>	1.12	1.12	1.12	1.12	1.12
27 402 Franklin Pierce	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06
27 403 Bethel	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
27 404 Eatonville	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
27 416 White River	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06
27 417 Fife	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
27 904 Green Dot: Destiny	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
27 905 Summit: Olympus	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
27 909 SOAR Academy	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
28 010 Shaw Island	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
28 137 Orcas Island	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
28 144 Lopez Island	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
28 149 San Juan Island	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
29 011 Concrete	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
29 100 Burlington-Edison	1.18	1.18	1.17	1.16	1.15	1.18	1.18	1.17	1.16	1.15
29 101 Sedro-Woolley	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
29 103 Anacortes	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
29 311 La Conner	1.12	<i>1.16</i>	<i>1.16</i>	<i>1.16</i>	<i>1.16</i>	1.12	1.12	1.12	1.12	1.12
29 317 Conway	1.12	<i>1.16</i>	<i>1.15</i>	<i>1.14</i>	<i>1.13</i>	1.12	1.12	1.11	1.10	1.09
29 320 Mt Vernon	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
30 002 Skamania	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
30 029 Mount Pleasant	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06
30 031 Mill A	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
30 303 Stevenson-Carson	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00

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<u>School District</u>	<u>Certificated Instructional Staff*</u>					<u>Certificated Administrative and Classified Staff</u>				
	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>
31 002 Everett	1.24	1.24	1.22	1.20	1.18	1.24	1.24	1.22	1.20	1.18
31 004 Lake Stevens	1.24	1.24	1.22	1.20	1.18	1.24	1.24	1.22	1.20	1.18
31 006 Mukilteo	1.24	1.24	1.22	1.20	1.18	1.24	1.24	1.22	1.20	1.18
31 015 Edmonds	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
31 016 Arlington	1.18	1.18	1.17	1.16	1.15	1.18	1.18	1.17	1.16	1.15
31 025 Marysville	1.18	1.18	1.17	1.16	1.15	1.18	1.18	1.17	1.16	1.15
31 063 Index	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
31 103 Monroe	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
31 201 Snohomish	1.24	1.24	1.22	1.20	1.18	1.24	1.24	1.22	1.20	1.18
31 306 Lakewood	1.18	1.18	1.17	1.16	1.15	1.18	1.18	1.17	1.16	1.15
31 311 Sultan	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
31 330 Darrington	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
31 332 Granite Falls	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
31 401 Stanwood-Camano	1.18	<i>1.22</i>	<i>1.21</i>	<i>1.20</i>	<i>1.19</i>	1.18	1.18	1.17	1.16	1.15
32 081 Spokane	1.06	1.06	1.05	1.04	1.03	1.06	1.06	1.05	1.04	1.03
32 123 Orchard Prairie	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
32 312 Great Northern	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
32 325 Nine Mile Falls	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
32 326 Medical Lake	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
32 354 Mead	1.06	1.06	1.05	1.04	1.03	1.06	1.06	1.05	1.04	1.03
32 356 Central Valley	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
32 358 Freeman	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
32 360 Cheney	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
32 361 East Valley (Spo)	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
32 362 Liberty	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
32 363 West Valley (Spo)	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
32 414 Deer Park	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
32 416 Riverside	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
32 901 Spokane International	1.06	1.06	1.05	1.04	1.03	1.06	1.06	1.05	1.04	1.03
32 907 PRIDE Prep	1.06	1.06	1.05	1.04	1.03	1.06	1.06	1.05	1.04	1.03
33 030 Onion Creek	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
33 036 Chewelah	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
33 049 Wellpinit	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
33 070 Valley	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
33 115 Colville	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
33 183 Loon Lake	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00

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<b><u>School District</u></b>	<b><u>Certificated Instructional Staff*</u></b>					<b><u>Certificated Administrative and Classified Staff</u></b>				
	<b><u>2018-19</u></b>	<b><u>2019-20</u></b>	<b><u>2020-21</u></b>	<b><u>2021-22</u></b>	<b><u>2022-23</u></b>	<b><u>2018-19</u></b>	<b><u>2019-20</u></b>	<b><u>2020-21</u></b>	<b><u>2021-22</u></b>	<b><u>2022-23</u></b>
33 202 Summit Valley	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
33 205 Evergreen (Ste)	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
33 206 Columbia (Ste)	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
33 207 Mary Walker	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
33 211 Northport	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
33 212 Kettle Falls	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
34 002 Yelm	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
34 003 North Thurston	1.06	1.06	1.05	1.04	1.03	1.06	1.06	1.05	1.04	1.03
34 033 Tumwater	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
34 111 Olympia	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
34 307 Rainier	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
34 324 Griffin	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
34 401 Rochester	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
34 402 Tenino	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
34 901 Wa He Lut Indian	1.06	1.06	1.05	1.04	1.03	1.06	1.06	1.05	1.04	1.03
35 200 Wahkiakum	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
36 101 Dixie	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
36 140 Walla Walla	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
36 250 College Place	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
36 300 Touchet	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
36 400 Columbia (Wal)	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
36 401 Waitsburg	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
36 402 Prescott	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
36 901 Willow	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
37 501 Bellingham	1.12	1.12	1.11	1.10	1.09	1.12	1.12	1.11	1.10	1.09
37 502 Ferndale	1.12	1.12	1.11	1.10	1.09	1.12	1.12	1.11	1.10	1.09
37 503 Blaine	1.12	<i>1.16</i>	<i>1.16</i>	<i>1.16</i>	<i>1.16</i>	1.12	1.12	1.12	1.12	1.12
37 504 Lynden	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06
37 505 Meridian	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06
37 506 Nooksack Valley	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06
37 507 Mount Baker	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12
37 903 Lummi	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06	1.06
38 126 Lacrosse	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
38 264 Lamont	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
38 265 Tekoa	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
38 267 Pullman	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00

Note: *Italicized* factors include an adjustment.



*Legislative Conference*

LEAP Document 3

Date: December 10, 2018

Time: 08:24 hours

**Regionalization Factors for K-12 Compensation**

*\*Italics indicate experience adjustment*

<b><u>School District</u></b>	<b><u>Certificated Instructional Staff*</u></b>					<b><u>Certificated Administrative and Classified Staff</u></b>				
	<b><u>2018-19</u></b>	<b><u>2019-20</u></b>	<b><u>2020-21</u></b>	<b><u>2021-22</u></b>	<b><u>2022-23</u></b>	<b><u>2018-19</u></b>	<b><u>2019-20</u></b>	<b><u>2020-21</u></b>	<b><u>2021-22</u></b>	<b><u>2022-23</u></b>
38 300 Colfax	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
38 301 Palouse	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
38 302 Garfield	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
38 304 Steptoe	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
38 306 Colton	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
38 308 Endicott	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
38 320 Rosalia	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
38 322 St. John	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
38 324 Oakesdale	1.00	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	<i>1.04</i>	1.00	1.00	1.00	1.00	1.00
39 002 Union Gap	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
39 003 Naches Valley	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
39 007 Yakima	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
39 090 East Valley (Yak)	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
39 119 Selah	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
39 120 Mabton	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
39 200 Grandview	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
39 201 Sunnyside	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
39 202 Toppenish	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
39 203 Highland	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
39 204 Granger	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
39 205 Zillah	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
39 207 Wapato	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
39 208 West Valley (Yak)	1.06	1.06	1.05	1.04	1.03	1.06	1.06	1.05	1.04	1.03
39 209 Mount Adams	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00

Note: *Italicized* factors include an adjustment.