

1. How much additional money is the SWSD getting from the state?

From budget year 2017-18 to budget year 2018-19 the district will have an increase of \$2,831,755.

2. What does the \$2,831,755 fund?

The entire amount has been earmarked for Salaries, Employee Benefits, Materials, Supplies and Operating Costs (MSOC) and an increase in the fund balance reserve.

\$1,718,292 will pay for salary cost increases beyond 2017-2018 budgeted amounts, including both 2017-2018 increases and projected 2018-2019 increases based upon current offers.

\$350,761 will pay for Materials, Supplies and Operating Costs (MSOC).

Any funds unallocated in 2018-19 will be reserved to help offset the additional **\$1,245,845** projected salary and employee benefit increases in 2019-20. This reserve is needed based on the modest revenue increases from 2019-20 to 2022-23 caused by a decrease in SW's regionalization funding. Revenue based on the current state allocation funding model shows a projected revenue increase between 2018-19 and 2019-20 of **\$128,252**. The revenue projections for the 3 following years are similar.

3. What is the state allocation for a certificated instructional staff in the SWSD?

The district will receive \$80,868 per funded certificated teacher for the 2018-19 school year.

4. What does the average certificated instructional staff make in the SWSD?

The average annual salary for South Whidbey teachers in the 2017-18 school was \$79,219.

5. What is the district offering for the 2018-19 school year?

The District's proposed average annual salary for the 2018-19 school year is **\$83,404**. The district's proposal includes a beginning salary of **\$52,655** and a top salary of **\$94,504** for 180 student days, 4 additional days and a technology stipend. This represents an overall average increase of **5.3%** in 2018-19.

In 2019-20, the beginning salary increases to **\$55,766** and the top salary to **\$105,725** under the district's proposal. This represents an average annual salary of **\$92,324** which is an increase of over **16.5%** over a two-year period.

6. How does the discrepancy between the state allocation and our current staffing costs impact the budget?

Communication from OSPI on August 22, 2018, highlighted the ambiguity of the 3.1% CAP. [Linked Here](#)

It also provided a table "Potential Risk Factors to Compensation Sustainability." OSPI's website shows how the SWSD teachers' pay in 2017-18 compares to other districts. [Linked Here](#).

7. Why isn't the district offering more?

We want to pay fair and competitive compensation to attract and retain quality staff. The District believes we have shown how we value our staff through repeated raises over the past several years making them well paid educators. We continue to have to manage the districts' resources in a fiscally responsible and sustainable manner. The South Whidbey School District values all of its employees and endeavors to provide the salaries and working conditions that compel people to want to work and remain in our district.

8. What is the change in use of local levy funding?

Local levies can now only be used for enrichment which is defined in SHB 6362, Section 209. [Linked Here](#)

Identified activities include extended school year, extended school days, reduction of class size, and professional development. OSPI has been called upon to define enrichment further. Local levies can also be used for underfunded programs such as transportation, special education, and food service. In past years, the district was able to use local dollars to defray all costs of staff salaries above the state allocation.

9. How is district funding impacted by local levy funding changes?

The state has placed a cap on the levy and South Whidbey is only allowed to collect \$2,500 per student fte. The district will receive 21% less in local levy funds beginning calendar year 2019. This means that the commitments we make now must be sustainable in the future.

10. How are other districts increasing their teachers' salaries by double digit percentages?

Every district's situation is different due to the new funding structure. Some district's salaries were below the state average salary and were allowed to increase salaries to get to the state average. Our district is above the state average ([Linked Here](#)), which creates long-term financial risk for the district as shown in the OSPI Risk Document ([Linked Here](#)).

11. Can you use the fund balance to settle contracts?

The fund balance is the district's savings account. If we use the savings account for salary increases, the district would not be able to sustain these commitments. The money would be gone, but the obligation to pay district expenses, including salaries, would continue. Unlike private individuals and some corporations, a school district cannot borrow money for operating costs. The district maintains a fund balance sufficient to cover the costs of less than 1 month's expenses in the event of an interruption of funding sources (eg. government shut down).

12. What is the status of current negotiations?

The District and SWEA teams have met 8 times, the most recent date being August 21. As of now our next meeting with the SWEA is scheduled on August 29th. The District has offered to meet again before that date and has suggested a mediator to help resolve the issues.

13. What percentage of the total district budget is spent on salaries?

The District spends roughly 85% of its total budget on salaries and benefits.

14. What raise did administrators receive for the 2018-19 school year?

All administrators received a 3.1% salary increase.

15. Will school start on time?

The District and Associations bargaining teams are working together to settle contracts. Because of the complexity of the funding structures and ambiguity of the new legislation, the situation is more complex than usual. All employee groups and the District are highly motivated to begin school on September 4.