

| 2013-14 School Year |  |               | LEVY SPENDING PRIORITIES                                   |  |   |  |                                    |  |   |   |  |  |   |  |                                   |                                  |   |
|---------------------|--|---------------|--|--|---|--|------------------------------------|--|---|---|--|--|---|--|-----------------------------------|----------------------------------|---|
|                     |  |               | WAGE ENHANCED  |  |   | LEVY PRIORITY  |                                    |  |   | PER STUDENT                               |  |  | BENEFITS  |  | LEAVE                             |                                  |   |
|                     |  |               | Item #1  | Score of possible 3  |   | Item #2  | Score of possible 7                |  |   | Item #3                                   | Score of possible 3                      |  | Item #4   | Score of possible 3                              | Item #5                           | Score of possible 4              |   |
| District            | 41-48 A<br>33-40 B<br>24-32 C<br>16-23 D<br>1-15 F | Overall grade | Average State-provided Salary (Statewide average \$52,996) | How much of a raise above the state salary is the unaccountable, levy-funded wage enhancement? | 0=30%+<br>1=20%+<br>2=10%+<br>3=under 10% | What portion of the district revenue came from local funds in 12-13? | Total cost of the wage enhancement | How much of the levy would it take to pay for the raise? | 0=40%+<br>1=35%+<br>2=30%+<br>3=25%+<br>4=20%+<br>5=15%+<br>6=10%+<br>7=under 10% | How many "Full Time Equivalent" students? | How much per student is used for raises? | 0=\$900+<br>1=600+<br>2=300<br>3=under 300 | Average State-provided benefits (average \$9,524) | How much is the levy-funded benefit enhancement? | 0=1,200+<br>1=600+<br>2=1+<br>3=0 | How many days of personal leave? | Combination of the number of days and cashout rate (per diem, substitute or none) |
| Vancouver           | 34   | B             | \$52,231   | 7%   | 3   | 20%  | \$4,501,018                        | 9%   | 7   | 22,072                                    | \$315                                    | 2  | \$9,475   | None   | 3                                 | 2                                | 3   |
| Wenatchee           | 32   | C+            | \$53,436   | 6%   | 3   | 15%  | \$1,284,381                        | 9%   | 7   | 7,656                                     | \$235                                    | 3  | \$9,209   | None   | 3                                 | 2                                | 3   |
| Central Valley      | 32   | C+            | \$54,266   | 6%   | 3   | 20%  | \$2,316,845                        | 8%   | 7   | 12,298                                    | \$219                                    | 3  | \$4,465   | ?  | 3                                 | 3                                | 1   |
| Sunnyside           | 31   | C+            | \$50,416   | 3%   | 3   | 3%   | \$496,233                          | 5%   | 7   | 6,433                                     | \$196                                    | 3  | \$9,217   | None   | 3                                 | 3                                | 1   |
| Olympia             | 31   | C+            | \$55,294   | 5%   | 3   | 24%  | \$1,310,053                        | 6%   | 7   | 8,798                                     | \$232                                    | 3  | \$9,201   | None   | 3                                 | 2                                | 2   |
| Spokane             | 31   | C+            | \$54,147   | 6%   | 3   | 21%  | \$5,709,332                        | 8%   | 7   | 28,684                                    | \$331                                    | 2  | \$9,709   | None   | 3                                 | 2                                | 1   |
| Yakima              | 31   | C+            | \$52,793   | 9%   | 3   | 8%   | \$3,724,339                        | 14%  | 6   | 15,557                                    | \$329                                    | 2  | \$10,216  | \$962  | 1                                 | 2                                | 2   |
| Peninsula           | 31   | C+            | \$55,091   | 11%  | 2   | 24%  | \$2,545,553                        | 12%  | 6   | 8,351                                     | \$374                                    | 2  | \$8,776   | None   | 3                                 | 3                                | 3   |
| Clover Park         | 31   | C+            | \$50,930   | 12%  | 2   | 16%  | \$4,221,810                        | 16%  | 5   | 11,853                                    | \$553                                    | 2  | \$9,113   | None   | 3                                 | 2                                | 2   |
| Franklin Pierce     | 30   | C             | \$49,549   | 12%  | 2   | 19%  | \$2,359,055                        | 13%  | 6   | 7,331                                     | \$476                                    | 2  | \$9,326   | None   | 3                                 | 2                                | 1   |
| Richland            | 29   | C             | \$53,258   | 7%   | 3   | 19%  | \$2,038,045                        | 9%   | 7   | 11,165                                    | \$256                                    | 3  | \$14,970  | ?  | 3                                 | 3                                | 1   |
| Tahoma              | 29   | C             | \$54,297   | 11%  | 2   | 22%  | \$2,137,016                        | 12%  | 6   | 7,289                                     | \$391                                    | 2  | \$9,245   | None   | 3                                 | 7                                | 3   |
| Kent                | 29   | C             | \$51,658   | 18%  | 2   | 23%  | \$12,712,353                       | 20%  | 4   | 26,127                                    | \$630                                    | 1  | \$11,408  | None   | 3                                 | 3                                | 1   |
| Battle Ground       | 28   | C             | \$53,260   | 7%   | 3   | 19%  | \$2,450,688                        | 9%   | 7   | 12,273                                    | \$251                                    | 3  | \$9,208   | None   | 3                                 | 3                                | 1   |
| North Thurston      | 28   | C             | \$53,202   | 11%  | 2   | 23%  | \$4,491,862                        | 14%  | 6   | 13,990                                    | \$449                                    | 2  | \$9,608   | None   | 3                                 | 2                                | 2   |
| Federal Way         | 28   | C             | \$50,701   | 12%  | 2   | 21%  | \$7,545,440                        | 15%  | 5   | 21,117                                    | \$461                                    | 2  | \$8,874   | \$708  | 1                                 | 0                                | 4   |
| Renton              | 28   | C             | \$50,039   | 13%  | 2   | 24%  | \$5,047,009                        | 15%  | 5   | 14,356                                    | \$584                                    | 2  | \$9,344   | None   | 3                                 | 3                                | 1   |
| Mead                | 27   | C             | \$55,773   | 7%   | 3   | 20%  | \$1,873,348                        | 8%   | 7   | 9,066                                     | \$244                                    | 3  | \$9,280   | \$600  | 1                                 | 5                                | 0   |
| South Kitsap        | 27   | C             | \$55,247   | 9%   | 3   | 21%  | \$2,180,446                        | 10%  | 6   | 8,889                                     | \$303                                    | 2  | \$8,805   | None   | 3                                 | 2                                | 2   |
| Moses Lake          | 27   | C             | \$53,782   | 9%   | 3   | 17%  | \$1,913,203                        | 11%  | 6   | 7,813                                     | \$363                                    | 2  | \$10,198  | \$876  | 1                                 | 2                                | 2   |
| Kennewick           | 26   | C             | \$53,103   | 7%   | 3   | 14%  | \$3,068,530                        | 10%  | 7   | 16,559                                    | \$328                                    | 2  | \$9,710   | \$469  | 2                                 | 3                                | 0   |
| Longview            | 26   | C             | \$52,742   | 9%   | 3   | 23%  | \$1,646,706                        | 10%  | 6   | 6,421                                     | \$311                                    | 2  | \$9,276   | \$0  | 3                                 | 3                                | 1   |
| Bellevue            | 26   | C             | \$50,464   | 20%  | 1   | 25%  | \$9,834,120                        | 22%  | 4   | 17,966                                    | \$956                                    | 0  | \$9,598   | \$1,021  | 1                                 | 3                                | 2   |
| Tacoma              | 26   | C             | \$52,281   | 21%  | 1   | 26%  | \$17,067,500                       | 19%  | 5   | 27,866                                    | \$747                                    | 1  | \$9,163   | None   | 3                                 | 2                                | 3   |

# FREEDOM FOUNDATION GRADING THE TEACHERS' UNION CONTRACTS

See the evaluation methodology at

[https://www.myfreedomfoundation.com/sites/default/files/documents/GradingTeachersUnionContracts2015Values\\_0.pdf](https://www.myfreedomfoundation.com/sites/default/files/documents/GradingTeachersUnionContracts2015Values_0.pdf)

| 2013-14 School Year |  |               | LEVY SPENDING PRIORITIES                                   |  |   |  |                                    |  |   |   |  |  |   |   |                                   |                                  |   |
|---------------------|--|---------------|--|--|---|--|------------------------------------|--|---|---|--|--|---|---|-----------------------------------|----------------------------------|---|
|                     |  |               | WAGE ENHANCED  |  |   | LEVY PRIORITY  |                                    |  |   | PER STUDENT                               |  |  | BENEFITS  |   |                                   | LEAVE                            |   |
|                     |  |               | Item #1  | Score of possible 3  |   | Item #2  | Score of possible 7                |  | Item #3   | Score of possible 3                       |  | Item #4                                    | Score of possible 3                               | Item #5   | Score of possible 4               |                                  |   |
| District            | 41-48 A<br>33-40 B<br>24-32 C<br>16-23 D<br>1-15 F | Overall grade | Average State-provided Salary (Statewide average \$52,996) | How much of a raise above the state salary is the unaccountable, levy-funded wage enhancement? | 0=30%+<br>1=20%+<br>2=10%+<br>3=under 10% | What portion of the district revenue came from local funds in 12-13? | Total cost of the wage enhancement | How much of the levy would it take to pay for the raise? | 0=40%+<br>1=35%+<br>2=30%+<br>3=25%+<br>4=20%+<br>5=15%+<br>6=10%+<br>7=under 10% | How many "Full Time Equivalent" students? | How much per student is used for raises? | 0=\$900+<br>1=600+<br>2=300<br>3=under 300 | Average State-provided benefits (average \$9,524) | How much is the levy-funded benefit enhance-ment? | 0=1,200+<br>1=600+<br>2=1+<br>3=0 | How many days of personal leave? | Combination of the number of days and cashout rate (per diem, substitute or none) |
| Pasco               | 25   | C-            | \$50,353   | 8%   | 3   | 13%  | \$3,294,823                        | 10%  | 6   | 15,968                                    | \$300                                    | 2  | \$9,882   | \$752   | 1                                 | 3                                | 0   |
| Bethel              | 25   | C-            | \$52,644   | 14%  | 2   | 19%  | \$6,440,488                        | 17%  | 5   | 17,483                                    | \$419                                    | 2  | \$9,804   | \$423   | 2                                 | 1                                | 1   |
| Evergreen (Clark)   | 25   | C-            | \$52,797   | 15%  | 2   | 17%  | \$11,289,197                       | 20%  | 4   | 26,060                                    | \$534                                    | 2  | \$9,256   | None  | 3                                 | 4                                | 1   |
| Bellingham          | 25   | C-            | \$53,851   | 21%  | 1   | 26%  | \$6,212,762                        | 23%  | 4   | 10,394                                    | \$689                                    | 1  | \$9,676   | \$360   | 2                                 | 2                                | 3   |
| Central Kitsap      | 24   | C-            | \$55,301   | 8%   | 3   | 18%  | \$2,640,379                        | 10%  | 6   | 10,368                                    | \$351                                    | 2  | \$9,748   | \$8   | 2                                 | 4                                | 1   |
| Puyallup            | 24   | C-            | \$55,850   | 10%  | 2   | 23%  | \$5,604,694                        | 11%  | 6   | 20,631                                    | \$352                                    | 2  | \$6,858   | None  | 3                                 | 4                                | 0   |
| Highline            | 24   | C-            | \$49,943   | 15%  | 2   | 23%  | \$7,326,318                        | 17%  | 5   | 18,388                                    | \$500                                    | 2  | \$8,588   | \$247   | 2                                 | 4                                | 3   |
| Shoreline           | 24   | C-            | \$53,245   | 17%  | 2   | 26%  | \$4,033,584                        | 18%  | 5   | 8,461                                     | \$616                                    | 1  | \$9,655   | \$348   | 2                                 | 3                                | 1   |
| Lake Washington     | 23   | D+            | \$50,316   | 14%  | 2   | 23%  | \$9,337,333                        | 18%  | 5   | 24,872                                    | \$607                                    | 1  | \$10,253  | None  | 3                                 | 3                                | 1   |
| Issaquah            | 23   | D+            | \$50,655   | 14%  | 2   | 22%  | \$6,465,772                        | 18%  | 5   | 17,462                                    | \$495                                    | 2  | \$9,304   | None  | 3                                 | 2                                | 2   |
| Northshore          | 23   | D+            | \$55,559   | 19%  | 2   | 24%  | \$10,512,789                       | 23%  | 4   | 19,276                                    | \$709                                    | 1  | \$9,621   | None  | 3                                 | 2                                | 2   |
| Sumner              | 22   | D+            | \$53,388   | 14%  | 2   | 22%  | \$3,130,247                        | 16%  | 5   | 8,188                                     | \$428                                    | 2  | \$9,309   | None  | 3                                 | 3                                | 1   |
| Edmonds             | 22   | D+            | \$53,658   | 17%  | 2   | 24%  | \$9,225,576                        | 20%  | 5   | 19,268                                    | \$584                                    | 2  | \$10,283  | \$548   | 2                                 | 4                                | 1   |
| Seattle             | 22   | D+            | \$51,135   | 25%  | 1   | 28%  | \$36,199,944                       | 25%  | 3   | 48,586                                    | \$935                                    | 0  | \$9,850   | None  | 3                                 | 2                                | 3   |
| Auburn              | 17   | D-            | \$53,509   | 19%  | 2   | 22%  | \$7,973,338                        | 23%  | 4   | 14,509                                    | \$666                                    | 1  | \$8,002   | \$839   | 1                                 | 2                                | 1   |
| Marysville          | 14   | F             | \$55,643   | 29%  | 1   | 20%  | \$8,949,439                        | 35%  | 2   | 10,764                                    | \$927                                    | 0  | \$10,103  | \$900   | 1                                 | 2                                | 2   |
| Lake Stevens        | 14   | F             | \$53,057   | 29%  | 1   | 18%  | \$5,749,485                        | 37%  | 1   | 7,738                                     | \$799                                    | 1  | \$10,503  | \$480   | 2                                 | 3                                | 1   |
| Monroe              | 12   | F             | \$52,909   | 32%  | 0   | 23%  | \$5,093,682                        | 31%  | 2   | 6,711                                     | \$781                                    | 1  | \$9,485   | \$240   | 2                                 | 4                                | 1   |
| Snohomish           | 12   | F             | \$53,974   | 32%  | 0   | 22%  | \$7,592,835                        | 34%  | 2   | 9,562                                     | \$831                                    | 1  | \$10,357  | \$1,140   | 1                                 | 2                                | 2   |
| Mukilteo            | 12   | F             | \$54,159   | 36%  | 0   | 25%  | \$14,855,386                       | 43%  | 0   | 14,607                                    | \$1,086                                  | 0  | \$10,123  | \$922   | 1                                 | 2                                | 2   |
| Everett             | 12   | F             | \$57,363   | 37%  | 0   | 23%  | \$19,097,031                       | 44%  | 0   | 18,058                                    | \$1,117                                  | 0  | \$9,203   | \$360   | 2                                 | 3                                | 1   |

| 2013-14 School Year |  |               | FINANCIAL RESPONSIBILITY                         |   |   |   |   |   | STUDENT-FOCUSED CALENDAR                             |                                      |   |   |  |  |                                  |  |
|---------------------|--|---------------|--|---|---|---|---|---|--|--------------------------------------|---|---|--|--|----------------------------------|--|
|                     |  |               | EXPECTATIONS                                     |   | ESCALATING WAGE/BENEFITS                |   |   |   | SHORT YEAR   |                                      | SHORT DAYS  |   | EMPLOYEE WORK  |  | SUBSTITUTES                      |  |
|                     |  |               | Item #6  | Score of possible 3                       | Item #7                                 | Score of possible 2   | Item #8   | Score of possible 1                                       | Item #9  | Score of possible 2                  | Item #10  | Score of possible 2   | Item #11   | Score of possible 3  | Item #12                         | Score of possible 2                          |
| District            | 41-48 A<br>33-40 B<br>24-32 C<br>16-23 D<br>1-15 F | Overall grade | What portion of any extra wage is unaccountable? | 0=90%+<br>1=70%+<br>2=50%+<br>3=under 50% | Does the extra wage increase each year? | The extra wage:<br>0=escalates<br>1=stays same<br>2=requires increased services | Does the extra health benefit increase each year? | The extra health benefits:<br>0=escalates<br>1=stays same | Sought to shorten the student year by how many days? | 0=3+ days<br>1=1or2 days<br>2=0 days | How many days are shortened by more than 1 hr? (est.) | Partial school days while enhancing wage: 0=36+<br>1=18+ 2=17 or less | How many days do teachers show up to work? (est.)<br><br>Hours per elementary teacher work day | Teacher Workdays:<br>0=181,<br>1=182,<br>2=183 184,<br>3=185 | How many days of personal leave? | 0=4+<br>1=2 to 3<br>2=0 to 1 or if from sick |
| Vancouver           | 34   | B             | 66%  | 2   | Y                                       | 0   | N   | 1   | 0  | 2                                    | 5   | 2   | 7.5  | 182  | 1                                | 2  |
| Wenatchee           | 32   | C+            | 71%  | 1   | Y                                       | 0   | N   | 1   | 0  | 2                                    | 8   | 2   | 7.5  | 182  | 1                                | 1  |
| Central Valley      | 32   | C+            | 85%  | 1   | N                                       | 1   | N   | 1   | 0  | 2                                    | 13  | 2   | 7.5  | 181  | 1                                | 3  |
| Sunnyside           | 31   | C+            | 42%  | 3   | N                                       | 1   | N   | 1   | 7  | 0                                    | ?   | 2   | 7.5  | 182  | 1                                | 3  |
| Olympia             | 31   | C+            | 62%  | 2   | N                                       | 1   | N   | 1   | 3  | 0                                    | 12  | 2   | 7.4  | 181  | 1                                | 2  |
| Spokane             | 31   | C+            | 59%  | 2   | Y                                       | 0   | N   | 1   | 0  | 2                                    | 10  | 2   | 6.5  | 182  | 1                                | 2  |
| Yakima              | 31   | C+            | 74%  | 1   | Y                                       | 2   | N   | 1   | 0  | 2                                    | 11  | 2   | 7.5  | 181  | 1                                | 2  |
| Peninsula           | 31   | C+            | 79%  | 1   | Y                                       | 0   | N   | 1   | 0  | 2                                    | 40  | 0   | 7.5  | 184  | 2                                | 3  |
| Clover Park         | 31   | C+            | 68%  | 2   | Y                                       | 0   | N   | 1   | 0  | 2                                    | 17  | 2   | 7.5  | 184  | 2                                | 2  |
| Franklin Pierce     | 30   | C             | 73%  | 1   | Y                                       | 0   | N   | 1   | 0  | 2                                    | 38  | 0   | 7.5  | 184  | 2                                | 2  |
| Richland            | 29   | C             | 72%  | 1   | Y                                       | 0   | N   | 1   | 0  | 2                                    | 12  | 2   | 7.5  | 181  | 1                                | 3  |
| Tahoma              | 29   | C             | 74%  | 1   | Y?                                      | 0   | N   | 1   | 3  | 0                                    | 39  | 0   | 7.0  | 181  | 1                                | 7  |
| Kent                | 29   | C             | 80%  | 1   | Y                                       | 0   | N   | 1   | 0  | 2                                    | 11  | 2   | 7.5  | 187  | 3                                | 3  |
| Battle Ground       | 28   | C             | 80%  | 1   | N                                       | 1   | N   | 1   | 5  | 0                                    | 27  | 1   | 7.5  | 183  | 2                                | 3  |
| North Thurston      | 28   | C             | 72%  | 1   | Y                                       | 0   | N   | 1   | 0  | 2                                    | 24  | 1   | 7.5  | 182  | 1                                | 2  |
| Federal Way         | 28   | C             | 82%  | 1   | Y?                                      | 0   | N   | 1   | 7  | 0                                    | 2   | 2   | 7.5  | 183  | 2                                | 0  |
| Renton              | 28   | C             | 64%  | 2   | Y                                       | 0   | N   | 1   | 0  | 2                                    | 33  | 1   | 7.0  | 183  | 2                                | 3  |
| Mead                | 27   | C             | 81%  | 1   | N                                       | 1   | N   | 1   | 0  | 2                                    | ?   | 2   | 7.5  | 181  | 1                                | 5  |
| South Kitsap        | 27   | C             | 78%  | 1   | Y                                       | 0   | N   | 1   | 0  | 2                                    | 8   | 2   | 7.5  | 184  | 2                                | 2  |
| Moses Lake          | 27   | C             | 67%  | 2   | Y                                       | 0   | N   | 1   | 0  | 2                                    | 5   | 2   | 7.5  | 183  | 2                                | 2  |
| Kennewick           | 26   | C             | 57%  | 2   | Y                                       | 0   | N   | 1   | 0  | 2                                    | 47?   | 0   | 7.5  | 189  | 3                                | 3  |
| Longview            | 26   | C             | 83%  | 1   | N                                       | 1   | N   | 1   | 3  | 0                                    | ?   | 2   | 7.5  | 181  | 1                                | 3  |
| Bellevue            | 26   | C             | 62%  | 2   | Y                                       | 0   | N   | 1   | 0  | 2                                    | 29  | 1   | 8.0  | 185  | 3                                | 3  |
| Tacoma              | 26   | C             | 82%  | 1   | Y                                       | 0   | N   | 1   | 2  | 1                                    | 6   | 2   | 7.5  | 182  | 1                                | 2  |

| 2013-14 School Year |  |               | FINANCIAL RESPONSIBILITY                         |   |   |   |   |   | STUDENT-FOCUSED CALENDAR                             |                                      |   |   |  |  |                                  |  |
|---------------------|--|---------------|--|---|---|---|---|---|--|--------------------------------------|---|---|--|--|----------------------------------|--|
|                     |  |               | EXPECTATIONS                                     |   | ESCALATING WAGE/BENEFITS                |   |   |   | SHORT YEAR   |                                      | SHORT DAYS  |   | EMPLOYEE WORK  |  | SUBSTITUTES                      |  |
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| Pasco               | 25   | C-            | 73%  | 1   | Y                                       | 1   | N   | 1   | 0  | 2                                    | 42  | 0   | 7.5 184  | 2  | 3                                | 1  |
| Bethel              | 25   | C-            | 89%  | 1   | Y                                       | 0   | N   | 1   | 2  | 1                                    | 13  | 2   | 7.5 181  | 1  | 1                                | 0  |
| Evergreen (Clark)   | 25   | C-            | 82%  | 1   | Y                                       | 0   | N   | 1   | 0  | 2                                    | 48  | 0   | 7.5 184  | 3  | 4                                | 0  |
| Bellingham          | 25   | C-            | 86%  | 1   | Y                                       | 0   | Y   | 0   | 0  | 2                                    | 42  | 0   | 7.5 185  | 3  | 2                                | 1  |
| Central Kitsap      | 24   | C-            | 70%  | 1   | N                                       | 1   | N   | 1   | 0  | 2                                    | 42  | 0   | 7.5 183  | 2  | 4                                | 0  |
| Puyallup            | 24   | C-            | 75%  | 1   | Y                                       | 0   | N   | 1   | 2  | 1                                    | 13  | 2   | 7.5 186  | 3  | 4                                | 0  |
| Highline            | 24   | C-            | 85%  | 1   | Y                                       | 0   | N   | 1   | 4  | 0                                    | 32  | 1   | 7.5 184  | 3  | 4                                | 0  |
| Shoreline           | 24   | C-            | 78%  | 1   | Y?                                      | 0   | N   | 1   | 5  | 0                                    | ?   | 2   | 8.0 188  | 3  | 3                                | 1  |
| Lake Washington     | 23   | D+            | 66%  | 2   | N                                       | 1   | N   | 1   | 0  | 2                                    | 45  | 0   | 7.0 188  | 3  | 3                                | 1  |
| Issaquah            | 23   | D+            | 79%  | 1   | Y                                       | 0   | N   | 1   | 2  | 1                                    | 44  | 0   | 7.5 184  | 2  | 2                                | 1  |
| Northshore          | 23   | D+            | 77%  | 1   | Y                                       | 0   | N   | 1   | 5  | 0                                    | 37  | 0   | 7.4 185  | 3  | 2                                | 1  |
| Sumner              | 22   | D+            | 89%  | 1   | Y                                       | 1   | N   | 1   | 3  | 0                                    | 43  | 0   | 7.3 183  | 2  | 3                                | 1  |
| Edmonds             | 22   | D+            | 82%  | 1   | Y?                                      | 0   | Y   | 0   | 5  | 0                                    | 9   | 2   | 7.5 187  | 3  | 4                                | 0  |
| Seattle             | 22   | D+            | 89%  | 1   | Y                                       | 0   | N   | 1   | 3  | 0                                    | 5   | 2   | 7.0 183  | 2  | 2                                | 1  |
| Auburn              | 17   | D-            | 82%  | 1   | Y                                       | 0   | Y   | 0   | 3  | 0                                    | 5   | 2   | 7.5 181  | 1  | 2                                | 1  |
| Marysville          | 14   | F             | 96%  | 0   | Y                                       | 0   | N   | 1   | 0  | 2                                    | 39  | 0   | 7.0 182  | 1  | 2                                | 1  |
| Lake Stevens        | 14   | F             | 95%  | 0   | Y                                       | 0   | N   | 1   | 0  | 2                                    | 36  | 0   | 7.5 182  | 1  | 3                                | 1  |
| Monroe              | 12   | F             | 98%  | 0   | Y                                       | 0   | Y   | 0   | 4  | 0                                    | 3   | 2   | 7.5 181  | 1  | 4                                | 0  |
| Snohomish           | 12   | F             | 95%  | 0   | N                                       | 1   | N   | 1   | 4  | 0                                    | 37  | 0   | 7.5 183  | 2  | 2                                | 1  |
| Mukilteo            | 12   | F             | 96%  | 0   | Y                                       | 0   | Y   | 0   | 2  | 1                                    | 21  | 1   | 7.8 183  | 2  | 2                                | 1  |
| Everett             | 12   | F             | 100%   | 0   | Y                                       | 0   | ?   | 1   | 0  | 2                                    | 39  | 0   | 7.5 185  | 3  | 3                                | 1  |



| 2013-14 School Year |    |    | CLASS SIZE  |  |   | WAGE FAIRNESS  |  |                                     |   |                                      |                     |  | CHOICE  |  | STRIKES  |                     |
|---------------------|----|----|---|--|---|--|--|-------------------------------------|---|--------------------------------------|---------------------|--|---|--|--|---------------------|
|                     |    |    |   |  |   | WAGE EQUITY  |  |                                     | AGE BONUS                                       |                                      | INEQUITY            |  | BENEFITS  | UNION  |  |                     |
|                     |    |    | District  | 41-48 A<br>33-40 B<br>24-32 C<br>16-23 D<br>1-15 F   | Overall grade   | Item #13   | Score of possible 4                          | Item #14                            | Score of possible 2                             | Item #15                             | Score of possible 1 | Item #16                                 | Score of possible 1   | Score of possible 1  | Score of possible 2  | Score of possible 2 |
|                     |    |    | Is pay for teacher a remedy for a large class size? | 0=over \$1.8k per student<br>1=up to \$1.8k<br>2=district choice over \$1.8k<br>3=district choice under \$1.8k<br>4=no pay | Does the district adjust base salary to benefit senior employees? | Is the wage bonus more generous to senior employees? | 0=Regress-ive<br>1=Neutral<br>2=Progress-ive | Longevity bonus for 25 year teacher | Longevity financially rewarded<br>0=yes<br>1=no | Highest Base Contract Formula Salary | Lowest salary       | Pay double for same work?<br>0=yes, 1=no | Item #17<br>Forced benefits<br>0=lots of mandatory;<br>1=only health & dental mandatory | Item #18<br>Union Security Clause<br>0= forced fee,<br>1=some forced<br>2= none forced | Item #19<br>Are strikes allowed?<br>-1 provided for<br>0=allowed<br>1=opposed<br>2=opposed with consequences |                     |
| Vancouver           | 34 | B  | 19.1  | N  | 3   | N  | N  | 2                                   | \$0   | 0                                    | \$39,859            | \$71,536                                 | 1   | 1  | 0  | 0                   |
| Wenatchee           | 32 | C+ | 17.5  | Y  | 1   | N  | N  | 1                                   | \$0   | 1                                    | \$36,696            | \$69,165                                 | 1   | 0  | 1  | 0                   |
| Central Valley      | 32 | C+ | 17.6  | Y  | 3   | ?  | N  | 1                                   | \$850   | 0                                    | \$36,507            | \$69,659                                 | 1   | 0  | 0  | 1                   |
| Sunnyside           | 31 | C+ | 18.1  | Y  | 2   | N  | N  | 1                                   | \$357   | 0                                    | \$36,318            | \$68,809                                 | 1   | 0  | 0  | 1                   |
| Olympia             | 31 | C+ | 18.5  | Y  | 1   | N  | N  | 1                                   | \$357   | 0                                    | \$36,885            | \$69,878                                 | 1   | 0  | 1  | 1                   |
| Spokane             | 31 | C+ | 17.0  | Y  | 3   | N  | N  | 1                                   | \$2,412   | 0                                    | \$37,656            | \$73,387                                 | 1   | 0  | 1  | 0                   |
| Yakima              | 31 | C+ | 19.0  | Y  | 1   | N  | N  | 1                                   | \$0   | 1                                    | \$38,032            | \$71,682                                 | 1   | 1  | 0  | 1                   |
| Peninsula           | 31 | C+ | 19.0  | N  | 4   | N  | N  | 1                                   | \$1,050   | 0                                    | \$38,588            | \$73,780                                 | 1   | 0  | 1  | 1                   |
| Clover Park         | 31 | C+ | 17.2  | Y  | 3   | N  | N  | 1                                   | \$0   | 1                                    | \$40,196            | \$75,761                                 | 1   | 0  | 0  | 1                   |
| Franklin Pierce     | 30 | C  | 17.7  | N  | 4   | N  | N  | 2                                   | \$1,450   | 0                                    | \$40,319            | \$75,857                                 | 1   | 0  | 0  | 2                   |
| Richland            | 29 | C  | 20.3  | Y  | 1   | N  | N  | 1                                   | \$1,000   | 0                                    | \$37,367            | \$71,430                                 | 1   | 0  | 0  | 1                   |
| Tahoma              | 29 | C  | 20.2  | Y  | 3   | N  | N  | 1                                   | \$0   | 1                                    | \$39,293            | \$73,763                                 | 1   | 0  | 1  | 1                   |
| Kent                | 29 | C  | 18.4  | N  | 4   | N  | N  | 1                                   | \$3,000   | 0                                    | \$41,912            | \$80,826                                 | 1   | 0  | 1  | 1                   |
| Battle Ground       | 28 | C  | 17.8  | Y  | 1   | N  | N  | 1                                   | \$357   | 1                                    | \$36,885            | \$69,878                                 | 1   | 0  | 0  | 0                   |
| North Thurston      | 28 | C  | 18.6  | N  | 3   | N  | N  | 1                                   | \$642   | 0                                    | \$39,418            | \$74,936                                 | 1   | 0  | 0  | 1                   |
| Federal Way         | 28 | C  | 17.6  | Y  | 3   | Y  | N  | 1                                   | \$1,283   | 0                                    | \$39,233            | \$75,230                                 | 1   | 0  | 1  | 0                   |
| Renton              | 28 | C  | 18.2  | Y  | 3   | N  | N  | 1                                   | \$642   | 0                                    | \$40,817            | \$77,574                                 | 1   | 0  | 0  | 1                   |
| Mead                | 27 | C  | 19.5  | N  | 4   | N  | N  | 1                                   | \$825   | 0                                    | \$37,074            | \$70,703                                 | 1   | 0  | 0  | -1                  |
| South Kitsap        | 27 | C  | 19.6  | Y  | 0   | N  | N  | 1                                   | \$0   | 1                                    | \$37,831            | \$71,304                                 | 1   | 0  | 0  | -1                  |
| Moses Lake          | 27 | C  | 19.5  | Y  | 0   | N  | N  | 1                                   | \$963   | 0                                    | \$38,800            | \$74,061                                 | 1   | 0  | 1  | 0                   |
| Kennewick           | 26 | C  | 19.9  | Y  | 1   | N  | N  | 1                                   | \$0   | 0                                    | \$38,209            | \$72,017                                 | 1   | 0  | 0  | 0                   |
| Longview            | 26 | C  | 18.1  | Y  | 1   | N  | N  | 1                                   | \$0   | 1                                    | \$37,657            | \$70,976                                 | 1   | 0  | 0  | 0                   |
| Bellevue            | 26 | C  | 18.2  | N  | 4   | Y  | Y  | 0                                   | \$0   | 1                                    | \$44,939            | \$83,254                                 | 1   | 0  | 1  | 1                   |
| Tacoma              | 26 | C  | 17.5  | N  | 4   | Y  | ?  | 0                                   | \$2,994   | 0                                    | \$40,906            | \$79,790                                 | 1   | 1  | 0  | 0                   |

# FREEDOM FOUNDATION GRADING THE TEACHERS' UNION CONTRACTS

See the evaluation methodology at [https://www.myfreedomfoundation.com/sites/default/files/documents/GradingTeachersUnionContracts2015Values\\_0.pdf](https://www.myfreedomfoundation.com/sites/default/files/documents/GradingTeachersUnionContracts2015Values_0.pdf)

| 2013-14 School Year |    |    | CLASS SIZE |  |               | WAGE FAIRNESS   |   |   |   |   |  |   | CHOICE  |   | STRIKES  |  |
|---------------------|----|----|------------|--|---------------|---|---|---|---|---|--|---|---|---|--|--|
|                     |    |    |            |  |               | WAGE EQUITY   |   |   | AGE BONUS   |   | INEQUITY   |   | BENEFITS  | UNION   |  |  |
|                     |    |    | District   | 41-48 A<br>33-40 B<br>24-32 C<br>16-23 D<br>1-15 F | Overall grade | Item #13<br><br>Is pay for teacher a remedy for a large class size?<br><br>Students per Teacher | Score of possible 4<br><br>0=over \$1.8k per student<br>1=up to \$1.8k<br>2=district choice over \$1.8k<br>3=district choice under \$1.8k<br>4=no pay | Item #14<br><br>Does the district adjust base salary to benefit senior employees?<br><br>Is the wage bonus more generous to senior employees? | Score of possible 2<br><br>0=Regress-ive<br>1=Neutral<br>2=Progress-ive | Item #15<br><br>Longevity bonus for 25 year teacher | Score of possible 1<br><br>Longevity financially rewarded<br>0=yes<br>1=no | Item #16<br><br>Highest Base Contract Formula Salary<br><br>Lowest salary | Score of possible 1<br><br>Pay double for same work?<br>0=yes, 1=no | Item #17<br>Forced benefits<br>0=lots of mandatory;<br>1=only health & dental mandatory | Item #18<br>Union Security Clause<br>0= forced fee,<br>1=some forced<br>2= none forced | Item #19<br>Are strikes allowed?<br>-1 provided for<br>0=allowed<br>1=opposed<br>2=opposed with consequences |
| Pasco               | 25 | C- | 18.2       | Y  | 2             | N   | N   | 1   | \$3,209   | 0   | \$37,547   | \$73,978  | 1   | 0   | 0  | 1  |
| Bethel              | 25 | C- | 19.9       | Y  | 3             | N   | N   | 1   | \$2,362   | 0   | \$39,344   | \$76,519  | 1   | 1   | 0  | 1  |
| Evergreen (Clark)   | 25 | C- | 18.1       | Y  | 1             | N   | N   | 2   | \$0   | 1   | \$40,731   | \$75,443  | 1   | 0   | 0  | 1  |
| Bellingham          | 25 | C- | 18.5       | Y  | 3             | N   | Y   | 0   | \$0   | 1   | \$42,051   | \$79,522  | 1   | 0   | 0  | 2  |
| Central Kitsap      | 24 | C- | 17.5       | Y  | 1             | Y   | N   | 0   | \$648   | 0   | \$37,975   | \$69,136  | 1   | 1   | 0  | 0  |
| Puyallup            | 24 | C- | 21.1       | Y  | 1             | Y   | ?   | 1   | \$2,946   | 0   | \$39,450   | \$77,480  | 1   | 0   | 0  | 0  |
| Highline            | 24 | C- | 18.2       | Y  | 0             | Y   | N   | 1   | \$0   | 1   | \$39,836   | \$75,084  | 1   | 0   | 0  | 1  |
| Shoreline           | 24 | C- | 19.5       | Y  | 1             | N   | N   | 2   | \$500   | 0   | \$41,952   | \$78,954  | 1   | 0   | 0  | 1  |
| Lake Washington     | 23 | D+ | 18.3       | Y  | 1             | Y   | N   | 0   | \$6,200   | 0   | \$42,525   | \$80,106  | 1   | 0   | 0  | -1   |
| Issaquah            | 23 | D+ | 19.4       | Y  | 1             | Y   | N   | 1   | \$1,125   | 0   | \$40,973   | \$76,364  | 1   | 0   | 0  | 0  |
| Northshore          | 23 | D+ | 18.9       | Y  | 1             | N/A   | N   | 1   | \$0   | 1   | \$44,018   | \$82,889  | 1   | 0   | 0  | 1  |
| Sumner              | 22 | D+ | 19.7       | Y  | 2             | N   | Y   | 0   | \$300   | 0   | \$39,411   | \$74,581  | 1   | 0   | 0  | 0  |
| Edmonds             | 22 | D+ | 18.8       | Y  | 1             | N   | ?   | 1   | \$1,000   | 0   | \$40,746   | \$78,245  | 1   | 0   | 0  | 1  |
| Seattle             | 22 | D+ | 17.0       | Y  | 1             | N/A   | Y   | 0   | \$0   | 1   | \$43,520   | \$82,699  | 1   | 1   | 0  | 1  |
| Auburn              | 17 | D- | 18.7       | Y  | 1             | N   | Y   | 0   | \$3,750   | 0   | \$40,890   | \$82,847  | 0   | 0   | 1  | 1  |
| Marysville          | 14 | F  | 19.3       | Y  | 1             | N/A   | Y   | 0   | \$1,650   | 0   | \$44,317   | \$85,859  | 1   | 0   | 0  | 1  |
| Lake Stevens        | 14 | F  | 20.6       | Y  | 0             | Y   | Y   | 0   | \$3,396   | 0   | \$42,913   | \$86,525  | 1   | 0   | 0  | 2  |
| Monroe              | 12 | F  | 21.8       | Y  | 1             | N   | Y   | 0   | \$0   | 1   | \$43,848   | \$84,407  | 1   | 0   | 0  | 0  |
| Snohomish           | 12 | F  | 21.4       | Y  | 1             | Y   | Y   | 0   | \$0   | 0   | \$44,170   | \$79,511  | 1   | 0   | 0  | -1   |
| Mukilteo            | 12 | F  | 19.2       | Y  | 1             | N/A   | Y   | 0   | \$0   | 1   | \$45,558   | \$78,619  | 1   | 0   | 0  | 1  |
| Everett             | 12 | F  | 20.0       | Y  | 0             | N/A   | Y   | 0   | \$1,500   | 0   | \$44,516   | \$91,378  | 0   | 1   | 0  | 1  |