
HOUSE BILL 1504

State of Washington

52nd Legislature

1991 Regular Session

By Representatives Heavey, R. King, Prentice, Ferguson, Leonard, Jones, Van Loven and Paris.

Read first time January 31, 1991. Referred to Committee on Education.

1 AN ACT Relating to school employees' compensation; reenacting and
2 amending RCW 28A.400.200; and repealing RCW 41.59.935.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

4 **Sec. 1.** RCW 28A.400.200 and 1990 1st ex.s. c 11 s 2 and 1990 c 33
5 s 381 are each reenacted and amended to read as follows:

6 (1) Every school district board of directors shall fix, alter,
7 allow, and order paid salaries and compensation for all district
8 employees in conformance with this section.

9 (2)(a) Salaries for certificated instructional staff shall not be
10 less than the salary provided in the appropriations act in the state-
11 wide salary allocation schedule for an employee with a baccalaureate
12 degree and zero years of service; and

13 (b) Salaries for certificated instructional staff with a masters
14 degree shall not be less than the salary provided in the appropriations

1 act in the state-wide salary allocation schedule for an employee with
2 a masters degree and zero years of service;

3 (3)(a) (~~The actual average salary paid to basic education~~
4 ~~certificated instructional staff shall not exceed the district's~~
5 ~~average basic education certificated instructional staff salary used~~
6 ~~for the state basic education allocations for that school year as~~
7 ~~determined pursuant to RCW 28A.150.410.~~) Any expenditure, including
8 salaries and compensation, authorized and made by a school district
9 board of directors from levy or other local funds shall be recognized
10 as enrichment to basic education apportionment and as such shall be
11 solely the financial responsibility of that school district.

12 (b) Fringe benefit contributions for basic education certificated
13 instructional staff shall be included as salary under (a) of this
14 subsection to the extent that the district's actual average benefit
15 contribution exceeds the greater of: (i) The formula amount for
16 insurance benefits provided per certificated instructional staff unit
17 in the state operating appropriations act in effect at the time the
18 compensation is payable; or (ii) the actual average amount provided by
19 the school district in the 1986-87 school year. For purposes of this
20 section, fringe benefits shall not include payment for unused leave for
21 illness or injury under RCW 28A.400.210, or employer contributions for
22 old age survivors insurance, workers' compensation, unemployment
23 compensation, and retirement benefits under the Washington state
24 retirement system.

25 (c) Salary and benefits for certificated instructional staff in
26 programs other than basic education shall be consistent with the salary
27 and benefits (~~paid~~) allocated to certificated instructional staff in
28 the basic education program.

29 (4) (~~Salaries and benefits for certificated instructional staff~~
30 ~~may exceed the limitations in subsection (3) of this section only by~~

1 ~~separate contract for additional time, additional responsibilities, or~~
2 ~~incentives.))~~ Supplemental contracts shall not cause the state to
3 incur any present or future funding obligation. Supplemental contracts
4 shall be subject to the collective bargaining provisions of chapter
5 41.59 RCW and the provisions of RCW 28A.405.240, shall not exceed one
6 year, and if not renewed shall not constitute adverse change in
7 accordance with RCW 28A.405.300 through 28A.405.380. No district may
8 enter into a supplemental contract under this subsection for the
9 provision of services which are a part of the basic education program
10 required by Article IX, section 3 of the state Constitution.

11 (5) Employee benefit plans offered by any district shall comply
12 with RCW 28A.400.350 and 28A.400.275 and 28A.400.280.

13 NEW SECTION. **Sec. 2.** RCW 41.59.935 and 1987 1st ex.s. c 2 s 206
14 & 1981 c 16 s 3 are each repealed.