
HOUSE BILL 1223

State of Washington

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1991 Regular Session

By Representatives Peery, G. Fisher, Holland, Zellinsky, Dellwo, Jones, R. Johnson, Scott, Pruitt, Phillips, Basich, Spanel and Ogden.

Read first time January 23, 1991. Referred to Committee on Education\Appropriations.

1 AN ACT Relating to an educational employees' compensation policy;
2 adding new sections to chapter 28A.400 RCW; and creating a new section.

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

4 NEW SECTION. **Sec. 1.** The legislature finds it necessary for
5 the state of Washington to establish a long-term policy regarding the
6 compensation of public school employees. Such a compensation policy
7 shall:

8 (1) Provide stability in budgetary planning at both the state and
9 local school district levels;

10 (2) Provide certainty and fairness to educational employees; and

11 (3) Encourage and reward outstanding educational improvements.

12 A long-range compensation policy should be comprised of three
13 parts: "Catch-up," "keep-up," and building-based enhancements.
14 Educators' compensation should "catch-up" to the previously attained
15 level of the top ten percent of states. Such compensation should then

1 "keep-up" to that level, with an assurance of annual cost-of-living
2 increases at the very least. In addition, the attainment of goals for
3 educational improvement, including the performance of students, should
4 be recognized through financial enhancements to any or all employees of
5 any school buildings if the predetermined annual individual building
6 goals of those buildings are successfully achieved.

7 NEW SECTION. **Sec. 2.** A new section is added to chapter 28A.400
8 RCW to read as follows:

9 The legislature shall appropriate sufficient funds to assure that
10 educational employees are compensated at a rate which places Washington
11 in the top ten percent of states by the 2000-01 school year.
12 Compensation improvements relative to national comparisons may be
13 phased-in during the years before 2000-01. Different rates of increase
14 in compensation may be provided to different groups or classifications
15 of educational employees only to the degree that national comparisons
16 so indicate.

17 NEW SECTION. **Sec. 3.** A new section is added to chapter 28A.400
18 RCW to read as follows:

19 Following placement in the top ten percent of states for
20 educational employees' compensation in the school year 2000-01, the
21 legislature shall appropriate sufficient funds in each year of the
22 biennial operating budget to assure that the average annual
23 compensation increase for educational employees in the public schools
24 is at least equal to the inflationary or cost-of-living increases
25 assumed elsewhere in the budget document.

26 NEW SECTION. **Sec. 4.** A new section is added to chapter 28A.400
27 RCW to read as follows:

1 From funds provided by the legislature, the state board of
2 education shall establish the excellent school building program
3 intended to provide financial awards to school buildings for allocation
4 by the buildings' employees if the predetermined goals of those schools
5 are achieved in a manner that demonstrates substantial educational
6 improvements.

7 (1) The employees of any school building, separately or in concert
8 with the staff of any other school building, may submit an annual
9 application to the state board of education for the excellent school
10 building program.

11 (a) The application must be approved by the school district board
12 of directors, or if jointly submitted by more than one district, by the
13 respective boards.

14 (b) The application shall state the educational improvement goals
15 to be achieved in the school building, as determined by the employees.

16 (c) The goals for educational improvement include, but are not
17 limited to, student academic advancement.

18 (2) At the conclusion of the school year, those who submitted
19 applications for the excellent school building program may submit
20 documentation to the state board of education demonstrating the degree
21 to which the goals of the building were achieved. Such documentation
22 may include student achievement scores, surveys, or other means as
23 determined by the state board of education.

24 (3) The state board of education shall analyze and evaluate all
25 applications and documentation of achievement to determine which school
26 buildings shall receive a financial award from the excellent school
27 building program. The maximum amount of each financial award shall be
28 one thousand dollars multiplied by the number of full-time equivalent
29 employees assigned to the school building.

1 (a) The state board of education shall adopt such rules in
2 accordance with chapter 34.05 RCW as are necessary regarding the timing
3 and content of the application, the timing and content of the
4 documentation, the priority given to the final decisions, and the
5 amount of each award.

6 (b) The state board of education may establish an advisory
7 committee as it deems necessary to assist in the implementation of this
8 section.

9 (4) The employees of any school building or buildings selected to
10 receive a financial award shall decide how the award shall be expended.
11 However, if such financial award is expended in the form of employee
12 compensation, such remuneration shall not be considered as compensation
13 under RCW 28A.400.200.

14 (5) Any school district board of directors may authorize individual
15 school or community councils to:

16 (a) Develop the building application and goals pursuant to
17 subsection (1) of this section;

18 (b) Submit the documentation of educational achievement pursuant to
19 subsection (2) of this section; and

20 (c) Decide how the financial award is to be expended pursuant to
21 subsection (4) of this section.