
SENATE BILL 5767

State of Washington 55th Legislature 1997 Regular Session

By Senators Swecker, Hochstatter, Zarelli and Stevens

Read first time 02/12/97. Referred to Committee on Ways & Means.

1 AN ACT Relating to equalization of salary allocations for
2 certificated educational employees; and amending RCW 28A.400.200.

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

4 **Sec. 1.** RCW 28A.400.200 and 1993 c 492 s 225 are each amended to
5 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
15 act in the state-wide salary allocation schedule for an employee with
16 a masters degree and zero years of service;

17 (3)(a) The actual average salary paid to basic education
18 certificated instructional staff shall not exceed the district's
19 average basic education certificated instructional staff salary used

1 for the state basic education allocations for that school year as
2 determined pursuant to RCW 28A.150.410. In allocating funds for salary
3 increases for certificated instructional staff, the legislature shall
4 not allocate any salary increase funds to a school district to the
5 extent that the district's derived base salary for certificated
6 instructional staff for state allocation purposes exceeds the state-
7 wide salary allocation schedule established in the biennial
8 appropriations act.

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

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 to certificated instructional staff in the basic
28 education program.

29 (4) Salaries and benefits for certificated instructional staff may
30 exceed the limitations in subsection (3) of this section only by
31 separate contract for additional time, additional responsibilities, or
32 incentives. Supplemental contracts shall not cause the state to incur
33 any present or future funding obligation. Supplemental contracts shall
34 be subject to the collective bargaining provisions of chapter 41.59 RCW
35 and the provisions of RCW 28A.405.240, shall not exceed one year, and
36 if not renewed shall not constitute adverse change in accordance with
37 RCW 28A.405.300 through 28A.405.380. No district may enter into a
38 supplemental contract under this subsection for the provision of

1 services which are a part of the basic education program required by
2 Article IX, section 3 of the state Constitution.

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

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