
HOUSE BILL 1449

State of Washington

57th Legislature

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By Representatives Quall, Cairnes, Cox, McDermott, Haigh, Rockefeller
and Schual-Berke

Read first time 01/25/2001. Referred to Committee on Education.

1 AN ACT Relating to supplemental contracts for retaining or
2 recruiting certificated staff; 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 1997 c 141 s 2 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
10 be less than the salary provided in the appropriations act in the
11 statewide salary allocation schedule for an employee with a
12 baccalaureate degree and zero years of service; and

13 (b) Salaries for certificated instructional staff with a
14 masters degree shall not be less than the salary provided in the
15 appropriations act in the statewide salary allocation schedule for
16 an employee with a masters degree and zero years of service;

17 (3)(a) The actual average salary paid to basic education and
18 special education certificated instructional staff shall not

1 exceed the district's average basic education and special
2 education program certificated instructional staff salary used for
3 the state basic education allocations for that school year as
4 determined pursuant to RCW 28A.150.410.

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

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

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

1 district may enter into a supplemental contract under this
2 subsection for the provision of services which are a part of the
3 basic education program required by Article IX, section 3 of the
4 state Constitution.

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

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