

INITIATIVE 732

to the People

Chapter 4, Laws of 2001

TEACHER SALARIES

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Approved by the
People of the State of Washington
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**Secretary of State
State of Washington**

1 AN ACT Relating to an annual cost-of-living increase for K-12
2 teachers and other school employees and for community and technical
3 college faculty and other technical college employees; adding a new
4 section to chapter 28A.400 RCW; adding new sections to chapter 28B.50
5 RCW; and creating a new section.

6 BE IT ENACTED BY THE PEOPLE OF THE STATE OF WASHINGTON:

7 NEW SECTION. **Sec. 1.** The Washington Constitution establishes "the
8 paramount duty of the state to make ample provision for the education
9 of all children." Providing quality education for all children in
10 Washington requires well-qualified and experienced teachers and other
11 school employees. However, salaries for educators have not kept up
12 with the increased cost-of-living in the state. The failure to keep up
13 with inflation threatens Washington's ability to compete with other
14 states to attract first-rate teachers to Washington classrooms and to
15 keep well-qualified educators from leaving for other professions. The
16 state must provide a fair and reasonable cost-of-living increase to
17 help ensure that the state attracts and keeps the best teachers and
18 school employees for the children of Washington.

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

3 (1) School district employees shall be provided an annual salary
4 cost-of-living increase in accordance with this section.

5 (a) The cost-of-living increase shall be calculated by applying the
6 rate of the yearly increase in the cost-of-living index to any state-
7 funded salary base used in state funding formulas for teachers and
8 other school district employees. Beginning with the 2001-02 school
9 year, and for each subsequent school year, each school district shall
10 be provided a cost-of-living allocation sufficient to grant this cost-
11 of-living increase for the salaries, including mandatory salary-related
12 benefits, of all employees of the district.

13 (b) A school district shall distribute its cost-of-living
14 allocation for salaries and salary-related benefits in accordance with
15 the district's salary schedules, collective bargaining agreements, and
16 compensation policies. No later than the end of the school year, each
17 school district shall certify to the superintendent of public
18 instruction that it has spent funds provided for cost-of-living
19 increases on salaries and salary-related benefits.

20 (c) Any funded cost-of-living increase shall be included in the
21 salary base used to determine cost-of-living increases for all school
22 employees in subsequent years. For teachers and other certificated
23 instructional staff, the rate of the annual cost-of-living increase
24 funded for certificated instructional staff shall be applied to the
25 base salary used with the state-wide salary allocation schedule
26 established under RCW 28A.150.410 and to any other salary models used
27 to recognize school district personnel costs.

28 (d) Beginning with the 2001-02 school year, the state shall fully
29 fund the cost-of-living increase in this section as part of its
30 obligation to meet the basic education requirements under Article IX of
31 the Washington Constitution.

32 (2) For the purposes of this section, "cost-of-living index" means,
33 for any school year, the previous calendar year's annual average
34 consumer price index, using the official current base, compiled by the
35 bureau of labor statistics, United States department of labor for the
36 state of Washington. If the bureau of labor statistics develops more
37 than one consumer price index for areas within the state, the index
38 covering the greatest number of people, covering areas exclusively

1 within the boundaries of the state, and including all items shall be
2 used for the cost-of-living index in this section.

3 NEW SECTION. **Sec. 3.** A new section is added to chapter 28B.50 RCW
4 to read as follows:

5 (1) Academic employees of community and technical college districts
6 shall be provided an annual salary cost-of-living increase in
7 accordance with this section. For purposes of this section, "academic
8 employee" has the same meaning as defined in RCW 28B.52.020.

9 (a) Beginning with the 2001-2002 fiscal year, and for each
10 subsequent fiscal year, each college district shall receive a cost-of-
11 living allocation sufficient to increase academic employee salaries,
12 including mandatory salary-related benefits, by the rate of the yearly
13 increase in the cost-of-living index.

14 (b) A college district shall distribute its cost-of-living
15 allocation for salaries and salary-related benefits in accordance with
16 the district's salary schedules, collective bargaining agreements, and
17 other compensation policies. No later than the end of the fiscal year,
18 each college district shall certify to the college board that it has
19 spent funds provided for cost-of-living increases on salaries and
20 salary-related benefits.

21 (c) The college board shall include any funded cost-of-living
22 increase in the salary base used to determine cost-of-living increases
23 for academic employees in subsequent years.

24 (d) Beginning with the 2001-2002 fiscal year, the state shall fully
25 fund the cost-of-living increase set forth in this section.

26 (2) For the purposes of this section, "cost-of-living index" means,
27 for any fiscal year, the previous calendar year's annual average
28 consumer price index, using the official current base, compiled by the
29 bureau of labor statistics, United States department of labor for the
30 state of Washington. If the bureau of labor statistics develops more
31 than one consumer price index for areas within the state, the index
32 covering the greatest number of people, covering areas exclusively
33 within the boundaries of the state, and including all items shall be
34 used for the cost-of-living index in this section.

35 NEW SECTION. **Sec. 4.** A new section is added to chapter 28B.50 RCW
36 to read as follows:

1 (1) Classified employees of technical colleges shall be provided an
2 annual salary cost-of-living increase in accordance with this section.
3 For purposes of this section, "technical college" has the same meaning
4 as defined in RCW 28B.50.030. This section applies to only those
5 classified employees under the jurisdiction of chapter 41.56 RCW.

6 (a) Beginning with the 2001-2002 fiscal year, and for each
7 subsequent fiscal year, each technical college board of trustees shall
8 receive a cost-of-living allocation sufficient to increase classified
9 employee salaries, including mandatory salary-related benefits, by the
10 rate of the yearly increase in the cost-of-living index.

11 (b) A technical college board of trustees shall distribute its
12 cost-of-living allocation for salaries and salary-related benefits in
13 accordance with the technical college's salary schedules, collective
14 bargaining agreements, and other compensation policies. No later than
15 the end of the fiscal year, each technical college shall certify to the
16 college board that it has spent funds provided for cost-of-living
17 increases on salaries and salary-related benefits.

18 (c) The college board shall include any funded cost-of-living
19 increase in the salary base used to determine cost-of-living increases
20 for technical college classified employees in subsequent years.

21 (d) Beginning with the 2001-2002 fiscal year, the state shall fully
22 fund the cost-of-living increase set forth in this section.

23 (2) For the purposes of this section, "cost-of-living index" means,
24 for any fiscal year, the previous calendar year's annual average
25 consumer price index, using the official current base, compiled by the
26 bureau of labor statistics, United States department of labor for the
27 state of Washington. If the bureau of labor statistics develops more
28 than one consumer price index for areas within the state, the index
29 covering the greatest number of people, covering areas exclusively
30 within the boundaries of the state, and including all items shall be
31 used for the cost-of-living index in this section.

32 NEW SECTION. **Sec. 5.** If any provision of this act or its
33 application to any person or circumstance is held invalid, the
34 remainder of the act or the application of the provision to other
35 persons or circumstances is not affected.

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