
HOUSE BILL 1595

State of Washington 58th Legislature 2003 Regular Session

By Representatives Benson and Boldt

Read first time 01/31/2003. Referred to Committee on Education.

1 AN ACT Relating to providing health benefits for certificated
2 instructional staff; and amending RCW 28A.400.200 and 28A.400.410.

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

4 **Sec. 1.** RCW 28A.400.200 and 2002 c 353 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 be
10 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 masters
14 degree shall not be less than the salary provided in the appropriations
15 act in the statewide salary allocation schedule for an employee with a
16 masters degree and zero years of service;

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

1 instructional staff salary used for the state basic education
2 allocations for that school year as determined pursuant to RCW
3 28A.150.410.

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

20 (ii)(A) Except under (b)(ii)(B) of this subsection, districts that
21 grant insurance benefits to certificated instructional staff at or in
22 excess of the per unit insurance benefit in the 2001-03 supplemental
23 appropriations act may not increase the per unit insurance benefit
24 granted to certificated instructional staff beyond the increase in
25 future state appropriated health benefit per unit allocations.

26 (B) The terms of any contract in force on the effective date of
27 this act that provide insurance benefits in excess of the limits under
28 (b)(ii)(A) of this subsection continue in effect until the contract
29 expiration date as it exists on the effective date of this act.

30 (c) Salary and benefits for certificated instructional staff in
31 programs other than basic education shall be consistent with the salary
32 and benefits paid to certificated instructional staff in the basic
33 education program.

34 (4) Salaries and benefits for certificated instructional staff may
35 exceed the limitations in subsection (3) of this section only by
36 separate contract for additional time, additional responsibilities, or
37 incentives. Supplemental contracts shall not cause the state to incur
38 any present or future funding obligation. Supplemental contracts shall

1 be subject to the collective bargaining provisions of chapter 41.59 RCW
2 and the provisions of RCW 28A.405.240, shall not exceed one year, and
3 if not renewed shall not constitute adverse change in accordance with
4 RCW 28A.405.300 through 28A.405.380. No district may enter into a
5 supplemental contract under this subsection for the provision of
6 services which are a part of the basic education program required by
7 Article IX, section 3 of the state Constitution.

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

10 **Sec. 2.** RCW 28A.400.410 and 1995 1st sp.s. c 6 s 1 are each
11 amended to read as follows:

12 (1) Subject to RCW 28A.400.200(3)(b)(ii) and in a manner prescribed
13 by the state health care authority, school districts and educational
14 service districts shall remit from their state allocation for insurance
15 benefits to the health care authority for deposit in the public
16 employees' and retirees' insurance account established in RCW 41.05.120
17 the amount specified for remittance in the omnibus appropriations act.

18 (2) The remittance requirements specified in this section shall not
19 apply to employees of a school district or educational service district
20 who receive insurance benefits through contracts with the health care
21 authority.

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