

ESSB 5313 - H AMD 948

By Representative Chandler

WITHDRAWN 04/28/2019

1 On page 10, after line 26, insert the following:

2

3 "Sec. 6 RCW 28A.400.200 and 2018 c 266 s 205 are each amended
4 to read as follows:

5 (1) Every school district board of directors shall fix, alter,
6 allow, and order paid salaries and compensation for all district
7 employees in conformance with this section.

8 (2)(a) Through the 2017-18 school year, salaries for
9 certificated instructional staff shall not be less than the salary
10 provided in the appropriations act in the statewide salary
11 allocation schedule for an employee with a baccalaureate degree and
12 zero years of service;

13 (b) Salaries for certificated instructional staff with a
14 master's 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 master's degree and zero years of service; and

17 (c) Beginning with the 2018-19 school year:

18 (i) Salaries for full-time certificated instructional staff must
19 not be less than forty thousand dollars, to be adjusted for regional
20 differences in the cost of hiring staff as specified in RCW 28A.
21 150.410, and to be adjusted annually by the same inflationary
22 measure as provided in RCW 28A.400.205;

23 (ii) Salaries for full-time certificated instructional staff
24 with at least five years of experience must exceed by at least ten
25 percent the value specified in (c)(i) of this subsection;

26 (iii) A district may not pay full-time certificated
27 instructional staff a salary that exceeds ninety thousand dollars,

1 subject to adjustment for regional differences in the cost of hiring
2 staff as specified in RCW 28A.150.410. This maximum salary is
3 adjusted annually by the inflationary measure in RCW 28A.400.205;

4 (iv) These minimum and maximum salaries apply to the services
5 provided as part of the state's statutory program of basic education
6 and exclude supplemental contracts for additional time,
7 responsibility, or incentive pursuant to this section or for
8 enrichment pursuant to RCW 28A.150.276;

9 (v) A district may pay a salary that exceeds this maximum salary
10 by up to ten percent for full-time certificated instructional staff:
11 Who are educational staff associates; who teach in the subjects of
12 science, technology, engineering, or math; or who teach in the
13 transitional bilingual instruction or special education programs.

14 (3)(a)(i) Through the 2017-18 school year the actual average
15 salary paid to certificated instructional staff shall not exceed the
16 district's average certificated instructional staff salary used for
17 the state basic education allocations for that school year as
18 determined pursuant to RCW 28A.150.410.

19 (ii) For the 2018-19 school year, salaries for certificated
20 instructional staff are subject to the limitations in RCW 41.59.800.

21 (iii) Beginning with the 2019-20 school year, for purposes of
22 subsection (4) of this section, RCW 28A.150.276, and 28A.505.100,
23 each school district must annually identify the actual salary paid
24 to each certificated instructional staff for services rendered as
25 part of the state's program of basic education.

26 (b) Through the 2018-19 school year, fringe benefit
27 contributions for certificated instructional staff shall be included
28 as salary under (a)(i) of this subsection only to the extent that
29 the district's actual average benefit contribution exceeds the
30 amount of the insurance benefits allocation, less the amount
31 remitted by districts to the health care authority for retiree
32 subsidies, provided per certificated instructional staff unit in the
33 state operating appropriations act in effect at the time the
34 compensation is payable. For purposes of this section, fringe

1 benefits shall not include payment for unused leave for illness or
2 injury under RCW 28A.400.210; employer contributions for old age
3 survivors insurance, workers' compensation, unemployment
4 compensation, and retirement benefits under the Washington state
5 retirement system; or employer contributions for health benefits in
6 excess of the insurance benefits allocation provided per
7 certificated instructional staff unit in the state operating
8 appropriations act in effect at the time the compensation is
9 payable. A school district may not use state funds to provide
10 employer contributions for such excess health benefits.

11 (c) Salary and benefits for certificated instructional staff in
12 programs other than basic education shall be consistent with the
13 salary and benefits paid to certificated instructional staff in the
14 basic education program.

15 (4)(a) Salaries and benefits for certificated instructional
16 staff may exceed the limitations in subsection (3) of this section
17 only by separate contract for additional time, for additional
18 responsibilities, or for incentives. Supplemental contracts shall
19 not cause the state to incur any present or future funding
20 obligation. Supplemental contracts must be accounted for by a school
21 district when the district is developing its four-year budget plan
22 under RCW 28A.505.040.

23 (b) Supplemental contracts shall be subject to the collective
24 bargaining provisions of chapter 41.59 RCW and the provisions of RCW
25 28A.405.240, shall not exceed one year, and if not renewed shall not
26 constitute adverse change in accordance with RCW 28A.405.300 through
27 28A.405.380. No district may enter into a supplemental contract
28 under this subsection for the provision of services which are a part
29 of the basic education program required by Article IX, section 1 of
30 the state Constitution and RCW 28A.150.220.

31 (c)(i) Beginning September 1, 2019, supplemental contracts for
32 certificated instructional staff are subject to the following
33 additional restrictions:

34

1 (A) School districts may enter into supplemental contracts only
2 for enrichment activities as defined in and subject to the
3 limitations of RCW 28A.150.276;

4 (B) Until September 1, 2021, the average supplemental contract,
5 or portion of a supplemental contract, that is provided by a
6 district for additional duties, responsibilities, or incentives may
7 be no higher than the average supplemental contract for additional
8 duties, responsibilities, or incentives from the previous year
9 reduced by the annual salary inflationary increase provided under
10 RCW 28A.400.205;

11 (C) Beginning September 1, 2021, the average supplemental
12 contract given by a district for additional duties,
13 responsibilities, or incentives must be for no more than three
14 percent of the average salary in the district provided as part of
15 the state's statutory program of basic education. Districts that do
16 not meet the three percent threshold under this subsection must
17 submit a four-year budgetary plan to the office of the
18 superintendent of public instruction that includes steps to reach
19 the three percent threshold under this subsection;

20 (D) In no instances shall the provisions of (c)(i)(B) and (C) of
21 this subsection result in a decrease of the total compensation
22 provided to certificated instructional staff for the same duties,
23 responsibilities, and incentives; and

24 (E) Nothing contained in this subsection shall be construed to
25 limit supplemental contracts for additional time or to limit bonuses
26 provided to certificated instructional staff who have attained
27 certification from the national board for professional teaching
28 standards under RCW 28A.405.415.

29 (ii) For a supplemental contract, or portion of a supplemental
30 contract, that is time-based, the hourly rate the district pays may
31 not exceed the hourly rate provided to that same instructional staff
32 for services under the basic education salary identified under
33 subsection (3)(a)(iii) of this section. For a supplemental contract,
34 or portion of a supplemental contract that is not time-based, the

1 contract must document the additional duties, responsibilities, or
2 incentives that are being funded in the contract.

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

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6 Correct the title.

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EFFECT: Adds section related to supplemental contracts
subject to enrichment levy limitations and state salary allocations
and makes the following changes:

1) Places restrictions on supplemental contracts for additional
duties, responsibilities, or incentives (not time-based), including
a limit of 3 percent of average salary for such contracts beginning
September 1, 2021.

(2) Provides that districts that do not reach the three percent
threshold must submit a budgetary plan to OSPI.

(3) Clarifies that nothing contained in the subsection shall be
construed to limit bonuses for national board certification.

(4) States that the restrictions on supplemental contracts
shall not result in decreased total compensation for certificated
instructional staff.

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