
HOUSE BILL 1511

State of Washington

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1993 Regular Session

By Representatives Heavey, Dorn, Miller, Karahalios, King, Carlson, Locke, Appelwick, Jones, Ogden, Thibaudeau, Van Luven and G. Fisher

Read first time 01/29/93. Referred to Committee on Commerce & Labor.

1 AN ACT Relating to restoring local control of educational
2 employees' salaries; reenacting and amending RCW 28A.400.200; and
3 repealing RCW 41.59.935.

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

5 **Sec. 1.** RCW 28A.400.200 and 1990 1st ex.s. c 11 s 2 and 1990 c 33
6 s 381 are each reenacted and amended to read as follows:

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

10 (2)(a) Salaries for certificated instructional staff shall not be
11 less than the salary provided in the appropriations act in the state-
12 wide salary allocation schedule for an employee with a baccalaureate
13 degree and zero years of service; and

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

18 (3)(a) If the actual average salary paid to basic education
19 certificated instructional staff (~~shall not~~) exceeds the district's

1 average basic education certificated instructional staff salary used
2 for the state basic education allocations for that school year as
3 determined pursuant to RCW 28A.150.410, the state shall not incur any
4 present or future funding obligations for that portion of salary.

5 (b) Fringe benefit contributions for basic education certificated
6 instructional staff shall be included as salary under (a) of this
7 subsection to the extent that the district's actual average benefit
8 contribution exceeds the greater of: (i) The formula amount for
9 insurance benefits provided per certificated instructional staff unit
10 in the state operating appropriations act in effect at the time the
11 compensation is payable; or (ii) the actual average amount provided by
12 the school district in the 1986-87 school year. For purposes of this
13 section, fringe benefits shall not include payment for unused leave for
14 illness or injury under RCW 28A.400.210, or employer contributions for
15 old age survivors insurance, workers' compensation, unemployment
16 compensation, and retirement benefits under the Washington state
17 retirement system.

18 (c) Salary and benefits for certificated instructional staff in
19 programs other than basic education shall be consistent with the salary
20 and benefits paid to certificated instructional staff in the basic
21 education program.

22 (4) Salaries and benefits for certificated instructional staff may
23 exceed the limitations in subsection (3) of this section only by
24 separate contract for additional time, additional responsibilities, or
25 incentives. Supplemental contracts shall not cause the state to incur
26 any present or future funding obligation. Supplemental contracts shall
27 be subject to the collective bargaining provisions of chapter 41.59 RCW
28 and the provisions of RCW 28A.405.240, shall not exceed one year, and
29 if not renewed shall not constitute adverse change in accordance with
30 RCW 28A.405.300 through 28A.405.380. No district may enter into a
31 supplemental contract under this subsection for the provision of
32 services which are a part of the basic education program required by
33 Article IX, section 3 of the state Constitution.

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

1 NEW SECTION. **Sec. 2.** RCW 41.59.935 and 1990 c 33 s 571, 1987 1st
2 ex.s. c 2 s 206, & 1981 c 16 s 3 are each repealed.

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