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SENATE BILL 6532

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State of Washington

63rd Legislature

2014 Regular Session

By Senators Rolfes, McAuliffe, Chase, McCoy, Kline, Conway, and Kohl-Welles

Read first time 02/03/14. Referred to Committee on Early Learning & K-12 Education.

1 AN ACT Relating to establishing competitive wages for beginning  
2 teacher salaries; amending RCW 28A.400.200; and creating a new section.

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

4 NEW SECTION. **Sec. 1.** The Washington Constitution establishes "the  
5 paramount duty of the state to make ample provision for the education  
6 of all children ... ." Providing quality education for all children in  
7 Washington requires well-qualified and dedicated school employees. The  
8 number one priority identified by the compensation technical work group  
9 was the need to increase starting salaries for educators in order to  
10 attract a wider pool of the highest quality candidates. A comparable  
11 wage analysis indicated that beginning salaries allocated by the state  
12 were more than fifteen thousand dollars below what was needed for  
13 competitive salaries among comparable professions. Historically,  
14 teacher salaries have been more than two times the minimum wage. The  
15 legislature finds that certain jurisdictions within the state have  
16 passed minimum wages that will place upward pressure on wages and may  
17 make it more difficult to attract and retain a well-qualified educator  
18 workforce. Therefore, the legislature intends to ensure that beginning  
19 pay for teachers be set at the comparable wage established by the

1 compensation technical work group as adjusted for inflation. The  
2 legislature intends to ensure that beginning teacher salaries are amply  
3 funded to attract and retain the highest quality educators.

4 **Sec. 2.** RCW 28A.400.200 and 2010 c 235 s 401 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 master's  
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 master's degree and zero years of service.

17 (c) In the 2014-15 school year, the minimum salary for any level of  
18 experience and education provided in any salary allocation model used  
19 in state funding formulas for certificated instructional staff  
20 allocations shall not be less than fifty-two thousand seventy-four  
21 dollars. For each subsequent school year, the minimum salary in the  
22 salary allocation schedule in the appropriations act shall be adjusted  
23 in accordance with RCW 28A.400.205.

24 (3)(a) The actual average salary paid to certificated instructional  
25 staff shall not exceed the district's average certificated  
26 instructional staff salary used for the state basic education  
27 allocations for that school year as determined pursuant to RCW  
28 28A.150.410.

29 (b) Fringe benefit contributions for certificated instructional  
30 staff shall be included as salary under (a) of this subsection only to  
31 the extent that the district's actual average benefit contribution  
32 exceeds the amount of the insurance benefits allocation provided per  
33 certificated instructional staff unit in the state operating  
34 appropriations act in effect at the time the compensation is payable.  
35 For purposes of this section, fringe benefits shall not include payment  
36 for unused leave for illness or injury under RCW 28A.400.210; employer  
37 contributions for old age survivors insurance, workers' compensation,

1 unemployment compensation, and retirement benefits under the Washington  
2 state retirement system; or employer contributions for health benefits  
3 in excess of the insurance benefits allocation provided per  
4 certificated instructional staff unit in the state operating  
5 appropriations act in effect at the time the compensation is payable.  
6 A school district may not use state funds to provide employer  
7 contributions for such excess health benefits.

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

12 (4) Salaries and benefits for certificated instructional staff may  
13 exceed the limitations in subsection (3) of this section only by  
14 separate contract for additional time, for additional responsibilities,  
15 for incentives, or for implementing specific measurable innovative  
16 activities, including professional development, specified by the school  
17 district to: (a) Close one or more achievement gaps, (b) focus on  
18 development of science, technology, engineering, and mathematics (STEM)  
19 learning opportunities, or (c) provide arts education. Beginning  
20 September 1, 2011, school districts shall annually provide a brief  
21 description of the innovative activities included in any supplemental  
22 contract to the office of the superintendent of public instruction.  
23 The office of the superintendent of public instruction shall summarize  
24 the district information and submit an annual report to the education  
25 committees of the house of representatives and the senate.  
26 Supplemental contracts shall not cause the state to incur any present  
27 or future funding obligation. Supplemental contracts shall be subject  
28 to the collective bargaining provisions of chapter 41.59 RCW and the  
29 provisions of RCW 28A.405.240, shall not exceed one year, and if not  
30 renewed shall not constitute adverse change in accordance with RCW  
31 28A.405.300 through 28A.405.380. No district may enter into a  
32 supplemental contract under this subsection for the provision of  
33 services which are a part of the basic education program required by  
34 Article IX, section 3 of the state Constitution.

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

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