

---

ENGROSSED HOUSE BILL 2580

---

State of Washington

52nd Legislature

1992 Regular Session

By Representatives G. Fisher, Peery, Miller, Brough, Ebersole, Ballard, Jones, Kremen, Paris, Spanel, J. Kohl and Winsley

Read first time 01/22/92. Referred to Committee on Appropriations.

1 AN ACT Relating to cost-of-living increases in supplemental  
2 contracts for certificated school employees; and reenacting and  
3 amending RCW 28A.400.200.

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

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

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

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

23 (c) Salary and benefits for certificated instructional staff in  
24 programs other than basic education shall be consistent with the salary  
25 and benefits paid to certificated instructional staff in the basic  
26 education program.

27 (4) Salaries and benefits for certificated instructional staff may  
28 exceed the limitations in subsection (3) of this section only by  
29 separate contract for additional time, additional responsibilities, or  
30 incentives. Incentives, for purpose of awarding supplementary salaries

1 and benefits under this section, shall be defined as serving to  
2 encourage, enhance or improve the performance of either an individual  
3 or group of certificated instructional staff. School districts shall  
4 maintain records regarding additional time, additional responsibility  
5 or incentives as authorized in this section. Supplemental contracts  
6 shall not cause the state to incur any present or future funding  
7 obligation. Supplemental contracts shall be subject to the collective  
8 bargaining provisions of chapter 41.59 RCW and the provisions of RCW  
9 28A.405.240, shall not exceed one year, and if not renewed shall not  
10 constitute adverse change in accordance with RCW 28A.405.300 through  
11 28A.405.380. No district may enter into a supplemental contract under  
12 this subsection for the provision of services which are a part of the  
13 basic education program required by Article IX, section 3 of the state  
14 Constitution.

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