
SENATE BILL 5711

State of Washington 52nd Legislature 1991 Regular Session

By Senators Rinehart, Gaspard, Murray and Oke.

Read first time February 15, 1991. Referred to Committee on Ways & Means.

1 AN ACT Relating to school and educational service districts'
2 employee attendance incentive programs; and amending RCW 28A.310.490
3 and 28A.400.210.

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

5 **Sec. 1.** RCW 28A.310.490 and 1989 c 69 s 1 are each amended to read
6 as follows:

7 Every educational service district board of directors shall
8 establish an attendance incentive program for all certificated and
9 noncertificated employees in the following manner.

10 (1) In January of the year following any year in which a minimum of
11 sixty days of leave for illness or injury is accrued, and each January
12 thereafter, any eligible employee may exercise an option to receive
13 remuneration for unused leave for illness or injury accumulated in the
14 previous year at a rate equal to one day's monetary compensation of the
15 employee for each four full days of accrued leave for illness or injury

1 in excess of sixty days. Leave for illness or injury for which
2 compensation has been received shall be deducted from accrued leave for
3 illness or injury at the rate of four days for every one day's monetary
4 compensation. No employee may receive compensation under this section
5 for any portion of leave for illness or injury accumulated at a rate in
6 excess of one day per month.

7 (2) At the time of separation from educational service district
8 employment due to retirement or death an eligible employee or the
9 employee's estate shall receive remuneration at a rate equal to one
10 day's current monetary compensation of the employee for each four full
11 days accrued leave for illness or injury ~~((or, in lieu of monetary
12 compensation and with equivalent funds, a school district board of
13 directors may provide eligible employees postretirement medical
14 benefits))~~.

15 (3) In lieu of remuneration for unused leave for illness or injury
16 as provided for in subsections (1) and (2) of this section, an
17 educational service district board of directors may, with equivalent
18 funds, provide eligible employees a benefit plan that provides
19 reimbursement for medical expenses.

20 Moneys or ~~((postretirement medical))~~ benefits received under this
21 section shall not be included for the purposes of computing a
22 retirement allowance under any public retirement system in this state.

23 The superintendent of public instruction in its administration
24 hereof, shall promulgate uniform rules and regulations to carry out the
25 purposes of this section.

26 Should the legislature revoke any benefits granted under this
27 section, no affected employee shall be entitled thereafter to receive
28 such benefits as a matter of contractual right.

1 **Sec. 2.** RCW 28A.400.210 and 1989 c 69 s 2 are each amended to read
2 as follows:

3 Every school district board of directors may, in accordance with
4 chapters 41.56 and 41.59 RCW, establish an attendance incentive program
5 for all certificated and noncertificated employees in the following
6 manner, including covering persons who were employed during the 1982-
7 '83 school year: (1) In January of the year following any year in
8 which a minimum of sixty days of leave for illness or injury is
9 accrued, and each January thereafter, any eligible employee may
10 exercise an option to receive remuneration for unused leave for illness
11 or injury accumulated in the previous year at a rate equal to one day's
12 monetary compensation of the employee for each four full days of
13 accrued leave for illness or injury in excess of sixty days. Leave for
14 illness or injury for which compensation has been received shall be
15 deducted from accrued leave for illness or injury at the rate of four
16 days for every one day's monetary compensation. No employee may
17 receive compensation under this section for any portion of leave for
18 illness or injury accumulated at a rate in excess of one day per month.

19 (2) At the time of separation from school district employment due
20 to retirement or death an eligible employee or the employee's estate
21 shall receive remuneration at a rate equal to one day's current
22 monetary compensation of the employee for each four full days accrued
23 leave for illness or injury.

24 (3) In lieu of remuneration for unused leave for illness or injury
25 as provided in subsections (1) and (2) of this section, a school
26 district board of directors may, with equivalent funds, provide
27 eligible employees (~~((postretirement medical benefits))~~) a benefit plan
28 that provides reimbursement for medical expenses.

1 Moneys or ((~~postretirement medical~~)) benefits received under this
2 section shall not be included for the purposes of computing a
3 retirement allowance under any public retirement system in this state.

4 The superintendent of public instruction in its administration
5 hereof, shall promulgate uniform rules and regulations to carry out the
6 purposes of this section.

7 Should the legislature revoke any benefits granted under this
8 section, no affected employee shall be entitled thereafter to receive
9 such benefits as a matter of contractual right.