
SENATE BILL 5322

State of Washington

56th Legislature

1999 Regular Session

By Senators Winsley and Honeyford

Read first time 01/20/1999. Referred to Committee on Education.

1 AN ACT Relating to minimum salaries for full-time certificated
2 instructional staff; and amending RCW 28A.400.200.

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

4 **Sec. 1.** RCW 28A.400.200 and 1997 c 141 s 2 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 state-
11 wide salary allocation schedule for an employee with a baccalaureate
12 degree and zero years of service: PROVIDED, That the minimum salary
13 for full-time certificated instructional staff shall be twenty-nine
14 thousand five hundred dollars per year; and

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

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

7 (b) Fringe benefit contributions for basic education and special
8 education certificated instructional staff shall be included as salary
9 under (a) of this subsection only to the extent that the district's
10 actual average benefit contribution exceeds the amount of the insurance
11 benefits allocation provided per certificated instructional staff unit
12 in the state operating appropriations act in effect at the time the
13 compensation is payable. For purposes of this section, fringe benefits
14 shall not include payment for unused leave for illness or injury under
15 RCW 28A.400.210; employer contributions for old age survivors
16 insurance, workers' compensation, unemployment compensation, and
17 retirement benefits under the Washington state retirement system; or
18 employer contributions for health benefits in excess of the insurance
19 benefits allocation provided per certificated instructional staff unit
20 in the state operating appropriations act in effect at the time the
21 compensation is payable. A school district may not use state funds to
22 provide employer contributions for such excess health benefits.

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

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

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

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