
HOUSE BILL 1924

State of Washington 58th Legislature 2003 Regular Session

By Representatives Lantz, Rockefeller, Haigh, Eickmeyer, Conway,
Miloscia, Morrell and Veloria

Read first time 02/17/2003. Referred to Committee on Education.

1 AN ACT Relating to the accumulation of sick leave for educational
2 employees; and amending RCW 28A.400.300.

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

4 **Sec. 1.** RCW 28A.400.300 and 1997 c 13 s 10 are each amended to
5 read as follows:

6 Every board of directors, unless otherwise specially provided by
7 law, shall:

8 (1) Employ for not more than one year, and for sufficient cause
9 discharge all certificated and classified employees;

10 (2) Adopt written policies granting leaves to persons under
11 contracts of employment with the school district(s) in positions
12 requiring either certification or classified qualifications, including
13 but not limited to leaves for attendance at official or private
14 institutes and conferences and sabbatical leaves for employees in
15 positions requiring certification qualification, and leaves for
16 illness, injury, bereavement and, emergencies for both certificated and
17 classified employees, and with such compensation as the board of
18 directors prescribe: PROVIDED, That the board of directors shall adopt

1 written policies granting to such persons annual leave with
2 compensation for illness, injury and emergencies as follows:

3 (a) For such persons under contract with the school district for a
4 full year, at least ten days;

5 (b) For such persons under contract with the school district as
6 part time employees, at least that portion of ten days as the total
7 number of days contracted for bears to one hundred eighty days;

8 (c) For certificated and classified employees, annual leave with
9 compensation for illness, injury, and emergencies shall be granted and
10 accrue at a rate not to exceed twelve days per year; provisions of any
11 contract in force on June 12, 1980, which conflict with requirements of
12 this subsection shall continue in effect until contract expiration;
13 after expiration, any new contract executed between the parties shall
14 be consistent with this subsection;

15 (d) Compensation for leave for illness or injury actually taken
16 shall be the same as the compensation such person would have received
17 had such person not taken the leave provided in this proviso;

18 (e) Leave provided in this proviso not taken shall accumulate from
19 year to year up to a maximum of one hundred (~~eighty~~) ninety days for
20 the purposes of RCW 28A.400.210 and 28A.400.220, and for leave purposes
21 up to a maximum of the number of contract days agreed to in a given
22 contract, but not greater than one year. Such accumulated time may be
23 taken at any time during the school year or up to twelve days per year
24 may be used for the purpose of payments for unused sick leave.

25 (f) Sick leave heretofore accumulated under section 1, chapter 195,
26 Laws of 1959 (former RCW 28.58.430) and sick leave accumulated under
27 administrative practice of school districts prior to the effective date
28 of section 1, chapter 195, Laws of 1959 (former RCW 28.58.430) is
29 hereby declared valid, and shall be added to leave for illness or
30 injury accumulated under this proviso;

31 (g) Any leave for injury or illness accumulated up to a maximum of
32 forty-five days shall be creditable as service rendered for the purpose
33 of determining the time at which an employee is eligible to retire, if
34 such leave is taken it may not be compensated under the provisions of
35 RCW 28A.400.210 and 28A.310.490;

36 (h) Accumulated leave under this proviso shall be transferred to
37 and from one district to another, the office of superintendent of

1 public instruction and offices of educational service district
2 superintendents and boards, to and from such districts and such
3 offices;

4 (i) Leave accumulated by a person in a district prior to leaving
5 said district may, under rules and regulations of the board, be granted
6 to such person when the person returns to the employment of the
7 district.

8 When any certificated or classified employee leaves one school
9 district within the state and commences employment with another school
10 district within the state, the employee shall retain the same
11 seniority, leave benefits and other benefits that the employee had in
12 his or her previous position: PROVIDED, That classified employees who
13 transfer between districts after July 28, 1985, shall not retain any
14 seniority rights other than longevity when leaving one school district
15 and beginning employment with another. If the school district to which
16 the person transfers has a different system for computing seniority,
17 leave benefits, and other benefits, then the employee shall be granted
18 the same seniority, leave benefits and other benefits as a person in
19 that district who has similar occupational status and total years of
20 service.

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