
SENATE BILL 5183

State of Washington 58th Legislature 2003 Regular Session

By Senators Benton, Stevens and Eide

Read first time 01/17/2003. Referred to Committee on Education.

1 AN ACT Relating to first year teachers' salaries; and amending RCW
2 28A.400.200.

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

4 **Sec. 1.** RCW 28A.400.200 and 2002 c 353 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)(i) Salaries for certificated instructional staff shall not
10 be 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 (ii) For certificated instructional staff hired with zero years of
14 service specifically assigned to teaching duties that include the
15 subjects of math or science or both and at least a 3.5 grade point
16 average at the time of their graduation from a college or university,
17 there shall be a five thousand dollar bonus paid as follows: Two
18 thousand dollars upon completion of the first year of teaching; one

1 thousand dollars upon completion of the second year of teaching; one
2 thousand dollars upon completion of the third year of teaching; and one
3 thousand dollars upon completion of the fourth year of teaching.

4 (b) Salaries for certificated instructional staff with a masters
5 degree shall not be less than the salary provided in the appropriations
6 act in the statewide salary allocation schedule for an employee with a
7 master's degree and zero years of service((÷)).

8 (3)(a) The actual average salary paid to certificated instructional
9 staff shall not exceed the district's average certificated
10 instructional staff salary used for the state basic education
11 allocations for that school year as determined pursuant to RCW
12 28A.150.410.

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

29 (c) Salary and benefits for certificated instructional staff in
30 programs other than basic education shall be consistent with the salary
31 and benefits paid to certificated instructional staff in the basic
32 education program.

33 (4) Salaries and benefits for certificated instructional staff may
34 exceed the limitations in subsection (3) of this section only by
35 separate contract for additional time, additional responsibilities, or
36 incentives. Supplemental contracts shall not cause the state to incur
37 any present or future funding obligation. Supplemental contracts shall
38 be subject to the collective bargaining provisions of chapter 41.59 RCW

1 and the provisions of RCW 28A.405.240, shall not exceed one year, and
2 if not renewed shall not constitute adverse change in accordance with
3 RCW 28A.405.300 through 28A.405.380. No district may enter into a
4 supplemental contract under this subsection for the provision of
5 services which are a part of the basic education program required by
6 Article IX, section 3 of the state Constitution.

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

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