

CERTIFICATION OF ENROLLMENT

**SECOND SUBSTITUTE HOUSE BILL 1132**

Chapter 18, Laws of 2011

62nd Legislature  
2011 1st Special Session

EDUCATIONAL AND ACADEMIC EMPLOYEES--COMPENSATION REDUCTION

EFFECTIVE DATE: 07/01/11

Passed by the House May 9, 2011  
Yeas 64 Nays 32

FRANK CHOPP

\_\_\_\_\_  
**Speaker of the House of Representatives**

Passed by the Senate May 24, 2011  
Yeas 28 Nays 16

BRAD OWEN

\_\_\_\_\_  
**President of the Senate**

Approved June 7, 2011, 3:11 p.m.

CHRISTINE GREGOIRE

\_\_\_\_\_  
**Governor of the State of Washington**

CERTIFICATE

I, Barbara Baker, Chief Clerk of the House of Representatives of the State of Washington, do hereby certify that the attached is **SECOND SUBSTITUTE HOUSE BILL 1132** as passed by the House of Representatives and the Senate on the dates hereon set forth.

BARBARA BAKER

\_\_\_\_\_  
**Chief Clerk**

FILED

June 8, 2011

**Secretary of State  
State of Washington**

---

**SECOND SUBSTITUTE HOUSE BILL 1132**

---

Passed Legislature - 2011 1st Special Session

**State of Washington                      62nd Legislature                      2011 1st Special Session**

**By** House Ways & Means (originally sponsored by Representative Haigh;  
by request of Office of Financial Management)

READ FIRST TIME 05/06/11.

1            AN ACT Relating to reducing compensation for educational and  
2 academic employees; amending RCW 28A.400.205, 28B.50.465, 28B.50.468,  
3 28A.405.415, and 28A.415.020; reenacting and amending RCW 28A.415.023;  
4 providing an effective date; and declaring an emergency.

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

6            **Sec. 1.** RCW 28A.400.205 and 2009 c 573 s 1 are each amended to  
7 read as follows:

8            (1) School district employees shall be provided an annual salary  
9 cost-of-living increase in accordance with this section.

10            (a) The cost-of-living increase shall be calculated by applying the  
11 rate of the yearly increase in the cost-of-living index to any state-  
12 funded salary base used in state funding formulas for teachers and  
13 other school district employees. Beginning with the 2001-02 school  
14 year, and for each subsequent school year, except for the ((2009-10 and  
15 2010-11)) 2011-12 and 2012-13 school years, each school district shall  
16 be provided a cost-of-living allocation sufficient to grant this cost-  
17 of-living increase.

18            (b) A school district shall distribute its cost-of-living  
19 allocation for salaries and salary-related benefits in accordance with

1 the district's salary schedules, collective bargaining agreements, and  
2 compensation policies. No later than the end of the school year, each  
3 school district shall certify to the superintendent of public  
4 instruction that it has spent funds provided for cost-of-living  
5 increases on salaries and salary-related benefits.

6 (c) Any funded cost-of-living increase shall be included in the  
7 salary base used to determine cost-of-living increases for school  
8 employees in subsequent years. For teachers and other certificated  
9 instructional staff, the rate of the annual cost-of-living increase  
10 funded for certificated instructional staff shall be applied to the  
11 base salary used with the statewide salary allocation schedule  
12 established under RCW 28A.150.410 and to any other salary models used  
13 to recognize school district personnel costs.

14 ~~((d) During the 2011-2013 and 2013-2015 fiscal biennia, in  
15 addition to cost-of-living allocations required by (a) of this  
16 subsection, school districts shall receive additional cost-of-living  
17 allocations in equal increments such that by the end of the 2014-15  
18 school year school district employee base salaries used with the  
19 statewide salary allocation schedule established under RCW 28A.150.410  
20 and any other state salary models used to recognize school district  
21 personnel costs are, at a minimum, equal to what they would have been  
22 if cost-of-living allocations had not been suspended during the 2009-10  
23 or 2010-11 school years.))~~

24 (2) For the purposes of this section, "cost-of-living index" means,  
25 for any school year, the previous calendar year's annual average  
26 consumer price index, using the official current base, compiled by the  
27 bureau of labor statistics, United States department of labor for the  
28 state of Washington. If the bureau of labor statistics develops more  
29 than one consumer price index for areas within the state, the index  
30 covering the greatest number of people, covering areas exclusively  
31 within the boundaries of the state, and including all items shall be  
32 used for the cost-of-living index in this section.

33 **Sec. 2.** RCW 28B.50.465 and 2009 c 573 s 2 are each amended to read  
34 as follows:

35 (1) Academic employees of community and technical college districts  
36 shall be provided an annual salary cost-of-living increase in

1 accordance with this section. For purposes of this section, "academic  
2 employee" has the same meaning as defined in RCW 28B.52.020.

3 (a) Beginning with the 2001-2002 fiscal year, and for each  
4 subsequent fiscal year, except as provided in (d) of this subsection,  
5 each college district shall receive a cost-of-living allocation  
6 sufficient to increase academic employee salaries, including mandatory  
7 salary-related benefits, by the rate of the yearly increase in the  
8 cost-of-living index.

9 (b) A college district shall distribute its cost-of-living  
10 allocation for salaries and salary-related benefits in accordance with  
11 the district's salary schedules, collective bargaining agreements, and  
12 other compensation policies. No later than the end of the fiscal year,  
13 each college district shall certify to the college board that it has  
14 spent funds provided for cost-of-living increases on salaries and  
15 salary-related benefits.

16 (c) The college board shall include any funded cost-of-living  
17 increase in the salary base used to determine cost-of-living increases  
18 for academic employees in subsequent years.

19 (d) Beginning with the 2001-2002 fiscal year, and for each  
20 subsequent fiscal year except for the ~~((2009-2010 and 2010-2011))~~ 2011-  
21 2012 and 2012-2013 fiscal years, the state shall fully fund the cost-  
22 of-living increase set forth in this section.

23 ~~((e) During the 2011-2013 and 2013-2015 fiscal biennia, in  
24 addition to cost-of-living allocations required by (a) of this  
25 subsection, community and technical college districts shall receive  
26 additional cost of living allocations in equal increments such that, by  
27 the end of the 2014-15 academic year, average salaries of academic  
28 employees of community and technical college districts will be, at a  
29 minimum, equal to what salaries would have been if cost of living  
30 allocations had not been suspended during the 2009-10 or 2010-11 school  
31 years.))~~

32 (2) For the purposes of this section, "cost-of-living index" means,  
33 for any fiscal year, the previous calendar year's annual average  
34 consumer price index, using the official current base, compiled by the  
35 bureau of labor statistics, United States department of labor for the  
36 state of Washington. If the bureau of labor statistics develops more  
37 than one consumer price index for areas within the state, the index

1 covering the greatest number of people, covering areas exclusively  
2 within the boundaries of the state, and including all items shall be  
3 used for the cost-of-living index in this section.

4 **Sec. 3.** RCW 28B.50.468 and 2009 c 573 s 3 are each amended to read  
5 as follows:

6 (1) Classified employees of technical colleges shall be provided an  
7 annual salary cost-of-living increase in accordance with this section.  
8 For purposes of this section, "technical college" has the same meaning  
9 as defined in RCW 28B.50.030. This section applies to only those  
10 classified employees under the jurisdiction of chapter 41.56 RCW.

11 (a) Beginning with the 2001-2002 fiscal year, and for each  
12 subsequent fiscal year, except as provided in (d) of this subsection,  
13 each technical college board of trustees shall receive a cost-of-living  
14 allocation sufficient to increase classified employee salaries,  
15 including mandatory salary-related benefits, by the rate of the yearly  
16 increase in the cost-of-living index.

17 (b) A technical college board of trustees shall distribute its  
18 cost-of-living allocation for salaries and salary-related benefits in  
19 accordance with the technical college's salary schedules, collective  
20 bargaining agreements, and other compensation policies. No later than  
21 the end of the fiscal year, each technical college shall certify to the  
22 college board that it has spent funds provided for cost-of-living  
23 increases on salaries and salary-related benefits.

24 (c) The college board shall include any funded cost-of-living  
25 increase in the salary base used to determine cost-of-living increases  
26 for technical college classified employees in subsequent years.

27 (d) Beginning with the 2001-2002 fiscal year, and for each  
28 subsequent fiscal year except for the ((2009-2010-and-2010-2011))  
29 2011-2012 and 2012-2013 fiscal years, the state shall fully fund the  
30 cost-of-living increase set forth in this section.

31 ~~((e) During the 2011-2013 and 2013-2015 fiscal biennia, in~~  
32 ~~addition to cost-of-living allocations required by (a) of this~~  
33 ~~subsection, technical college districts shall receive additional cost-~~  
34 ~~of-living allocations in equal increments such that, by the end of the~~  
35 ~~2014-15 academic year, average salaries of classified employees of~~  
36 ~~technical college districts will be, at a minimum, equal to what~~

1 ~~salaries would have been if cost of living allocations had not been~~  
2 ~~suspended during the 2009-10 or 2010-11 school years.))~~

3 (2) For the purposes of this section, "cost-of-living index" means,  
4 for any fiscal year, the previous calendar year's annual average  
5 consumer price index, using the official current base, compiled by the  
6 bureau of labor statistics, United States department of labor for the  
7 state of Washington. If the bureau of labor statistics develops more  
8 than one consumer price index for areas within the state, the index  
9 covering the greatest number of people, covering areas exclusively  
10 within the boundaries of the state, and including all items shall be  
11 used for the cost-of-living index in this section.

12 **Sec. 4.** RCW 28A.405.415 and 2009 c 539 s 6 are each amended to  
13 read as follows:

14 (1) Certificated instructional staff who have attained  
15 certification from the national board for professional teaching  
16 standards shall receive a bonus each year in which they maintain the  
17 certification. The bonus shall be calculated as follows: The annual  
18 bonus shall be five thousand dollars in the 2007-08 school year.  
19 Thereafter, the annual bonus shall increase by inflation. For the  
20 ~~((2009-10 and 2010-11))~~ 2011-12 and 2012-13 school years the annual  
21 bonus shall be subject to the availability of amounts appropriated for  
22 this purpose. ~~((During the 2011-2013 and 2013-2015 fiscal biennia, in  
23 addition to annual adjustments for inflation, the bonus amount shall be  
24 additionally increased such that, by the end of the 2014-15 school  
25 year, national board bonus amounts are, at a minimum, equal to what  
26 they would have been if annual adjustments for inflation had not been  
27 suspended during the 2009-10 or 2010-11 school year.))~~

28 (2) Certificated instructional staff who have attained  
29 certification from the national board for professional teaching  
30 standards shall be eligible for bonuses in addition to that provided by  
31 subsection (1) of this section if the individual is in an instructional  
32 assignment in a school in which at least seventy percent of the  
33 students qualify for the free and reduced-price lunch program.

34 (3) The amount of the additional bonus under subsection (2) of this  
35 section for those meeting the qualifications of subsection (2) of this  
36 section is five thousand dollars.

1 (4) The bonuses provided under this section are in addition to  
2 compensation received under a district's salary schedule adopted in  
3 accordance with RCW 28A.405.200 and shall not be included in  
4 calculations of a district's average salary and associated salary  
5 limitations under RCW 28A.400.200.

6 (5) The bonuses provided under this section shall be paid in a lump  
7 sum amount.

8 **Sec. 5.** RCW 28A.415.020 and 2007 c 319 s 3 are each amended to  
9 read as follows:

10 (1) Certificated personnel shall receive for each ten clock hours  
11 of approved in-service training attended the equivalent of a one credit  
12 college quarter course on the salary schedule developed by the  
13 legislative evaluation and accountability program committee.

14 (2) Certificated personnel shall receive for each ten clock hours  
15 of approved continuing education earned, as continuing education is  
16 defined by rule adopted by the professional educator standards board,  
17 the equivalent of a one credit college quarter course on the salary  
18 schedule developed by the legislative evaluation and accountability  
19 program committee.

20 (3) Certificated personnel shall receive for each forty clock hours  
21 of participation in an approved internship with a business, an  
22 industry, or government, as an internship is defined by rule of the  
23 professional educator standards board in accordance with RCW  
24 28A.415.025, the equivalent of a one credit college quarter course on  
25 the salary schedule developed by the legislative evaluation and  
26 accountability program committee.

27 (4) An approved in-service training program shall be a program  
28 approved by a school district board of directors, which meet standards  
29 adopted by the professional educator standards board, and the  
30 development of said program has been participated in by an in-service  
31 training task force whose membership is the same as provided under RCW  
32 28A.415.040, or a program offered by an education agency approved to  
33 provide in-service for the purposes of continuing education as provided  
34 for under rules adopted by the professional educator standards board,  
35 or both.

36 (5) Clock hours eligible for application to the salary schedule  
37 developed by the legislative evaluation and accountability program

1 committee as described in subsections (1) and (2) of this section,  
2 shall be those hours acquired after August 31, 1987. Clock hours  
3 eligible for application to the salary schedule as described in  
4 subsection (3) of this section shall be those hours acquired after  
5 December 31, 1995.

6 (6) In-service training or continuing education in first peoples'  
7 language, culture, or oral tribal traditions provided by a sovereign  
8 tribal government participating in the Washington state first peoples'  
9 language, culture, and oral tribal traditions teacher certification  
10 program authorized under RCW 28A.410.045 shall be considered approved  
11 in-service training or approved continuing education under this section  
12 and RCW 28A.415.023.

13 (7) For the 2011-12 and 2012-13 school years, application of  
14 credits or credit equivalents earned under this section after October  
15 1, 2010, to the salary schedule developed by the legislative evaluation  
16 and accountability program committee is subject to any conditions or  
17 limitations contained in the omnibus operating appropriations act.

18 **Sec. 6.** RCW 28A.415.023 and 2005 c 497 s 209 and 2005 c 393 s 1  
19 are each reenacted and amended to read as follows:

20 (1) Credits earned by certificated instructional staff after  
21 September 1, 1995, shall be eligible for application to the salary  
22 schedule developed by the legislative evaluation and accountability  
23 program committee only if the course content:

24 (a) Is consistent with a school-based plan for mastery of student  
25 learning goals as referenced in RCW 28A.655.110, the annual school  
26 performance report, for the school in which the individual is assigned;

27 (b) Pertains to the individual's current assignment or expected  
28 assignment for the subsequent school year;

29 (c) Is necessary to obtain an endorsement as prescribed by the  
30 Washington professional educator standards board;

31 (d) Is specifically required to obtain advanced levels of  
32 certification;

33 (e) Is included in a college or university degree program that  
34 pertains to the individual's current assignment, or potential future  
35 assignment, as a certified instructional staff; or

36 (f) Addresses research-based assessment and instructional  
37 strategies for students with dyslexia, dysgraphia, and language



1 disabilities when addressing learning goal one under RCW 28A.150.210,  
2 as applicable and appropriate for individual certificated instructional  
3 staff.

4 (2) For the purpose of this section, "credits" mean college quarter  
5 hour credits and equivalent credits for approved in-service, approved  
6 continuing education, or approved internship hours computed in  
7 accordance with RCW 28A.415.020.

8 (3) The superintendent of public instruction shall adopt rules and  
9 standards consistent with the limits established by this section for  
10 certificated instructional staff.

11 (4) For the 2011-12 and 2012-13 school years, application of  
12 credits or credit equivalents earned under this section after October  
13 1, 2010, to the salary schedule developed by the legislative evaluation  
14 and accountability program committee is subject to any conditions or  
15 limitations contained in the omnibus operating appropriations act.

16 NEW SECTION. Sec. 7. This act is necessary for the immediate  
17 preservation of the public peace, health, or safety, or support of the  
18 state government and its existing public institutions, and takes effect  
19 July 1, 2011.

Passed by the House May 9, 2011.  
Passed by the Senate May 24, 2011.  
Approved by the Governor June 7, 2011.  
Filed in Office of Secretary of State June 8, 2011.