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**ESSB 6002** - H AMD TO H AMD (H-4473.1/14) **881**

By Representative Dunshee

**ADOPTED 03/04/2014**

 On page 192, after line 34, insert the following:

 "**Sec. 503.** 2013 2nd sp.s. c 4 s 503 (uncodified) is amended to read as follows:

 **FOR THE SUPERINTENDENT OF PUBLIC INSTRUCTION**‑**-BASIC EDUCATION EMPLOYEE COMPENSATION**

 (1) The following calculations determine the salaries used in the state allocations for certificated instructional, certificated administrative, and classified staff units as provided in RCW 28A.150.280 and under section 502 of this act:

 (a) Salary allocations for certificated instructional staff units are determined for each district by multiplying the district's certificated instructional total base salary shown on LEAP Document 2 by the district's average staff mix factor for certificated instructional staff in that school year, computed using LEAP document 1; and

 (b) Salary allocations for certificated administrative staff units and classified staff units for each district are determined based on the district's certificated administrative and classified salary allocation amounts shown on LEAP Document 2.

 (2) For the purposes of this section:

 (a) "LEAP Document 1" means the staff mix factors for certificated instructional staff according to education and years of experience, as developed by the legislative evaluation and accountability program committee on ((~~June 1, 2013 at 08:06 hours~~)) February 23, 2014, at 9:06 hours; and

 (b) "LEAP Document 2" means the school year salary allocations for certificated administrative staff and classified staff and derived and total base salaries for certificated instructional staff as developed by the legislative evaluation and accountability program committee on ((~~June 1, 2013 at 01:29 hours~~)) February 23, 2014, at 12:29 hours.

 (3) Incremental fringe benefit factors are applied to salary adjustments at a rate of 18.04 percent for school year 2013-14 and 18.04 percent for school year 2014-15 for certificated instructional and certificated administrative staff and 17.45 percent for school year 2013-14 and 17.45 percent for the 2014-15 school year for classified staff.

 (4)(a) Pursuant to RCW 28A.150.410, the following state-wide salary allocation schedules for certificated instructional staff are established for basic education salary allocations:

|  |
| --- |
| Table Of Total Base Salaries For Certificated Instructional Staff For School Year 2013-14 |
| \*\*\* Education Experience \*\*\* |
| Years |  |  |  |  |  |  |  |  |  MA+90 |
| of |  |  |  |  |  |  |  |  |  OR |
| Service |  BA  | BA+15 | BA+30 | BA+45 | BA+90 | BA+135 |  MA  | MA+45 | Ph.D. |
| 0 | 34,048  | 34,968  | 35,920  | 36,875  | 39,939  | 41,913  | 40,820  | 43,885  | 45,860  |
| 1 | 34,506  | 35,439  | 36,403  | 37,400  | 40,496  | 42,459  | 41,274  | 44,370  | 46,332  |
| 2 | 34,943  | 35,884  | 36,859  | 37,933  | 41,020  | 43,004  | 41,731  | 44,818  | 46,802  |
| 3 | 35,393  | 36,343  | 37,329  | 38,437  | 41,518  | 43,549  | 42,164  | 45,243  | 47,276  |
| 4 | 35,834  | 36,826  | 37,818  | 38,964  | 42,064  | 44,110  | 42,618  | 45,718  | 47,765  |
| 5 | 36,290  | 37,287  | 38,288  | 39,498  | 42,586  | 44,673  | 43,080  | 46,169  | 48,256  |
| 6 | 36,759  | 37,734  | 38,769  | 40,039  | 43,113  | 45,211  | 43,552  | 46,626  | 48,723  |
| 7 | 37,582  | 38,572  | 39,621  | 40,960  | 44,079  | 46,235  | 44,438  | 47,556  | 49,713  |
| 8 | 38,787  | 39,831  | 40,905  | 42,355  | 45,516  | 47,751  | 45,832  | 48,994  | 51,228  |
| 9 |  | 41,135  | 42,262  | 43,765  | 46,999  | 49,310  | 47,241  | 50,477  | 52,788  |
| 10 |  |  | 43,635  | 45,247  | 48,524  | 50,913  | 48,724  | 52,003  | 54,390  |
| 11 |  |  |  | 46,772  | 50,121  | 52,557  | 50,249  | 53,599  | 56,034  |
| 12 |  |  |  | 48,249  | 51,761  | 54,269  | 51,835  | 55,238  | 57,748  |
| 13 |  |  |  |  | 53,440  | 56,024  | 53,476  | 56,918  | 59,501  |
| 14 |  |  |  |  | 55,128  | 57,844  | 55,165  | 58,716  | 61,322  |
| 15  |  |  |  |  | 56,563  | 59,349  | 56,599  | 60,242  | 62,917  |
| 16 or more |  |  |  |  | 57,693  | 60,535  | 57,731  | 61,447  | 64,174  |

|  |
| --- |
| Table Of Total Base Salaries For Certificated Instructional Staff For School Year 2014-15 |
| \*\*\* Education Experience \*\*\* |
| ((~~Years~~ |  |  |  |  |  |  |  |  |  ~~MA+90~~ |
| ~~of~~ |  |  |  |  |  |  |  |  |  ~~OR~~ |
| ~~Service~~ |  ~~BA~~  | ~~BA+15~~ | ~~BA+30~~ | ~~BA+45~~ | ~~BA+90~~ | ~~BA+135~~ |  ~~MA~~  | ~~MA+45~~ | ~~Ph.D.~~ |
| ~~0~~ | ~~34,048~~  | ~~34,968~~  | ~~35,920~~  | ~~36,875~~  | ~~39,939~~  | ~~41,913~~  | ~~40,820~~  | ~~43,885~~  | ~~45,860~~  |
| ~~1~~ | ~~34,506~~  | ~~35,439~~  | ~~36,403~~  | ~~37,400~~  | ~~40,496~~  | ~~42,459~~  | ~~41,274~~  | ~~44,370~~  | ~~46,332~~  |
| ~~2~~ | ~~34,943~~  | ~~35,884~~  | ~~36,859~~  | ~~37,933~~  | ~~41,020~~  | ~~43,004~~  | ~~41,731~~  | ~~44,818~~  | ~~46,802~~  |
| ~~3~~ | ~~35,393~~  | ~~36,343~~  | ~~37,329~~  | ~~38,437~~  | ~~41,518~~  | ~~43,549~~  | ~~42,164~~  | ~~45,243~~  | ~~47,276~~  |
| ~~4~~ | ~~35,834~~  | ~~36,826~~  | ~~37,818~~  | ~~38,964~~  | ~~42,064~~  | ~~44,110~~  | ~~42,618~~  | ~~45,718~~  | ~~47,765~~  |
| ~~5~~ | ~~36,290~~  | ~~37,287~~  | ~~38,288~~  | ~~39,498~~  | ~~42,586~~  | ~~44,673~~  | ~~43,080~~  | ~~46,169~~  | ~~48,256~~  |
| ~~6~~ | ~~36,759~~  | ~~37,734~~  | ~~38,769~~  | ~~40,039~~  | ~~43,113~~  | ~~45,211~~  | ~~43,552~~  | ~~46,626~~  | ~~48,723~~  |
| ~~7~~ | ~~37,582~~  | ~~38,572~~  | ~~39,621~~  | ~~40,960~~  | ~~44,079~~  | ~~46,235~~  | ~~44,438~~  | ~~47,556~~  | ~~49,713~~  |
| ~~8~~ | ~~38,787~~  | ~~39,831~~  | ~~40,905~~  | ~~42,355~~  | ~~45,516~~  | ~~47,751~~  | ~~45,832~~  | ~~48,994~~  | ~~51,228~~  |
| ~~9~~ |  | ~~41,135~~  | ~~42,262~~  | ~~43,765~~  | ~~46,999~~  | ~~49,310~~  | ~~47,241~~  | ~~50,477~~  | ~~52,788~~  |
| ~~10~~ |  |  | ~~43,635~~  | ~~45,247~~  | ~~48,524~~  | ~~50,913~~  | ~~48,724~~  | ~~52,003~~  | ~~54,390~~  |
| ~~11~~ |  |  |  | ~~46,772~~  | ~~50,121~~  | ~~52,557~~  | ~~50,249~~  | ~~53,599~~  | ~~56,034~~  |
| ~~12~~ |  |  |  | ~~48,249~~  | ~~51,761~~  | ~~54,269~~  | ~~51,835~~  | ~~55,238~~  | ~~57,748~~  |
| ~~13~~ |  |  |  |  | ~~53,440~~  | ~~56,024~~  | ~~53,476~~  | ~~56,918~~  | ~~59,501~~  |
| ~~14~~ |  |  |  |  | ~~55,128~~  | ~~57,844~~  | ~~55,165~~  | ~~58,716~~  | ~~61,322~~  |
| ~~15~~  |  |  |  |  | ~~56,563~~  | ~~59,349~~  | ~~56,599~~  | ~~60,242~~  | ~~62,917~~  |
| ~~16 or more~~ |  |  |  |  | ~~57,693~~  | ~~60,535~~  | ~~57,731~~  | ~~61,447~~  | ~~64,174~~ )) |

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|  |
| Years |  |  |  |  |  |  |  |  | MA+90 |
| of |  |  |  |  |  |  |  |  | OR |
| Service | BA | BA+15 | BA+30 | BA+45 | BA+90 | BA+135 | MA | MA+45 | Ph.D. |
| 0 | 34,457 | 35,388 | 36,352 | 37,318 | 40,419 | 42,416 | 41,311 | 44,412 | 46,411 |
| 1 | 34,921 | 35,864 | 36,841 | 37,850 | 40,983 | 42,969 | 41,770 | 44,903 | 46,889 |
| 2 | 35,363 | 36,315 | 37,302 | 38,389 | 41,513 | 43,520 | 42,233 | 45,356 | 47,364 |
| 3 | 35,818 | 36,780 | 37,777 | 38,899 | 42,017 | 44,072 | 42,671 | 45,787 | 47,844 |
| 4 | 36,265 | 37,269 | 38,272 | 39,432 | 42,569 | 44,639 | 43,130 | 46,267 | 48,338 |
| 5 | 36,726 | 37,735 | 38,748 | 39,973 | 43,098 | 45,210 | 43,597 | 46,723 | 48,835 |
| 6 | 37,200 | 38,187 | 39,235 | 40,520 | 43,630 | 45,754 | 44,076 | 47,186 | 49,308 |
| 7 | 38,033 | 39,035 | 40,097 | 41,452 | 44,608 | 46,790 | 44,972 | 48,127 | 50,310 |
| 8 | 39,253 | 40,309 | 41,396 | 42,864 | 46,062 | 48,325 | 46,383 | 49,582 | 51,843 |
| 9 |  | 41,629 | 42,770 | 44,290 | 47,564 | 49,903 | 47,808 | 51,084 | 53,422 |
| 10 |  |  | 44,159 | 45,790 | 49,107 | 51,524 | 49,309 | 52,627 | 55,043 |
| 11 |  |  |  | 47,334 | 50,723 | 53,189 | 50,853 | 54,243 | 56,707 |
| 12 |  |  |  | 48,828 | 52,383 | 54,921 | 52,457 | 55,902 | 58,441 |
| 13 |  |  |  |  | 54,082 | 56,697 | 54,118 | 57,601 | 60,216 |
| 14 |  |  |  |  | 55,790 | 58,539 | 55,828 | 59,421 | 62,059 |
| 15  |  |  |  |  | 57,242 | 60,062 | 57,279 | 60,966 | 63,672 |
| 16 or more |  |  |  |  | 58,386 | 61,262 | 58,424 | 62,185 | 64,945 |

 (b) As used in this subsection, the column headings "BA+(N)" refer to the number of credits earned since receiving the baccalaureate degree.

 (c) For credits earned after the baccalaureate degree but before the masters degree, any credits in excess of forty-five credits may be counted after the masters degree. Thus, as used in this subsection, the column headings "MA+(N)" refer to the total of:

 (i) Credits earned since receiving the masters degree; and

 (ii) Any credits in excess of forty-five credits that were earned after the baccalaureate degree but before the masters degree.

 (5) For the purposes of this section:

 (a) "BA" means a baccalaureate degree.

 (b) "MA" means a masters degree.

 (c) "PHD" means a doctorate degree.

 (d) "Years of service" shall be calculated under the same rules adopted by the superintendent of public instruction.

 (e) "Credits" means college quarter hour credits and equivalent in-service credits computed in accordance with RCW 28A.415.020 and 28A.415.023.

 (6) No more than ninety college quarter-hour credits received by any employee after the baccalaureate degree may be used to determine compensation allocations under the state salary allocation schedule and LEAP documents referenced in this part V, or any replacement schedules and documents, unless:

 (a) The employee has a masters degree; or

 (b) The credits were used in generating state salary allocations before January 1, 1992.

 (7) The salary allocation schedules established in this section are for allocation purposes only except as provided in RCW 28A.400.200(2).

**Sec. 504.** 2013 2nd sp.s. c 4 s 504 (uncodified) is amended to read as follows:

**FOR THE SUPERINTENDENT OF PUBLIC INSTRUCTION**‑**-FOR SCHOOL EMPLOYEE COMPENSATION ADJUSTMENTS**

Education Legacy Trust Account--State Appropriation $51,157,000

 The appropriation in this section is subject to the following conditions and limitations:

 (1)(a) A cost-of-living adjustment of 1.2 percent effective September 1, 2014, in accordance with Initiative Measure No. 732.
 (b) Additional salary adjustments as necessary to fund the base salaries for certificated instructional staff as listed for each district in LEAP Document 2, defined in section 503(2)(b) of this act. Allocations for these salary adjustments shall be provided to all districts that are not grandfathered to receive salary allocations above the statewide salary allocation schedule, and to certain grandfathered districts to the extent necessary to ensure that salary allocations for districts that are currently grandfathered do not fall below the statewide salary allocation schedule.

 ((~~(b)~~)) (c) Additional salary adjustments to certain districts as necessary to fund the per full-time-equivalent salary allocations for certificated administrative staff as listed for each district in LEAP Document 2, defined in section 503(2)(b) of this act.

 ((~~(c)~~)) (d) Additional salary adjustments to certain districts as necessary to fund the per full-time-equivalent salary allocations for classified staff as listed for each district in LEAP Document 2, defined in section 503(2)(b) of this act.

 ((~~(d)~~)) (e) The appropriations in this subsection (1) include associated incremental fringe benefit allocations at 18.04 percent for the 2013-14 school year and 18.04 percent for the 2014-15 school year for certificated instructional and certificated administrative staff and 17.45 percent for the 2013-14 school year and 17.45 percent for the 2014-15 school year for classified staff.

 ((~~(e)~~)) (f) The appropriations in this section include the increased or decreased portion of salaries and incremental fringe benefits for all relevant state-funded school programs in part V of this act. Changes for general apportionment (basic education) are based on the salary allocation schedules and methodology in sections 502 and 503 of this act. Changes for special education result from changes in each district's basic education allocation per student. Changes for educational service districts and institutional education programs are determined by the superintendent of public instruction using the methodology for general apportionment salaries and benefits in sections 502 and 503 of this act.

 ((~~(f)~~)) (g) The appropriations in this section include no salary adjustments for substitute teachers.

 (2) The maintenance rate for insurance benefit allocations is $768.00 per month for the 2013-14 and 2014-15 school years. The appropriations in this section reflect the incremental change in cost of allocating rates of $768.00 per month for the 2013-14 school year and $768.00 per month for the 2014-15 school year.

 (3) The rates specified in this section are subject to revision each year by the legislature."

 Renumber the remaining sections consecutively and correct any internal references accordingly.

 On page 215, after line 2, insert the following:

 "**Sec. 601.** 2013 2nd sp.s. c 4 s 601 (uncodified) is amended to read as follows:

The appropriations in sections 605 through 611 of this act are subject to the following conditions and limitations:

 (1) "Institutions" means the institutions of higher education receiving appropriations under sections 605 through 611 of this act.

 (2) The legislature, the office of financial management, and other state agencies need consistent and accurate personnel data from institutions of higher education for policy planning purposes. Institutions of higher education shall report personnel data to the department of personnel for inclusion in the department's data warehouse. Uniform reporting procedures shall be established by the office of financial management's office of the state human resources director for use by the reporting institutions, including provisions for common job classifications and common definitions of full-time equivalent staff. Annual contract amounts, number of contract months, and funding sources shall be consistently reported for employees under contract.

 (3) In addition to waivers granted under the authority of RCW 28B.15.910, the governing boards and the state board may waive all or a portion of operating fees for any student. State general fund appropriations shall not be provided to replace tuition and fee revenue foregone as a result of waivers granted under this subsection.

 (4)(a) For institutions receiving appropriations in section 605 of this act, the only allowable salary increases provided are those with normally occurring promotions and increases related to faculty and staff retention, except as provided in section 604(4) of this act and for employees subject to the provisions of Initiative Measure No. 732 as provided in section 604(12) of this act. In fiscal year 2014 and fiscal year 2015, the state board for community and technical colleges may use salary and benefit savings from faculty turnover to provide salary increments and associated benefits for faculty who qualify through professional development and training.

 (b) For employees under the jurisdiction of chapter 41.56 RCW,

salary increases will be in accordance with the applicable collective bargaining agreement including adjustments made for employees subject to the provisions of Initiative Measure No. 732 as provided in section 604(12) of this act. However, an increase shall not be provided to any classified employee whose salary is above the approved salary range maximum for the class to which the employee's position is allocated.

 (c) For each institution of higher education receiving appropriations under sections 606 through 611 of this act:

 (i) The only allowable salary increases are those associated with normally occurring promotions and increases related to faculty and staff retention; and

 (ii) Institutions may provide salary increases from other sources to instructional and research faculty at the universities and The Evergreen State College, exempt professional staff, teaching and research assistants, as classified by the office of financial management, and all other nonclassified staff, but not including employees under chapter 41.80 RCW. Any salary increase granted under the authority of this subsection (4)(c)(ii) shall not be included in an

institution's salary base for future state funding. It is the intent of the legislature that state general fund support for an institution shall not increase during the current or any future biennium as a result of any salary increases authorized under this subsection (4)(c)(ii).

 Renumber the remaining sections consecutively and correct any internal references accordingly.

 On page 219, line 34, increase the education legacy trust account--state appropriation by $4,297,000

 On page 219, line 36, correct the total.

 On page 221, line 28, after "(12)" insert the following:

 "$4,297,000 of the education legacy trust account--state appropriation is provided solely for increasing salaries for employees who are subject to the provisions of Initiative Measure No. 732 by

1.2 percent effective July 1, 2014.

 (13)"

 Renumber the remaining subsections consecutively and correct any internal references accordingly.

On page 239, after line 7, insert the following:

"Education Legacy Trust Account--State Appropriation.....$20,000"

 On page 239, line 10, correct the total

 On Page 239, after line 10, insert the following:

 "The appropriations in this section are subject to the following conditions and limitations: $20,000 of the education legacy trust account--state appropriation is provided solely for a cost-of-living adjustment of 1.2 percent for employees subject to the provisions of Initiative Measure No. 732 effective July 1, 2014."

 On page 239, after line 18, insert the following:

"Education Legacy Trust Account--State Appropriation.....$24,000"

 On page 239, line 20, correct the total

 On page 239, after line 20, insert the following:

"The appropriations in this section are subject to the following conditions and limitations: $24,000 of the education legacy trust account--state appropriation is provided solely for a cost-of-living adjustment of 1.2 percent for employees subject to the provisions of Initiative Measure No. 732 effective July 1, 2014."

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|  |  EFFECT:   Provides funding for an I-732 COLA for state-funded K-12 Public Education employees, including the School for the Blind and the Center for Childhood Deafness and Hearing Loss, and select higher education employees. FISCAL IMPACT: Increases Education Legacy T A - State by $55,542,000. |

**--- END ---**