

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

By Representative Dunshee

ADOPTED 03/04/2014

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

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

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

6 (1) The following calculations determine the salaries used in the
7 state allocations for certificated instructional, certificated
8 administrative, and classified staff units as provided in RCW
9 28A.150.280 and under section 502 of this act:

10 (a) Salary allocations for certificated instructional staff units
11 are determined for each district by multiplying the district's
12 certificated instructional total base salary shown on LEAP Document 2
13 by the district's average staff mix factor for certificated
14 instructional staff in that school year, computed using LEAP document
15 1; and

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

20 (2) For the purposes of this section:

21 (a) "LEAP Document 1" means the staff mix factors for certificated
22 instructional staff according to education and years of experience, as
23 developed by the legislative evaluation and accountability program
24 committee on (~~June 1, 2013 at 08:06 hours~~) February 23, 2014, at
25 9:06 hours; and

26 (b) "LEAP Document 2" means the school year salary allocations for
27 certificated administrative staff and classified staff and derived and

1 total base salaries for certificated instructional staff as developed
 2 by the legislative evaluation and accountability program committee on
 3 (~~June 1, 2013 at 01:29 hours~~) February 23, 2014, at 12:29 hours.

4 (3) Incremental fringe benefit factors are applied to salary
 5 adjustments at a rate of 18.04 percent for school year 2013-14 and
 6 18.04 percent for school year 2014-15 for certificated instructional
 7 and certificated administrative staff and 17.45 percent for school
 8 year 2013-14 and 17.45 percent for the 2014-15 school year for
 9 classified staff.

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

13
 14
 15

16 Table Of Total Base Salaries For Certificated Instructional Staff For
 17 School Year 2013-14

18 *** Education Experience ***

19 Years										
20										MA+90
21 of										OR
22 Service		BA+15	BA+30	BA+45	BA+90	BA+13		MA+45		Ph.D.
23 e	BA					5	MA			
24 0	34,04	34,96	35,92	36,87	39,93	41,91	40,82	43,88	45,86	
25	8	8	0	5	9	3	0	5	0	
26 1	34,50	35,43	36,40	37,40	40,49	42,45	41,27	44,37	46,33	
27	6	9	3	0	6	9	4	0	2	
28 2	34,94	35,88	36,85	37,93	41,02	43,00	41,73	44,81	46,80	
29	3	4	9	3	0	4	1	8	2	
30 3	35,39	36,34	37,32	38,43	41,51	43,54	42,16	45,24	47,27	
31	3	3	9	7	8	9	4	3	6	
32 4	35,83	36,82	37,81	38,96	42,06	44,11	42,61	45,71	47,76	
33	4	6	8	4	4	0	8	8	5	
34 5	36,29	37,28	38,28	39,49	42,58	44,67	43,08	46,16	48,25	

1		0	7	8	8	6	3	0	9	6
2	6	36,75	37,73	38,76	40,03	43,11	45,21	43,55	46,62	48,72
3		9	4	9	9	3	1	2	6	3
4	7	37,58	38,57	39,62	40,96	44,07	46,23	44,43	47,55	49,71
5		2	2	1	0	9	5	8	6	3
6	8	38,78	39,83	40,90	42,35	45,51	47,75	45,83	48,99	51,22
7		7	1	5	5	6	1	2	4	8
8	9		41,13	42,26	43,76	46,99	49,31	47,24	50,47	52,78
9			5	2	5	9	0	1	7	8
10	10			43,63	45,24	48,52	50,91	48,72	52,00	54,39
11				5	7	4	3	4	3	0
12	11				46,77	50,12	52,55	50,24	53,59	56,03
13					2	1	7	9	9	4
14	12				48,24	51,76	54,26	51,83	55,23	57,74
15					9	1	9	5	8	8
16	13					53,44	56,02	53,47	56,91	59,50
17						0	4	6	8	1
18	14					55,12	57,84	55,16	58,71	61,32
19						8	4	5	6	2
20	15					56,56	59,34	56,59	60,24	62,91
21						3	9	9	2	7
22	16 or					57,69	60,53	57,73	61,44	64,17
23	more					3	5	1	7	4

27 Table Of Total Base Salaries For Certificated Instructional Staff For
28 School Year 2014-15

29 *** Education Experience ***

30 ((Year
31 s MA+90
32 of -OR
33 Service BA+15 BA+30 BA+45 BA+90 BA+13 MA+45 Ph.D.
34 e BA 5 MA

1	0	34,04	34,96	35,92	36,87	39,93	41,91	40,82	43,88	45,86
2		8	8	0	5	9	3	0	5	0
3	1	34,50	35,43	36,40	37,40	40,49	42,45	41,27	44,37	46,33
4		6	9	3	0	6	9	4	0	2
5	2	34,94	35,88	36,85	37,93	41,02	43,00	41,73	44,81	46,80
6		3	4	9	3	0	4	1	8	2
7	3	35,39	36,34	37,32	38,43	41,51	43,54	42,16	45,24	47,27
8		3	3	9	7	8	9	4	3	6
9	4	35,83	36,82	37,81	38,96	42,06	44,11	42,61	45,71	47,76
10		4	6	8	4	4	0	8	8	5
11	5	36,29	37,28	38,28	39,49	42,58	44,67	43,08	46,16	48,25
12		0	7	8	8	6	3	0	9	6
13	6	36,75	37,73	38,76	40,03	43,11	45,21	43,55	46,62	48,72
14		9	4	9	9	3	1	2	6	3
15	7	37,58	38,57	39,62	40,96	44,07	46,23	44,43	47,55	49,71
16		2	2	1	0	9	5	8	6	3
17	8	38,78	39,83	40,90	42,35	45,51	47,75	45,83	48,99	51,22
18		7	1	5	5	6	1	2	4	8
19	9		41,13	42,26	43,76	46,99	49,31	47,24	50,47	52,78
20			5	2	5	9	0	1	7	8
21	10			43,63	45,24	48,52	50,91	48,72	52,00	54,39
22				5	7	4	3	4	3	0
23	11				46,77	50,12	52,55	50,24	53,59	56,03
24					2	1	7	9	9	4
25	12				48,24	51,76	54,26	51,83	55,23	57,74
26					9	1	9	5	8	8
27	13					53,44	56,02	53,47	56,91	59,50
28						0	4	6	8	1
29	14					55,12	57,84	55,16	58,71	61,32
30						8	4	5	6	2
31	15					56,56	59,34	56,59	60,24	62,91
32						3	9	9	2	7
33	16 or					57,69	60,53	57,73	61,44	64,17
34	more					3	5	1	7	4))

1										
2										
3										
4	<u>Years</u>									<u>MA+90</u>
5	<u>of</u>									<u>OR</u>
6	<u>Service</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45</u>	<u>BA+90</u>	<u>BA+13</u>	<u>MA</u>	<u>MA+45</u>	<u>Ph.D.</u>
7	<u>e</u>						<u>5</u>			
8	<u>0</u>	<u>34,45</u>	<u>35,38</u>	<u>36,35</u>	<u>37,31</u>	<u>40,41</u>	<u>42,41</u>	<u>41,31</u>	<u>44,41</u>	<u>46,41</u>
9		<u>7</u>	<u>8</u>	<u>2</u>	<u>8</u>	<u>9</u>	<u>6</u>	<u>1</u>	<u>2</u>	<u>1</u>
10	<u>1</u>	<u>34,92</u>	<u>35,86</u>	<u>36,84</u>	<u>37,85</u>	<u>40,98</u>	<u>42,96</u>	<u>41,77</u>	<u>44,90</u>	<u>46,88</u>
11		<u>1</u>	<u>4</u>	<u>1</u>	<u>0</u>	<u>3</u>	<u>9</u>	<u>0</u>	<u>3</u>	<u>9</u>
12	<u>2</u>	<u>35,36</u>	<u>36,31</u>	<u>37,30</u>	<u>38,38</u>	<u>41,51</u>	<u>43,52</u>	<u>42,23</u>	<u>45,35</u>	<u>47,36</u>
13		<u>3</u>	<u>5</u>	<u>2</u>	<u>9</u>	<u>3</u>	<u>0</u>	<u>3</u>	<u>6</u>	<u>4</u>
14	<u>3</u>	<u>35,81</u>	<u>36,78</u>	<u>37,77</u>	<u>38,89</u>	<u>42,01</u>	<u>44,07</u>	<u>42,67</u>	<u>45,78</u>	<u>47,84</u>
15		<u>8</u>	<u>0</u>	<u>7</u>	<u>9</u>	<u>7</u>	<u>2</u>	<u>1</u>	<u>7</u>	<u>4</u>
16	<u>4</u>	<u>36,26</u>	<u>37,26</u>	<u>38,27</u>	<u>39,43</u>	<u>42,56</u>	<u>44,63</u>	<u>43,13</u>	<u>46,26</u>	<u>48,33</u>
17		<u>5</u>	<u>9</u>	<u>2</u>	<u>2</u>	<u>9</u>	<u>9</u>	<u>0</u>	<u>7</u>	<u>8</u>
18	<u>5</u>	<u>36,72</u>	<u>37,73</u>	<u>38,74</u>	<u>39,97</u>	<u>43,09</u>	<u>45,21</u>	<u>43,59</u>	<u>46,72</u>	<u>48,83</u>
19		<u>6</u>	<u>5</u>	<u>8</u>	<u>3</u>	<u>8</u>	<u>0</u>	<u>7</u>	<u>3</u>	<u>5</u>
20	<u>6</u>	<u>37,20</u>	<u>38,18</u>	<u>39,23</u>	<u>40,52</u>	<u>43,63</u>	<u>45,75</u>	<u>44,07</u>	<u>47,18</u>	<u>49,30</u>
21		<u>0</u>	<u>7</u>	<u>5</u>	<u>0</u>	<u>0</u>	<u>4</u>	<u>6</u>	<u>6</u>	<u>8</u>
22	<u>7</u>	<u>38,03</u>	<u>39,03</u>	<u>40,09</u>	<u>41,45</u>	<u>44,60</u>	<u>46,79</u>	<u>44,97</u>	<u>48,12</u>	<u>50,31</u>
23		<u>3</u>	<u>5</u>	<u>7</u>	<u>2</u>	<u>8</u>	<u>0</u>	<u>2</u>	<u>7</u>	<u>0</u>
24	<u>8</u>	<u>39,25</u>	<u>40,30</u>	<u>41,39</u>	<u>42,86</u>	<u>46,06</u>	<u>48,32</u>	<u>46,38</u>	<u>49,58</u>	<u>51,84</u>
25		<u>3</u>	<u>9</u>	<u>6</u>	<u>4</u>	<u>2</u>	<u>5</u>	<u>3</u>	<u>2</u>	<u>3</u>
26	<u>9</u>		<u>41,62</u>	<u>42,77</u>	<u>44,29</u>	<u>47,56</u>	<u>49,90</u>	<u>47,80</u>	<u>51,08</u>	<u>53,42</u>
27			<u>9</u>	<u>0</u>	<u>0</u>	<u>4</u>	<u>3</u>	<u>8</u>	<u>4</u>	<u>2</u>
28	<u>10</u>			<u>44,15</u>	<u>45,79</u>	<u>49,10</u>	<u>51,52</u>	<u>49,30</u>	<u>52,62</u>	<u>55,04</u>
29				<u>9</u>	<u>0</u>	<u>7</u>	<u>4</u>	<u>9</u>	<u>7</u>	<u>3</u>
30	<u>11</u>				<u>47,33</u>	<u>50,72</u>	<u>53,18</u>	<u>50,85</u>	<u>54,24</u>	<u>56,70</u>
31					<u>4</u>	<u>3</u>	<u>9</u>	<u>3</u>	<u>3</u>	<u>7</u>
32	<u>12</u>				<u>48,82</u>	<u>52,38</u>	<u>54,92</u>	<u>52,45</u>	<u>55,90</u>	<u>58,44</u>
33					<u>8</u>	<u>3</u>	<u>1</u>	<u>7</u>	<u>2</u>	<u>1</u>
34	<u>13</u>					<u>54,08</u>	<u>56,69</u>	<u>54,11</u>	<u>57,60</u>	<u>60,21</u>

1		<u>2</u>	<u>7</u>	<u>8</u>	<u>1</u>	<u>6</u>
2	<u>14</u>	<u>55,79</u>	<u>58,53</u>	<u>55,82</u>	<u>59,42</u>	<u>62,05</u>
3		<u>0</u>	<u>9</u>	<u>8</u>	<u>1</u>	<u>9</u>
4	<u>15</u>	<u>57,24</u>	<u>60,06</u>	<u>57,27</u>	<u>60,96</u>	<u>63,67</u>
5		<u>2</u>	<u>2</u>	<u>9</u>	<u>6</u>	<u>2</u>
6	<u>16 or</u>	<u>58,38</u>	<u>61,26</u>	<u>58,42</u>	<u>62,18</u>	<u>64,94</u>
7	<u>more</u>	<u>6</u>	<u>2</u>	<u>4</u>	<u>5</u>	<u>5</u>

8
9
10 (b) As used in this subsection, the column headings "BA+(N)" refer
11 to the number of credits earned since receiving the baccalaureate
12 degree.

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

- 17 (i) Credits earned since receiving the masters degree; and
18 (ii) Any credits in excess of forty-five credits that were earned
19 after the baccalaureate degree but before the masters degree.

20 (5) For the purposes of this section:

21 (a) "BA" means a baccalaureate degree.

22 (b) "MA" means a masters degree.

23 (c) "PHD" means a doctorate degree.

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

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

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

- 34 (a) The employee has a masters degree; or

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

3 (7) The salary allocation schedules established in this section
4 are for allocation purposes only except as provided in RCW
5 28A.400.200(2).

6
7 **Sec. 504.** 2013 2nd sp.s. c 4 s 504 (uncodified) is amended to
8 read as follows:

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

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

12
13 The appropriation in this section is subject to the following
14 conditions and limitations:

15 (1)(a) A cost-of-living adjustment of 1.2 percent effective
16 September 1, 2014, in accordance with Initiative Measure No. 732.

17 (b) Additional salary adjustments as necessary to fund the base
18 salaries for certificated instructional staff as listed for each
19 district in LEAP Document 2, defined in section 503(2)(b) of this act.
20 Allocations for these salary adjustments shall be provided to all
21 districts that are not grandfathered to receive salary allocations
22 above the statewide salary allocation schedule, and to certain
23 grandfathered districts to the extent necessary to ensure that salary
24 allocations for districts that are currently grandfathered do not fall
25 below the statewide salary allocation schedule.

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

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

34

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

7 (~~(e)~~) (f) The appropriations in this section include the
8 increased or decreased portion of salaries and incremental fringe
9 benefits for all relevant state-funded school programs in part V of
10 this act. Changes for general apportionment (basic education) are
11 based on the salary allocation schedules and methodology in sections
12 502 and 503 of this act. Changes for special education result from
13 changes in each district's basic education allocation per student.
14 Changes for educational service districts and institutional education
15 programs are determined by the superintendent of public instruction
16 using the methodology for general apportionment salaries and benefits
17 in sections 502 and 503 of this act.

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

20 (2) The maintenance rate for insurance benefit allocations is
21 \$768.00 per month for the 2013-14 and 2014-15 school years. The
22 appropriations in this section reflect the incremental change in cost
23 of allocating rates of \$768.00 per month for the 2013-14 school year
24 and \$768.00 per month for the 2014-15 school year.

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

27

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

30

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

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

34

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

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

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

17 (3) In addition to waivers granted under the authority of RCW
18 28B.15.910, the governing boards and the state board may waive all or
19 a portion of operating fees for any student. State general fund
20 appropriations shall not be provided to replace tuition and fee
21 revenue foregone as a result of waivers granted under this subsection.

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

32 (b) For employees under the jurisdiction of chapter 41.56 RCW,
33 salary increases will be in accordance with the applicable collective
34 bargaining agreement including adjustments made for employees subject

1 to the provisions of Initiative Measure No. 732 as provided in section
2 604(12) of this act. However, an increase shall not be provided to
3 any classified employee whose salary is above the approved salary
4 range maximum for the class to which the employee's position is
5 allocated.

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

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

11 (ii) Institutions may provide salary increases from other sources
12 to instructional and research faculty at the universities and The
13 Evergreen State College, exempt professional staff, teaching and
14 research assistants, as classified by the office of financial
15 management, and all other nonclassified staff, but not including
16 employees under chapter 41.80 RCW. Any salary increase granted under
17 the authority of this subsection (4)(c)(ii) shall not be included in
18 an
19 institution's salary base for future state funding. It is the intent
20 of the legislature that state general fund support for an institution
21 shall not increase during the current or any future biennium as a
22 result of any salary increases authorized under this subsection
23 (4)(c)(ii).

24

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

27

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

30

31 On page 219, line 36, correct the total.

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

33

34

1 "\$4,297,000 of the education legacy trust account--state
2 appropriation is provided solely for increasing salaries for employees
3 who are subject to the provisions of Initiative Measure No. 732 by
4 1.2 percent effective July 1, 2014.

5 (13)"

6
7 Renumber the remaining subsections consecutively and correct
8 any internal references accordingly.

9
10 On page 239, after line 7, insert the following:

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

12
13 On page 239, line 10, correct the total

14
15 On Page 239, after line 10, insert the following:

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

21
22 On page 239, after line 18, insert the following:

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

24
25 On page 239, line 20, correct the total

26
27 On page 239, after line 20, insert the following:

28 "The appropriations in this section are subject to the following
29 conditions and limitations: \$24,000 of the education legacy trust
30 account--state appropriation is provided solely for a cost-of-living
31 adjustment of 1.2 percent for employees subject to the provisions of
32 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.

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