

2SSB 6455 - S AMD 630

By Senator Liiias

WITHDRAWN 02/17/2016

1 On page 11, after line 37, insert the following:

2 "PART V

3 **TEACHER SALARIES**

4 **Sec. 501.** RCW 28A.400.200 and 2010 c 235 s 401 are each amended
5 to 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) Salaries for certificated instructional staff shall not be
10 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 (b) Salaries for certificated instructional staff with a master's
14 degree shall not be less than the salary provided in the
15 appropriations act in the statewide salary allocation schedule for an
16 employee with a master's degree and zero years of service.

17 (c)(i) In the 2018-19 school year, the minimum salary for any
18 level of experience and education provided in any salary allocation
19 model used in state funding formulas for certificated instructional
20 staff allocations shall not be less than the beginning educator pay
21 recommendations from the compensation technical working group report
22 from 2012 adjusted for inflation since the release of the report.

23 (ii) For the 2016-17 school year through the 2018-19 school year,
24 the phase in of the new minimum salary allocation shall be made in
25 generally equal annual increments necessary to achieve the full phase
26 in of beginning educator pay recommendations adjusted for inflation
27 by the 2018-19 school year.

28 (iii) The compensation technical working group's salary
29 allocation recommendations were based on comparable wage analyses
30 from the time of the report. When fully enacted in the 2018-19 school
31 year, the minimum salary allocation for any level of experience and

1 education shall adjust the forty-eight thousand six hundred eighty-
2 seven dollars beginning educator allocation recommended in the report
3 for annual cost-of-living increases from the 2011-12 school year to
4 the 2018-19 school year using the cost-of-living index.

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

15 (3)(a) The actual average salary paid to certificated
16 instructional staff shall not exceed the district's average
17 certificated instructional staff salary used for the state basic
18 education allocations for that school year as determined pursuant to
19 RCW 28A.150.410.

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

36 (c) Salary and benefits for certificated instructional staff in
37 programs other than basic education shall be consistent with the
38 salary and benefits paid to certificated instructional staff in the
39 basic education program.

1 (4) Salaries and benefits for certificated instructional staff
2 may exceed the limitations in subsection (3) of this section only by
3 separate contract for additional time, for additional
4 responsibilities, for incentives, or for implementing specific
5 measurable innovative activities, including professional development,
6 specified by the school district to: (a) Close one or more
7 achievement gaps, (b) focus on development of science, technology,
8 engineering, and mathematics (STEM) learning opportunities, or (c)
9 provide arts education. Beginning September 1, 2011, school districts
10 shall annually provide a brief description of the innovative
11 activities included in any supplemental contract to the office of the
12 superintendent of public instruction. The office of the
13 superintendent of public instruction shall summarize the district
14 information and submit an annual report to the education committees
15 of the house of representatives and the senate. Supplemental
16 contracts shall not cause the state to incur any present or future
17 funding obligation. Supplemental contracts shall be subject to the
18 collective bargaining provisions of chapter 41.59 RCW and the
19 provisions of RCW 28A.405.240, shall not exceed one year, and if not
20 renewed shall not constitute adverse change in accordance with RCW
21 28A.405.300 through 28A.405.380. No district may enter into a
22 supplemental contract under this subsection for the provision of
23 services which are a part of the basic education program required by
24 Article IX, section 3 of the state Constitution.

25 (5) Employee benefit plans offered by any district shall comply
26 with RCW 28A.400.350 (~~and~~), 28A.400.275, and 28A.400.280."

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

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29 On page 1, line 4 of the title, after "28A.660.050," strike "and
30 28A.410.250" and insert "28A.410.250, and 28A.400.200"

EFFECT: Increases state allocations and school districts' minimum
pay requirements for beginning educators to the comparable wage

established by the compensation technical work group as adjusted for inflation.

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