
HOUSE BILL 2607

State of Washington

63rd Legislature

2014 Regular Session

By Representatives Reykdal, S. Hunt, Pollet, Sells, Sequist, Stanford, Fey, Tarleton, Goodman, Ryu, Bergquist, Santos, Moscoso, and Freeman

Read first time 01/22/14. Referred to Committee on Appropriations.

1 AN ACT Relating to establishing competitive wages for beginning
2 teacher salaries; amending RCW 28A.400.200; and creating a new section.

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

4 NEW SECTION. **Sec. 1.** The Washington Constitution establishes "the
5 paramount duty of the state to make ample provision for the education
6 of all children" Providing quality education for all children in
7 Washington requires well-qualified and dedicated school employees. The
8 number one priority identified by the compensation technical work group
9 was the need to increase starting salaries for educators in order to
10 attract a wider pool of the highest quality candidates. A comparable
11 wage analysis indicated that beginning salaries allocated by the state
12 were more than fifteen thousand dollars below what was needed for
13 competitive salaries among comparable professions. Historically,
14 teacher salaries have been more than two times the minimum wage. The
15 legislature finds that certain jurisdictions within the state have
16 passed minimum wages that will place upward pressure on wages and may
17 make it more difficult to attract and retain a well-qualified educator
18 workforce. Therefore, the legislature intends to ensure that beginning
19 pay for teachers be set at the comparable wage established by the

1 compensation technical work group as adjusted for inflation. The
2 legislature intends to ensure that beginning teacher salaries are amply
3 funded to attract and retain the highest quality educators.

4 **Sec. 2.** RCW 28A.400.200 and 2010 c 235 s 401 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) 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 appropriations
15 act in the statewide salary allocation schedule for an employee with a
16 master's degree and zero years of service.

17 (c) In the 2014-15 school year, the minimum salary for any level of
18 experience and education provided in any salary allocation model used
19 in state funding formulas for certificated instructional staff
20 allocations shall not be less than fifty-two thousand seventy-four
21 dollars. For each subsequent school year, the minimum salary in the
22 salary allocation schedule in the appropriations act shall be adjusted
23 in accordance with RCW 28A.400.205.

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

29 (b) Fringe benefit contributions for certificated instructional
30 staff shall be included as salary under (a) of this subsection only to
31 the extent that the district's actual average benefit contribution
32 exceeds the amount of the insurance benefits allocation provided per
33 certificated instructional staff unit in the state operating
34 appropriations act in effect at the time the compensation is payable.
35 For purposes of this section, fringe benefits shall not include payment
36 for unused leave for illness or injury under RCW 28A.400.210; employer
37 contributions for old age survivors insurance, workers' compensation,

1 unemployment compensation, and retirement benefits under the Washington
2 state retirement system; or employer contributions for health benefits
3 in excess of the insurance benefits allocation provided per
4 certificated instructional staff unit in the state operating
5 appropriations act in effect at the time the compensation is payable.
6 A school district may not use state funds to provide employer
7 contributions for such excess health benefits.

8 (c) Salary and benefits for certificated instructional staff in
9 programs other than basic education shall be consistent with the salary
10 and benefits paid to certificated instructional staff in the basic
11 education program.

12 (4) Salaries and benefits for certificated instructional staff may
13 exceed the limitations in subsection (3) of this section only by
14 separate contract for additional time, for additional responsibilities,
15 for incentives, or for implementing specific measurable innovative
16 activities, including professional development, specified by the school
17 district to: (a) Close one or more achievement gaps, (b) focus on
18 development of science, technology, engineering, and mathematics (STEM)
19 learning opportunities, or (c) provide arts education. Beginning
20 September 1, 2011, school districts shall annually provide a brief
21 description of the innovative activities included in any supplemental
22 contract to the office of the superintendent of public instruction.
23 The office of the superintendent of public instruction shall summarize
24 the district information and submit an annual report to the education
25 committees of the house of representatives and the senate.
26 Supplemental contracts shall not cause the state to incur any present
27 or future funding obligation. Supplemental contracts shall be subject
28 to the collective bargaining provisions of chapter 41.59 RCW and the
29 provisions of RCW 28A.405.240, shall not exceed one year, and if not
30 renewed shall not constitute adverse change in accordance with RCW
31 28A.405.300 through 28A.405.380. No district may enter into a
32 supplemental contract under this subsection for the provision of
33 services which are a part of the basic education program required by
34 Article IX, section 3 of the state Constitution.

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

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