
HOUSE BILL 2608

State of Washington

63rd Legislature

2014 Regular Session

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

Read first time 01/22/14. Referred to Committee on Labor & Workforce Development.

1 AN ACT Relating to establishing the minimum wage for classified
2 school employees; 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 legislature intends to ensure that
5 school districts provide a fair and appropriate living wage rate for
6 school employees. In addition, the legislature finds that no school
7 district employee who works full time should live in poverty.

8 The Washington state Constitution establishes "the paramount duty
9 of the state to make ample provision for the education of all
10 children" Providing quality education for all children in
11 Washington requires well-qualified and dedicated school employees.
12 However, minimum wage rates for school employees are inadequate to
13 attract or retain well-qualified school employees.

14 The legislature intends to increase classified salary allocations
15 as necessary to comply with its obligation to provide ample funding for
16 classified wages required by this act. The legislature further intends
17 that all school districts use state and nonstate funds as necessary to
18 ensure that all classified employees receive the minimum wage rate
19 established by this act.

1 **Sec. 2.** RCW 28A.400.200 and 2010 c 235 s 401 are each amended to
2 read as follows:

3 (1) Every school district board of directors shall fix, alter,
4 allow, and order paid salaries and compensation for all district
5 employees in conformance with this section.

6 (2)(a) Salaries for certificated instructional staff shall not be
7 less than the salary provided in the appropriations act in the
8 statewide salary allocation schedule for an employee with a
9 baccalaureate degree and zero years of service; (~~and~~)

10 (b) Salaries for certificated instructional staff with a master's
11 degree shall not be less than the salary provided in the appropriations
12 act in the statewide salary allocation schedule for an employee with a
13 master's degree and zero years of service;

14 (c) Beginning January 1, 2015, and until January 1, 2016,
15 classified employees shall be paid wages at a rate of not less than
16 fifteen dollars per hour;

17 (d) Beginning January 1, 2016, and each January 1st thereafter, as
18 provided in (e) of this subsection, classified employees shall be paid
19 wages at a rate of not less than the amount established under (e) of
20 this subsection; and

21 (e) On September 30, 2015, and on each September 30th thereafter,
22 the department of labor and industries shall calculate an adjusted
23 minimum wage rate to maintain employee purchasing power by increasing
24 the current year's minimum wage rate by the rate of inflation. The
25 adjusted minimum wage rate shall be calculated to the nearest cent
26 using the consumer price index for urban wage earners and clerical
27 workers, CPI-W, or a successor index, for the twelve months prior to
28 each September 1st as calculated by the United States department of
29 labor. Each adjusted minimum wage rate calculated under this
30 subsection (2)(e) takes effect on the following January 1st.

31 (3)(a) The actual average salary paid to certificated instructional
32 staff shall not exceed the district's average certificated
33 instructional staff salary used for the state basic education
34 allocations for that school year as determined pursuant to RCW
35 28A.150.410.

36 (b) Fringe benefit contributions for certificated instructional
37 staff shall be included as salary under (a) of this subsection only to
38 the extent that the district's actual average benefit contribution

1 exceeds the amount of the insurance benefits allocation provided per
2 certificated instructional staff unit in the state operating
3 appropriations act in effect at the time the compensation is payable.
4 For purposes of this section, fringe benefits shall not include payment
5 for unused leave for illness or injury under RCW 28A.400.210; employer
6 contributions for old age survivors insurance, workers' compensation,
7 unemployment compensation, and retirement benefits under the Washington
8 state retirement system; or employer contributions for health benefits
9 in excess of the insurance benefits allocation provided per
10 certificated instructional staff unit in the state operating
11 appropriations act in effect at the time the compensation is payable.
12 A school district may not use state funds to provide employer
13 contributions for such excess health benefits.

14 (c) Salary and benefits for certificated instructional staff in
15 programs other than basic education shall be consistent with the salary
16 and benefits paid to certificated instructional staff in the basic
17 education program.

18 (4) Salaries and benefits for certificated instructional staff may
19 exceed the limitations in subsection (3) of this section only by
20 separate contract for additional time, for additional responsibilities,
21 for incentives, or for implementing specific measurable innovative
22 activities, including professional development, specified by the school
23 district to: (a) Close one or more achievement gaps, (b) focus on
24 development of science, technology, engineering, and mathematics (STEM)
25 learning opportunities, or (c) provide arts education. Beginning
26 September 1, 2011, school districts shall annually provide a brief
27 description of the innovative activities included in any supplemental
28 contract to the office of the superintendent of public instruction.
29 The office of the superintendent of public instruction shall summarize
30 the district information and submit an annual report to the education
31 committees of the house of representatives and the senate.
32 Supplemental contracts shall not cause the state to incur any present
33 or future funding obligation. Supplemental contracts shall be subject
34 to the collective bargaining provisions of chapter 41.59 RCW and the
35 provisions of RCW 28A.405.240, shall not exceed one year, and if not
36 renewed shall not constitute adverse change in accordance with RCW
37 28A.405.300 through 28A.405.380. No district may enter into a

1 supplemental contract under this subsection for the provision of
2 services which are a part of the basic education program required by
3 Article IX, section 3 of the state Constitution.

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

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