
HOUSE BILL 2609

State of Washington

63rd Legislature

2014 Regular Session

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

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

1 AN ACT Relating to restoring cost-of-living increases for
2 educational employees; amending RCW 28A.400.205, 28B.50.465,
3 28B.50.468, and 28A.405.415; and creating a new section.

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

5 NEW SECTION. **Sec. 1.** The legislature finds that, in *McCleary v.*
6 *State of Washington*, the Washington state supreme court requires that
7 the state must make real and measurable progress on meeting its
8 obligation to provide ample funding for K-12 education, including
9 increasing state allocations for salaries for teachers and other K-12
10 school employees. In addition, while voters approved Initiative
11 Measure No. 732 by sixty-three percent in 2000, the legislature has
12 suspended the salary cost-of-living adjustments for public school and
13 community and technical college employees since 2008. Due to this
14 suspension, educator salaries are thousands less than they should be to
15 keep pace with inflation and state allocations are even further away
16 from setting competitive wages as required by the *McCleary* decision.
17 Unless legislative action is taken, educators will continue to lose
18 that salary throughout their careers and retirement.

1 The legislature finds that cost-of-living increases are the best
2 way to ensure that the salaries and wages of all educational employees
3 maintain pace with inflation. It is the intent of the legislature
4 that, over four years, salaries for public school employees and
5 community and technical college faculty and staff be increased to
6 levels that will meet the inflation adjustments that were originally
7 required under Initiative Measure No. 732 for the 2009-10 school year
8 through the 2014-15 school year.

9 **Sec. 2.** RCW 28A.400.205 and 2013 2nd sp.s. c 5 s 1 are each
10 amended to read as follows:

11 (1) School district employees shall be provided an annual salary
12 cost-of-living increase in accordance with this section.

13 (a) The cost-of-living increase shall be calculated by applying the
14 rate of the yearly increase in the cost-of-living index to any state-
15 funded salary base used in state funding formulas for teachers and
16 other school district employees. Beginning with the 2001-02 school
17 year, and for each subsequent school year, except for the 2013-14 and
18 2014-15 school years, each school district shall be provided a cost-of-
19 living allocation sufficient to grant this cost-of-living increase.

20 (b) A school district shall distribute its cost-of-living
21 allocation for salaries and salary-related benefits in accordance with
22 the district's salary schedules, collective bargaining agreements, and
23 compensation policies. No later than the end of the school year, each
24 school district shall certify to the superintendent of public
25 instruction that it has spent funds provided for cost-of-living
26 increases on salaries and salary-related benefits.

27 (c) Any funded cost-of-living increase shall be included in the
28 salary base used to determine cost-of-living increases for school
29 employees in subsequent years. For teachers and other certificated
30 instructional staff, the rate of the annual cost-of-living increase
31 funded for certificated instructional staff shall be applied to the
32 base salary used with the statewide salary allocation schedule
33 established under RCW 28A.150.410 and to any other salary models used
34 to recognize school district personnel costs.

35 (2)(a) Beginning with the 2014-15 school year, school districts
36 shall be provided an incremental increase to base salary allocations
37 for school employees in addition to the cost-of-living adjustments

1 required in subsection (1) of this section. The incremental increase
2 shall be calculated by using the cumulative rate of the increase in the
3 cost-of-living index for the six-year period beginning with the 2009-10
4 school year through the 2014-15 school year and applying that
5 cumulative rate of increase to any state-funded salary base used in
6 state funding formulas for teachers and other school district
7 employees.

8 (b) The full adjustment outlined in this subsection (2) shall be
9 phased-in over four years, starting with the 2014-15 school year. The
10 total increase to salary allocations shall be phased-in at a rate of
11 twenty-five percent per year over four years until it is fully provided
12 in the 2017-18 school year.

13 (c) A school district shall distribute the increased allocation for
14 salaries and salary-related benefits in this subsection (2) in
15 accordance with the district's salary schedules, collective bargaining
16 agreements, and compensation policies. No later than the end of the
17 school year, each school district shall certify to the superintendent
18 of public instruction that it has spent the allocated funds on salaries
19 and salary-related benefits.

20 (d) The increased salary allocations under this subsection (2)
21 shall be included in the salary base used to determine cost-of-living
22 adjustments as provided in subsection (1) of this section.

23 (3) For the purposes of this section, "cost-of-living index" means,
24 for any school year, the previous calendar year's annual average
25 consumer price index, using the official current base, compiled by the
26 bureau of labor statistics, United States department of labor for the
27 state of Washington. If the bureau of labor statistics develops more
28 than one consumer price index for areas within the state, the index
29 covering the greatest number of people, covering areas exclusively
30 within the boundaries of the state, and including all items shall be
31 used for the cost-of-living index in this section.

32 **Sec. 3.** RCW 28B.50.465 and 2013 2nd sp.s. c 5 s 2 are each amended
33 to read as follows:

34 (1) Academic employees of community and technical college districts
35 shall be provided an annual salary cost-of-living increase in
36 accordance with this section. For purposes of this section, "academic
37 employee" has the same meaning as defined in RCW 28B.52.020.

1 (a) Beginning with the 2001-2002 fiscal year, and for each
2 subsequent fiscal year, except as provided in (d) of this subsection,
3 each college district shall receive a cost-of-living allocation
4 sufficient to increase academic employee salaries, including mandatory
5 salary-related benefits, by the rate of the yearly increase in the
6 cost-of-living index.

7 (b) A college district shall distribute its cost-of-living
8 allocation for salaries and salary-related benefits in accordance with
9 the district's salary schedules, collective bargaining agreements, and
10 other compensation policies. No later than the end of the fiscal year,
11 each college district shall certify to the college board that it has
12 spent funds provided for cost-of-living increases on salaries and
13 salary-related benefits.

14 (c) The college board shall include any funded cost-of-living
15 increase in the salary base used to determine cost-of-living increases
16 for academic employees in subsequent years.

17 (d) Beginning with the 2001-2002 fiscal year, and for each
18 subsequent fiscal year except for the 2013-2014 and 2014-2015 fiscal
19 years, the state shall fully fund the cost-of-living increase set forth
20 in this section.

21 (2)(a) Beginning with the 2014-2015 fiscal year, each college
22 district shall receive an incremental allocation to increase academic
23 employee salaries, including mandatory salary-related benefits, in
24 addition to the cost-of-living adjustments required in subsection (1)
25 of this section. The incremental allocation shall be calculated by
26 using the cumulative rate of the increase in the cost-of-living index
27 for the six-year period beginning with the 2009-2010 fiscal year
28 through the 2014-2015 fiscal year and applying that cumulative rate of
29 increase to academic employee salary allocations.

30 (b) The full adjustment outlined in this subsection (2) shall be
31 phased-in over four years, starting with the 2014-2015 fiscal year.
32 The total increase to salaries shall be phased-in at a rate of twenty-
33 five percent per year over four years until it is fully provided in the
34 2017-2018 fiscal year.

35 (c) A college district shall distribute the increased allocation
36 for salaries and salary-related benefits in accordance with the
37 district's salary schedules, collective bargaining agreements, and

1 other compensation policies. No later than the end of the fiscal year,
2 each college district shall certify to the college board that it has
3 spent the funds provided on salaries and salary-related benefits.

4 (d) The college board shall include any funded salary allocation
5 under this subsection (2) in the salary base used to determine cost-of-
6 living increases for academic employees as provided in subsection (1)
7 of this section.

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

17 **Sec. 4.** RCW 28B.50.468 and 2013 2nd sp.s. c 5 s 3 are each amended
18 to read as follows:

19 (1) Classified employees of technical colleges shall be provided an
20 annual salary cost-of-living increase in accordance with this section.
21 For purposes of this section, "technical college" has the same meaning
22 as defined in RCW 28B.50.030. This section applies to only those
23 classified employees under the jurisdiction of chapter 41.56 RCW.

24 (a) Beginning with the 2001-2002 fiscal year, and for each
25 subsequent fiscal year, except as provided in (d) of this subsection,
26 each technical college board of trustees shall receive a cost-of-living
27 allocation sufficient to increase classified employee salaries,
28 including mandatory salary-related benefits, by the rate of the yearly
29 increase in the cost-of-living index.

30 (b) A technical college board of trustees shall distribute its
31 cost-of-living allocation for salaries and salary-related benefits in
32 accordance with the technical college's salary schedules, collective
33 bargaining agreements, and other compensation policies. No later than
34 the end of the fiscal year, each technical college shall certify to the
35 college board that it has spent funds provided for cost-of-living
36 increases on salaries and salary-related benefits.

1 (c) The college board shall include any funded cost-of-living
2 increase in the salary base used to determine cost-of-living increases
3 for technical college classified employees in subsequent years.

4 (d) Beginning with the 2001-2002 fiscal year, and for each
5 subsequent fiscal year except for the 2013-2014 and 2014-2015 fiscal
6 years, the state shall fully fund the cost-of-living increase set forth
7 in this section.

8 (2)(a) Beginning with the 2014-2015 fiscal year, each technical
9 college board of trustees shall receive an incremental allocation to
10 increase classified employee salaries, including mandatory salary-
11 related benefits, in addition to the cost-of-living adjustments
12 required in subsection (1) of this section. The incremental allocation
13 shall be calculated by using the cumulative rate of the increase in the
14 cost-of-living index for the six-year period beginning with the 2009-
15 2010 fiscal year through the 2014-2015 fiscal year and applying that
16 cumulative rate of increase to classified employee salary allocations.

17 (b) The full adjustment outlined in this subsection (2) shall be
18 phased-in over four years, starting with the 2014-2015 fiscal year.
19 The total increase to salaries shall be phased-in at a rate of twenty-
20 five percent per year over four years until it is fully provided in the
21 2017-2018 fiscal year.

22 (c) A technical college board of trustees shall distribute the
23 increased allocation for salaries and salary-related benefits in
24 accordance with the technical college's salary schedules, collective
25 bargaining agreements, and other compensation policies. No later than
26 the end of the fiscal year, each technical college shall certify to the
27 college board that it has spent the funds provided on salaries and
28 salary-related benefits.

29 (d) The college board of trustees shall include any funded salary
30 allocation under this subsection (2) in the salary base used to
31 determine cost-of-living increases for classified employees as provided
32 in subsection (1) of this section.

33 (3) For the purposes of this section, "cost-of-living index" means,
34 for any fiscal year, the previous calendar year's annual average
35 consumer price index, using the official current base, compiled by the
36 bureau of labor statistics, United States department of labor for the
37 state of Washington. If the bureau of labor statistics develops more
38 than one consumer price index for areas within the state, the index

1 covering the greatest number of people, covering areas exclusively
2 within the boundaries of the state, and including all items shall be
3 used for the cost-of-living index in this section.

4 **Sec. 5.** RCW 28A.405.415 and 2013 2nd sp.s. c 5 s 4 are each
5 amended to read as follows:

6 (1) Certificated instructional staff who have attained
7 certification from the national board for professional teaching
8 standards shall receive a bonus each year in which they maintain the
9 certification. The bonus shall be calculated as ~~((follows+))~~ provided
10 in this subsection (1).

11 (a) The annual bonus shall be five thousand dollars in the 2007-08
12 school year. Thereafter, the annual bonus shall increase by inflation,
13 except that the bonus shall not be increased during the 2013-14 ~~((and~~
14 ~~2014-15))~~ school year~~((s))~~.

15 (b) For the 2014-15 through 2017-18 school years, the bonus shall
16 be inflated using the cumulative rate of the increase in the cost-of-
17 living index as defined in RCW 28B.50.465(3) for the six-year period
18 beginning with the 2009-10 school year through the 2014-15 school year
19 and applying that cumulative rate of increase to the bonus amount from
20 the 2013-14 school year. The cost-of-living adjustment in this
21 subsection (1)(b) shall be phased-in over four years, starting with the
22 2014-15 school year. The total increase to salary allocations shall be
23 phased-in at a rate of twenty-five percent per year over four years
24 until it is fully provided in the 2017-18 school year.

25 (2) Certificated instructional staff who have attained
26 certification from the national board for professional teaching
27 standards shall be eligible for bonuses in addition to that provided by
28 subsection (1) of this section if the individual is in an instructional
29 assignment in a school in which at least seventy percent of the
30 students qualify for the free and reduced-price lunch program.

31 (3) The amount of the additional bonus under subsection (2) of this
32 section for those meeting the qualifications of subsection (2) of this
33 section is five thousand dollars.

34 (4) The bonuses provided under this section are in addition to
35 compensation received under a district's salary schedule adopted in
36 accordance with RCW 28A.405.200 and shall not be included in

1 calculations of a district's average salary and associated salary
2 limitations under RCW 28A.400.200.

3 (5) The bonuses provided under this section shall be paid in a lump
4 sum amount.

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