
SENATE BILL 5407

State of Washington

56th Legislature

1999 Regular Session

By Senators Benton, Zarelli, Stevens, Rossi, Oke, Swecker, Morton and West

Read first time 01/21/1999. Referred to Committee on Education.

1 AN ACT Relating to first year teachers' salaries; and amending RCW
2 28A.400.200.

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

4 **Sec. 1.** RCW 28A.400.200 and 1997 c 141 s 2 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)(i) Salaries for certificated instructional staff shall not
10 be less than the salary provided in the appropriations act in the
11 state-wide salary allocation schedule for an employee with a
12 baccalaureate degree and zero years of service(~~and~~).

13 (ii) For certificated instructional staff hired with zero years of
14 service specifically assigned to teaching duties that include the
15 subjects of math or science or both and at least a 3.5 grade point
16 average at the time of their graduation from a college or university,
17 there shall be a five thousand dollar bonus paid as follows: Two
18 thousand dollars upon completion of the first year of teaching; one
19 thousand dollars upon completion of the second year of teaching; one

1 thousand dollars upon completion of the third year of teaching; and one
2 thousand dollars upon completion of the fourth year of teaching.

3 (b) Salaries for certificated instructional staff with a master's
4 degree shall not be less than the salary provided in the appropriations
5 act in the state-wide salary allocation schedule for an employee with
6 a master's degree and zero years of service((+)).

7 (3)(a) The actual average salary paid to basic education and
8 special education certificated instructional staff shall not exceed the
9 district's average basic education and special education program
10 certificated instructional staff salary used for the state basic
11 education allocations for that school year as determined pursuant to
12 RCW 28A.150.410.

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

29 (c) Salary and benefits for certificated instructional staff in
30 programs other than basic education and special education shall be
31 consistent with the salary and benefits paid to certificated
32 instructional staff in the basic education and special education
33 programs.

34 (4) Salaries and benefits for certificated instructional staff may
35 exceed the limitations in subsection (3) of this section only by
36 separate contract for additional time, additional responsibilities, or
37 incentives. Supplemental contracts shall not cause the state to incur
38 any present or future funding obligation. Supplemental contracts shall
39 be subject to the collective bargaining provisions of chapter 41.59 RCW

1 and the provisions of RCW 28A.405.240, shall not exceed one year, and
2 if not renewed shall not constitute adverse change in accordance with
3 RCW 28A.405.300 through 28A.405.380. No district may enter into a
4 supplemental contract under this subsection for the provision of
5 services which are a part of the basic education program required by
6 Article IX, section 3 of the state Constitution.

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

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