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HOUSE BILL 1984

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State of Washington                      58th Legislature                      2003 Regular Session

By Representatives Kagi and Darneille

Read first time 02/18/2003. Referred to Committee on Education.

1            AN ACT Relating to school district salary allocations; amending RCW  
2 28A.150.410 and 28A.400.205; adding new sections to chapter 28A.400  
3 RCW; and providing an effective date.

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

5            NEW SECTION.    **Sec. 1.** A new section is added to chapter 28A.400  
6 RCW to read as follows:

7            The cost of housing for each school district shall be determined  
8 every ten years based on a standard set of housing specifications and  
9 on data reported for the most recent annual period for which data are  
10 available. The data shall be collected by a nationally recognized  
11 entity that collects statistically valid housing cost data for federal  
12 government agencies and businesses, selected by the legislative  
13 evaluation and accountability program and subject to approval by the  
14 legislative fiscal committees. The legislative evaluation and  
15 accountability program shall contract with the entity selected under  
16 this section from funds provided for this purpose.

17            NEW SECTION.    **Sec. 2.** A new section is added to chapter 28A.400  
18 RCW to read as follows:

1 Districts shall be divided into quartiles based on each district's  
2 cost of housing as determined under section 1 of this act. The salary  
3 increases provided to certificated instructional staff under RCW  
4 28A.400.205 shall be distributed differentially to each of the  
5 quartiles until percentage differences in certificated instructional  
6 staff base salaries are as follows: The base salary for districts in  
7 the second quartile shall be five percent greater than the base salary  
8 in the lowest quartile; the base salary for districts in the third  
9 quartile shall be ten percent greater than the base salary in the  
10 lowest quartile; the base salary for districts in the fourth quartile  
11 shall be fifteen percent greater than the base salary in the lowest  
12 quartile. After these percentage differences have been attained,  
13 salary increases shall be provided at the same percentage for all  
14 districts.

15 The base salary for each of the quartiles shall be established in  
16 the omnibus appropriations act and shall be reflected in supporting  
17 LEAP documents. The statewide salary allocation schedule included in  
18 the omnibus appropriations act shall be the schedule for the districts  
19 in the lowest quartile.

20 The percentage increases provided under this section and RCW  
21 28A.400.205 shall be the same for every district within each quartile,  
22 except that a grandfathered district shall not receive salary increase  
23 allocations and the base salary of the grandfathered district shall  
24 remain unchanged, until the base salary of the district's quartile is  
25 greater than the grandfathered district's base salary. In the year in  
26 which the grandfathered district's base salary would be less than the  
27 base salary of the district's quartile, the grandfathered district  
28 shall receive a salary increase such that its base salary is equal to  
29 the base salary of the quartile.

30 For purposes of this section, "base salary" means the state salary  
31 allocation for an employee with a baccalaureate degree and zero years  
32 of service; a "grandfathered district" means one of the thirty-four  
33 districts with a base salary as identified on the LEAP 12E schedule for  
34 the 2002-03 school year greater than the base salary on the statewide  
35 salary allocation schedule.

36 **Sec. 3.** RCW 28A.150.410 and 2002 c 353 s 1 are each amended to  
37 read as follows:

1 (1) The legislature shall establish for each school year in the  
2 appropriations act a statewide salary allocation schedule, for  
3 allocation purposes only, to be used to distribute funds for basic  
4 education certificated instructional staff salaries under RCW  
5 28A.150.260. The statewide salary allocation schedule shall be  
6 adjusted for cost-of-living differences as specified under section 2 of  
7 this act.

8 (2) Salary allocations for state-funded basic education  
9 certificated instructional staff shall be calculated by the  
10 superintendent of public instruction by determining the district's  
11 average salary for certificated instructional staff, using the  
12 statewide salary allocation schedule and adjustments for cost-of-  
13 housing differences under section 2 of this act, and related documents,  
14 conditions, and limitations established by the omnibus appropriations  
15 act.

16 (3) Beginning January 1, 1992, no more than ninety college quarter-  
17 hour credits received by any employee after the baccalaureate degree  
18 may be used to determine compensation allocations under the state  
19 salary allocation schedule and LEAP documents referenced in the omnibus  
20 appropriations act, or any replacement schedules and documents, unless:

21 (a) The employee has a masters degree; or

22 (b) The credits were used in generating state salary allocations  
23 before January 1, 1992.

24 **Sec. 4.** RCW 28A.400.205 and 2001 c 4 s 2 are each amended to read  
25 as follows:

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

28 (a) The cost-of-living increase shall be calculated by applying the  
29 rate of the yearly increase in the cost-of-living index to any state-  
30 funded salary base used in state funding formulas for teachers and  
31 other school district employees. Beginning with the 2001-02 school  
32 year, and for each subsequent school year, each school district shall  
33 be provided a cost-of-living allocation sufficient to grant this cost-  
34 of-living increase for the salaries, including mandatory salary-related  
35 benefits, of all employees of the district except that differential  
36 salary increases may be provided for certificated instructional staff  
37 as provided under section 2 of this act if total state funding for

1 salary increases for certificated instructional staff is the same as it  
2 would be if the cost-of-living increase were provided to all  
3 certificated instructional staff at the same rate.

4 (b) A school district shall distribute its cost-of-living  
5 allocation for salaries and salary-related benefits in accordance with  
6 the district's salary schedules, collective bargaining agreements, and  
7 compensation policies. No later than the end of the school year, each  
8 school district shall certify to the superintendent of public  
9 instruction that it has spent funds provided for cost-of-living  
10 increases on salaries and salary-related benefits.

11 (c) Any funded cost-of-living increase shall be included in the  
12 salary base used to determine cost-of-living increases for all school  
13 employees in subsequent years. For teachers and other certificated  
14 instructional staff, the rate of the annual cost-of-living increase  
15 funded for certificated instructional staff shall be applied to the  
16 base salary used with the statewide salary allocation schedule  
17 established under RCW 28A.150.410 and to any other salary models used  
18 to recognize school district personnel costs.

19 (d) Beginning with the 2001-02 school year, the state shall fully  
20 fund the cost-of-living increase in this section as part of its  
21 obligation to meet the basic education requirements under Article IX of  
22 the Washington Constitution.

23 (2) 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 NEW SECTION. **Sec. 5.** This act takes effect August 1, 2003.

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