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HOUSE BILL 2080

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State of Washington                      60th Legislature                      2007 Regular Session

By Representatives Hunter, Fromhold, Jarrett, Sommers, Anderson, Haigh, Rodne, Kenney, Moeller and Ormsby

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1            AN ACT Relating to equalization of certificated instructional staff  
2 salary allocations; amending RCW 28A.400.205; adding new sections to  
3 chapter 28A.400 RCW; creating new sections; and declaring an emergency.

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

5            NEW SECTION.    **Sec. 1.** FINDINGS AND INTENT. The legislature finds  
6 that promoting equity among school districts is an important principle  
7 of any school funding system. The legislature finds that the current  
8 system of salary "grandfathering" for certificated instructional staff  
9 creates inequities among school districts and places certain districts  
10 at a disadvantage in recruiting and retaining highly qualified  
11 instructional staff. Accordingly, the legislature intends to eliminate  
12 the gap between grandfathered and nongrandfathered salary districts on  
13 certificated instructional salaries over the next four years. As a  
14 result, by school year 2011-12, it is the intent of the legislature  
15 that all districts receive the same base salary allocations for  
16 certificated instructional staff.

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

1 POLICY FOR EQUALIZATION OF K-12 SALARY ALLOCATIONS BY 2011-12  
2 SCHOOL YEAR. (1) It is the intent of the legislature that, beginning  
3 with the appropriations for the 2011-12 school year, all state salary  
4 allocations to school districts for certificated instructional staff  
5 use the same base salary schedule. When this result is achieved, base  
6 salaries for certificated instructional staff shall be equal for all  
7 districts on a per-staff unit basis, but will continue to be adjusted  
8 by a staff mix factor.

9 (2) The legislature intends to reach this goal by two means:  
10 Providing additional appropriations for the purpose of salary  
11 equalization, and by pro rata reduction of all or part of the cost-of-  
12 living increases provided pursuant to RCW 28A.400.205 to districts that  
13 receive grandfathered salary allocations for certificated instructional  
14 staff. However, any such reductions to districts' allocations for  
15 cost-of-living adjustments shall not cause a reduction in the total  
16 amount appropriated by the legislature to school districts for purposes  
17 of the cost-of-living adjustments under RCW 28A.400.205. Instead, any  
18 amounts withheld shall be appropriated to districts whose salary  
19 allocations require upward adjustment under the equalization  
20 requirements of section 3 of this act.

21 NEW SECTION. **Sec. 3.** A new section is added to chapter 28A.400  
22 RCW to read as follows:

23 TEACHER SALARY EQUALIZATION. (1)(a) By the end of the 2007-2009  
24 biennium, the legislature shall reduce by one-half the number of  
25 districts that receive salary allocations for certificated  
26 instructional staff in excess of the statewide base salary allocation  
27 schedule established pursuant to RCW 28A.150.410, as compared to the  
28 number of districts receiving such excess allocations as reflected in  
29 the LEAP 12E schedule for the 2005-2007 biennium.

30 (b) By the end of the 2009-2011 biennium, the legislature shall  
31 eliminate the practice of providing salary allocations for certificated  
32 instructional staff in excess of the statewide base salary allocation  
33 schedule established pursuant to RCW 28A.150.410, such that beginning  
34 with the 2011-12 school year, all school districts shall receive salary  
35 allocations based on the same statewide base salary allocation  
36 schedule.

1 (2) The legislature shall reach the goals established in subsection  
2 (1) of this section by either or both of the following means:

3 (a) Providing additional appropriations for certificated  
4 instructional staff salaries in excess of the allocations provided  
5 under chapter 28A.150 RCW;

6 (b) Adjusting the cost-of-living increase allocations under RCW  
7 28A.400.205 for certificated instructional staff in districts that have  
8 historically received salary allocations in excess of the statewide  
9 salary schedule.

10 **Sec. 4.** RCW 28A.400.205 and 2003 1st sp.s. c 20 s 1 are each  
11 amended to read as follows:

12 REVISIONS TO INITIATIVE MEASURE NO. 732 COLA. (1) School district  
13 employees shall be provided an annual salary cost-of-living increase in  
14 accordance with this section.

15 (a) The cost-of-living increase shall be calculated by applying the  
16 rate of the yearly increase in the cost-of-living index to any state-  
17 funded salary base used in state funding formulas for teachers and  
18 other school district employees. Beginning with the 2001-02 school  
19 year, and for each subsequent school year, except for the 2003-04 and  
20 2004-05 school years, each school district shall be provided a cost-of-  
21 living allocation sufficient to grant this cost-of-living increase.

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

29 (c) Any funded cost-of-living increase shall be included in the  
30 salary base used to determine cost-of-living increases for school  
31 employees in subsequent years, except as provided in subsection (3) of  
32 this section. For teachers and other certificated instructional staff,  
33 the rate of the annual cost-of-living increase funded for certificated  
34 instructional staff shall be applied to the base salary used with the  
35 statewide salary allocation schedule established under RCW 28A.150.410  
36 and to any other salary models used to recognize school district  
37 personnel costs.

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

10 (3)(a) For districts that have historically received salary  
11 allocations for certificated instructional staff in excess of the  
12 statewide salary schedule included in the omnibus appropriations act  
13 pursuant to RCW 28A.150.410, the legislature may adjust the cost-of-  
14 living adjustment otherwise required under this section in order to  
15 meet the salary allocation equalization goals in sections 2 and 3 of  
16 this act.

17 (b) The total amount appropriated by the legislature for cost-of-  
18 living adjustments under subsection (1) of this section may not be  
19 reduced by any adjustments under (a) of this subsection. Any amounts  
20 withheld from districts as a result of adjustments under (a) of this  
21 subsection shall be appropriated by the legislature to school districts  
22 for salary equalization under sections 2 and 3 of this act.

23 NEW SECTION. Sec. 5. Captions used in this act are not any part  
24 of the law.

25 NEW SECTION. Sec. 6. This act is necessary for the immediate  
26 preservation of the public peace, health, or safety, or support of the  
27 state government and its existing public institutions, and takes effect  
28 immediately.

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