

---

**SUBSTITUTE HOUSE BILL 1132**

---

**State of Washington**

**62nd Legislature**

**2011 Regular Session**

**By** House Education Appropriations & Oversight (originally sponsored by Representative Haigh; by request of Office of Financial Management)

READ FIRST TIME 02/23/11.

1 AN ACT Relating to reducing compensation for educational and  
2 academic employees; amending RCW 28A.400.205, 28B.50.465, and  
3 28A.405.415; providing an effective date; and declaring an emergency.

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

5 **Sec. 1.** RCW 28A.400.205 and 2009 c 573 s 1 are each amended to  
6 read as follows:

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

9 (a) The cost-of-living increase shall be calculated by applying the  
10 rate of the yearly increase in the cost-of-living index to any state-  
11 funded salary base used in state funding formulas for teachers and  
12 other school district employees. Beginning with the 2001-02 school  
13 year, and for each subsequent school year, except for the ((2009-10 and  
14 2010-11)) 2011-12 and 2012-13 school years, each school district shall  
15 be provided a cost-of-living allocation sufficient to grant this cost-  
16 of-living increase.

17 (b) A school district shall distribute its cost-of-living  
18 allocation for salaries and salary-related benefits in accordance with  
19 the district's salary schedules, collective bargaining agreements, and

1 compensation policies. No later than the end of the school year, each  
2 school district shall certify to the superintendent of public  
3 instruction that it has spent funds provided for cost-of-living  
4 increases on salaries and salary-related benefits.

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

13 (d) During the (~~(2011-2013 and)~~) 2013-2015 and 2015-2017 fiscal  
14 biennia, in addition to cost-of-living allocations required by (a) of  
15 this subsection, school districts shall receive additional cost-of-  
16 living allocations in equal increments such that by the end of the  
17 (~~(2014-15)~~) 2016-17 school year school district employee base salaries  
18 used with the statewide salary allocation schedule established under  
19 RCW 28A.150.410 and any other state salary models used to recognize  
20 school district personnel costs are, at a minimum, equal to what they  
21 would have been if cost-of-living allocations had not been suspended  
22 during the 2009-10 (~~(or)~~), 2010-11, 2011-12, and 2012-13 school years.

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 **Sec. 2.** RCW 28B.50.465 and 2009 c 573 s 2 are each amended to read  
33 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 (~~2009-2010 and 2010-2011~~) 2011-  
19 2012 and 2012-2013 fiscal years, the state shall fully fund the cost-  
20 of-living increase set forth in this section.

21 (e) During the (~~2011-2013 and~~) 2013-2015 and 2015-2017 fiscal  
22 biennia, in addition to cost-of-living allocations required by (a) of  
23 this subsection, community and technical college districts shall  
24 receive additional cost-of-living allocations in equal increments such  
25 that, by the end of the (~~2014-15~~) 2016-17 academic year, average  
26 salaries of academic employees of community and technical college  
27 districts will be, at a minimum, equal to what salaries would have been  
28 if cost-of-living allocations had not been suspended during the 2009-10  
29 (~~or~~), 2010-11, 2011-12, or 2012-13 school years.

30 (2) For the purposes of this section, "cost-of-living index" means,  
31 for any fiscal year, the previous calendar year's annual average  
32 consumer price index, using the official current base, compiled by the  
33 bureau of labor statistics, United States department of labor for the  
34 state of Washington. If the bureau of labor statistics develops more  
35 than one consumer price index for areas within the state, the index  
36 covering the greatest number of people, covering areas exclusively  
37 within the boundaries of the state, and including all items shall be  
38 used for the cost-of-living index in this section.

1       **Sec. 3.** RCW 28A.405.415 and 2009 c 539 s 6 are each amended to  
2 read as follows:

3       (1) Certificated instructional staff who have attained  
4 certification from the national board for professional teaching  
5 standards shall receive a bonus each year in which they maintain the  
6 certification. The bonus shall be calculated as follows: The annual  
7 bonus shall be five thousand dollars in the 2007-08 school year.  
8 Thereafter, the annual bonus shall increase by inflation. For the  
9 ~~((2009-10 and 2010-11))~~ 2011-12 and 2012-13 school years the annual  
10 bonus shall be subject to the availability of amounts appropriated for  
11 this purpose. ~~((During the 2011-2013 and 2013-2015 fiscal biennia, in  
12 addition to annual adjustments for inflation, the bonus amount shall be  
13 additionally increased such that, by the end of the 2014-15 school  
14 year, national board bonus amounts are, at a minimum, equal to what  
15 they would have been if annual adjustments for inflation had not been  
16 suspended during the 2009-10 or 2010-11 school year.))~~

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

23       (3) The amount of the additional bonus under subsection (2) of this  
24 section for those meeting the qualifications of subsection (2) of this  
25 section is five thousand dollars. For the 2011-12 and 2012-13 school  
26 years, the amount of the bonus in subsection (2) of this section shall  
27 be subject to the availability of amounts appropriated for this  
28 purpose.

29       (4) The bonuses provided under this section are in addition to  
30 compensation received under a district's salary schedule adopted in  
31 accordance with RCW 28A.405.200 and shall not be included in  
32 calculations of a district's average salary and associated salary  
33 limitations under RCW 28A.400.200.

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

36       NEW SECTION.   **Sec. 4.** This act is necessary for the immediate

1 preservation of the public peace, health, or safety, or support of the  
2 state government and its existing public institutions, and takes effect  
3 July 1, 2011.

--- END ---