
SENATE BILL 6116

State of Washington

64th Legislature

2015 Regular Session

By Senators Sheldon, Baumgartner, Hewitt, Braun, Rivers, Becker, Ericksen, Schoesler, and Honeyford

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1 AN ACT Relating to educational employees' benefits and
2 compensation during strikes and work stoppages; and amending RCW
3 28A.400.200.

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

5 **Sec. 1.** RCW 28A.400.200 and 2010 c 235 s 401 are each amended to
6 read as follows:

7 (1) Every school district board of directors shall fix, alter,
8 allow, and order paid salaries and compensation for all district
9 employees in conformance with this section.

10 (2)(a) Salaries for certificated instructional staff shall not be
11 less than the salary provided in the appropriations act in the
12 statewide salary allocation schedule for an employee with a
13 baccalaureate degree and zero years of service; and

14 (b) Salaries for certificated instructional staff with a master's
15 degree shall not be less than the salary provided in the
16 appropriations act in the statewide salary allocation schedule for an
17 employee with a master's degree and zero years of service.

18 (3)(a) The actual average salary paid to certificated
19 instructional staff shall not exceed the district's average
20 certificated instructional staff salary used for the state basic

1 education allocations for that school year as determined pursuant to
2 RCW 28A.150.410.

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

19 (c) Salary and benefits for certificated instructional staff in
20 programs other than basic education shall be consistent with the
21 salary and benefits paid to certificated instructional staff in the
22 basic education program.

23 (4) Salaries and benefits for certificated instructional staff
24 may exceed the limitations in subsection (3) of this section only by
25 separate contract for additional time, for additional
26 responsibilities, for incentives, or for implementing specific
27 measurable innovative activities, including professional development,
28 specified by the school district to: (a) Close one or more
29 achievement gaps, (b) focus on development of science, technology,
30 engineering, and mathematics (STEM) learning opportunities, or (c)
31 provide arts education. Beginning September 1, 2011, school districts
32 shall annually provide a brief description of the innovative
33 activities included in any supplemental contract to the office of the
34 superintendent of public instruction. The office of the
35 superintendent of public instruction shall summarize the district
36 information and submit an annual report to the education committees
37 of the house of representatives and the senate. Supplemental
38 contracts shall not cause the state to incur any present or future
39 funding obligation. Supplemental contracts shall be subject to the
40 collective bargaining provisions of chapter 41.59 RCW and the

1 provisions of RCW 28A.405.240, shall not exceed one year, and if not
2 renewed shall not constitute adverse change in accordance with RCW
3 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.

9 (6) No moneys appropriated in this section may be expended for
10 sick leave benefits, compensation, or health benefits during the time
11 an employee engages in a strike or work stoppage. During a strike or
12 work stoppage, a school district board of directors may require a
13 signed statement from a licensed health care provider that an
14 employee's absence was due to illness or injury.

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