
HOUSE BILL 1854

State of Washington

64th Legislature

2015 Regular Session

By Representatives Magendanz and Muri

Read first time 01/30/15. Referred to Committee on Education.

1 AN ACT Relating to a salary allocation system for certificated
2 instructional staff; amending RCW 28A.150.410, 28A.415.265,
3 28A.405.415, 28A.400.200, 28A.415.020, 28A.415.023, 28A.415.024,
4 28A.415.025, 28A.400.205, and 41.59.935; adding new sections to
5 chapter 28A.150 RCW; adding a new section to chapter 28A.405 RCW;
6 adding a new section to chapter 41.59 RCW; and providing expiration
7 dates.

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

9 NEW SECTION. **Sec. 1.** A new section is added to chapter 28A.150
10 RCW to read as follows:

11 NEW SALARY MODEL. (1) The legislature shall establish for each
12 school year in the omnibus appropriations act, beginning with the
13 2017-18 school year, a statewide salary schedule for certificated
14 instructional staff as provided in this section. The salary
15 allocation schedule shall be used to distribute funds for the
16 certificated instructional staff allocated under RCW 28A.150.260.

17 (2) For the purposes of this section, the staff allocations for
18 classroom teachers, teacher librarians, guidance counselors, and
19 student health services staff under RCW 28A.150.260 are considered
20 allocations for certificated instructional staff.

1 (3) Salary allocations under this section shall be calculated by
2 the superintendent of public instruction by determining the
3 district's average salary for all certificated instructional staff in
4 the district who are subject to this section, using the statewide
5 salary schedule and related documents, conditions, and limitations
6 established by the omnibus appropriations act.

7 (4) The statewide salary schedule under this section shall be
8 based on three tiers of demonstrated performance that align with the
9 following levels of certification: Residency and professional
10 certification as defined by the professional educator standards board
11 and national board certification as defined by the national board for
12 professional teaching standards. Salary increases between each tier
13 must be significant. Each tier must contain salary steps based on
14 years of service up to ten years, with the largest salary increases
15 provided in the first and second years in each tier, and declining
16 increases provided with each subsequent year in that tier. The salary
17 schedule must not provide increased salaries based on continuing
18 education credits or academic degrees.

19 (5) This section applies only to certificated instructional staff
20 whose first employment with a school district commences with or after
21 the 2017-18 school year or who have transferred to the compensation
22 system with salary allocations established under this section as
23 provided under section 2 of this act.

24 NEW SECTION. **Sec. 2.** A new section is added to chapter 28A.150
25 RCW to read as follows:

26 TRANSFER TO NEW SYSTEM. (1) Certificated instructional staff
27 whose first employment with a school district commenced before the
28 2017-18 school year have the option to make an irrevocable transfer
29 to the compensation system with salary allocations provided under
30 section 1 of this act.

31 (2) An employee who wishes to transfer to the new compensation
32 system in accordance with this section shall notify the employing
33 school district no later than November 15th of the year before the
34 school year when the transfer will take effect. The transfer shall
35 take effect with the next subsequent school year after the
36 notification regardless of whether the employee changes school
37 districts, takes a leave of absence, or terminates employment before
38 the beginning of the school year.

1 (3) Any employee subject to this section who has not transferred
2 to the new compensation system by August 31, 2027, shall be
3 automatically transferred effective September 1, 2027.

4 (4) This section expires December 31, 2027.

5 **Sec. 3.** RCW 28A.150.410 and 2010 c 236 s 10 are each amended to
6 read as follows:

7 OLD SALARY ALLOCATION MODEL. (1) The legislature shall establish
8 for each school year in the appropriations act a statewide salary
9 allocation schedule, for allocation purposes only, to be used to
10 distribute funds for basic education certificated instructional staff
11 salaries under RCW 28A.150.260. For the purposes of this section, the
12 staff allocations for classroom teachers, teacher librarians,
13 guidance counselors, and student health services staff under RCW
14 28A.150.260 are considered allocations for certificated instructional
15 staff.

16 (2) Salary allocations for (~~state-funded basic education~~)
17 certificated instructional staff under this section shall be
18 calculated by the superintendent of public instruction by determining
19 the district's average salary for all certificated instructional
20 staff who are subject to this section, using the statewide salary
21 allocation schedule and related documents, conditions, and
22 limitations established by the omnibus appropriations act.

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

29 (a) The employee has a master's degree; or

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

32 (4) Beginning in the 2007-08 school year, the calculation of
33 years of service for occupational therapists, physical therapists,
34 speech-language pathologists, audiologists, nurses, social workers,
35 counselors, and psychologists regulated under Title 18 RCW may
36 include experience in schools and other nonschool positions as
37 occupational therapists, physical therapists, speech-language
38 pathologists, audiologists, nurses, social workers, counselors, or
39 psychologists. The calculation shall be that one year of service in a

1 nonschool position counts as one year of service for purposes of this
2 chapter, up to a limit of two years of nonschool service. Nonschool
3 years of service included in calculations under this subsection shall
4 not be applied to service credit totals for purposes of any
5 retirement benefit under chapter 41.32, 41.35, or 41.40 RCW, or any
6 other state retirement system benefits.

7 NEW SECTION. **Sec. 4.** A new section is added to chapter 28A.405
8 RCW to read as follows:

9 NEW STIPENDS AND BONUSES. (1) In addition to salaries allocated
10 under section 1 of this act, the legislature shall allocate the
11 stipends and bonuses in accordance with this subsection beginning
12 with the 2017-18 school year for qualified certificated instructional
13 staff who are subject to this section.

14 (a) Classroom teachers shall receive a bonus in the amount of two
15 thousand dollars during the first three years if they are employed
16 in:

17 (i) A "hard to staff position," which is defined for purposes of
18 this section as a classroom teacher spending at least fifty percent
19 of his or her work day in direct classroom instruction in either:
20 Special education at the elementary, middle, or high school levels;
21 or mathematics or science, or both, at the middle or high school
22 levels; or

23 (ii) An instructional assignment in a school in which at least
24 seventy percent of the students qualify for the free and reduced-
25 price lunch program.

26 (b) Certificated instructional staff in the top three small,
27 medium, and large schools recognized by the state board of education
28 and the office of the superintendent of public instruction as
29 demonstrating the most improvement on the Washington achievement
30 index shall receive a bonus of five thousand dollars. The bonuses
31 shall be paid only to the certificated instructional staff who were
32 in the school at the time of recognition, and regardless of whether
33 they were in the school during the school year for which the
34 recognition is issued.

35 (2) The stipends and bonuses provided under this section are in
36 addition to compensation received under a district's salary schedule
37 adopted in accordance with RCW 28A.405.200 and shall not be included
38 in calculations of a district's average salary and associated salary
39 limitations under RCW 28A.400.200. The bonuses under this section

1 shall be adjusted annually for inflation, shall be paid in a lump sum
2 amount, and shall not be included in the definition of "earnable
3 compensation" under RCW 41.32.010.

4 (3) This section applies only to those certificated instructional
5 staff whose first employment with a school district commences with or
6 after the 2017-18 school year or who have transferred to the
7 compensation system with salary allocations established under section
8 1 of this act as provided under section 2 of this act.

9 (4) The superintendent of public instruction shall adopt rules to
10 implement this section, including assuring that certificated
11 instructional staff who qualify for a stipend or bonus under this
12 section for less than one full school year receive the stipend or
13 bonus in a pro rata manner.

14 **Sec. 5.** RCW 28A.415.265 and 2013 2nd sp.s. c 18 s 401 are each
15 amended to read as follows:

16 EDUCATOR SUPPORT PROGRAM. (1) The educator support program is
17 established to provide professional development and mentor support
18 for beginning educators and educators on probation under RCW
19 28A.405.100, to be composed of the beginning educator support team
20 for beginning educators and continuous improvement coaching for
21 educators on probation, as provided in this section.

22 (2)(a) Subject to funds appropriated for this specific purpose,
23 the office of the superintendent of public instruction shall allocate
24 funds for the beginning educator support team on a competitive basis
25 to individual school districts or consortia of districts. School
26 districts are encouraged to include educational service districts in
27 creating regional consortia. In allocating funds, the office of the
28 superintendent of public instruction shall give priority to school
29 districts with low-performing schools identified under RCW
30 28A.657.020 as being challenged schools in need of improvement. A
31 portion of the appropriated funds may be used for program
32 coordination and provision of statewide or regional professional
33 development through the office of the superintendent of public
34 instruction.

35 (b) A beginning educator support team must include the following
36 components:

37 (i) A paid orientation or individualized assistance before the
38 start of the school year for beginning educators;

1 (ii) Assignment of a trained and qualified mentor for the first
2 three years for beginning educators, with intensive support in the
3 first year and decreasing support over the following years depending
4 on the needs of the beginning educator;

5 (iii) Professional development for beginning educators that is
6 designed to meet their unique needs for supplemental training and
7 skill development;

8 (iv) Professional development for mentors;

9 (v) Release time for mentors and their designated educators to
10 work together, as well as time for educators to observe accomplished
11 peers; and

12 (vi) A program evaluation using a standard evaluation tool
13 provided from the office of the superintendent of public instruction
14 that measures increased knowledge, skills, and positive impact on
15 student learning for program participants.

16 (3) Subject to funds separately appropriated for this specific
17 purpose, the beginning educator support team components under
18 subsection (2) of this section may be provided for continuous
19 improvement coaching to support educators on probation under RCW
20 28A.405.100.

21 (4) Beginning in the 2017-18 school year and subject to funds
22 appropriated for this purpose, the educator support program shall be
23 expanded statewide, and all teachers in their first year of teaching
24 service in Washington public schools after receipt of a residency
25 certificate must participate in the mentoring and support program
26 developed under this section.

27 **Sec. 6.** RCW 28A.405.415 and 2013 2nd sp.s. c 5 s 4 are each
28 amended to read as follows:

29 OLD BONUSES. (1) Certificated instructional staff who have
30 attained certification from the national board for professional
31 teaching standards shall receive a bonus each year in which they
32 maintain the certification. The bonus shall be calculated as follows:
33 The annual bonus shall be five thousand dollars in the 2007-08 school
34 year. Thereafter, the annual bonus shall increase by inflation,
35 except that the bonus shall not be increased during the 2013-14 and
36 2014-15 school years.

37 (2) Certificated instructional staff who have attained
38 certification from the national board for professional teaching
39 standards shall be eligible for bonuses in addition to that provided

1 by subsection (1) of this section if the individual is in an
2 instructional assignment in a school in which at least seventy
3 percent of the students qualify for the free and reduced-price lunch
4 program.

5 (3) The amount of the additional bonus under subsection (2) of
6 this section for those meeting the qualifications of subsection (2)
7 of this section is five thousand dollars.

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

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

15 (6) Beginning in the 2017-18 school year, this section applies
16 only to certificated instructional staff whose first employment with
17 a school district commenced before the 2017-18 school year and who
18 have not transferred under section 2 of this act to the compensation
19 system with salary allocations provided under section 1 of this act.

20 (7) This section expires December 31, 2027.

21 **Sec. 7.** RCW 28A.400.200 and 2010 c 235 s 401 are each amended to
22 read as follows:

23 SALARY CONTROL AND SUPPLEMENTAL CONTRACTS. (1) Every school
24 district board of directors shall fix, alter, allow, and order paid
25 salaries and compensation for all district employees in conformance
26 with this section.

27 (2) For certificated instructional staff subject to the salary
28 allocation schedule established under RCW 28A.150.410:

29 (a) Salaries for (~~certificated instructional~~) staff shall not
30 be less than the salary provided in the appropriations act in the
31 statewide salary allocation schedule for an employee with a
32 baccalaureate degree and zero years of service; (~~and~~)

33 (b) Salaries for (~~certificated instructional~~) staff with a
34 master's degree shall not be less than the salary provided in the
35 appropriations act in the statewide salary allocation schedule for an
36 employee with a master's degree and zero years of service(~~-~~

37 ~~(3)(a))~~); and

38 (c) The actual average salary paid to (~~certificated~~
39 ~~instructional~~) staff subject to this subsection (2) shall not exceed

1 the district's average certificated instructional staff salary used
2 for the state basic education allocations for that school year as
3 determined pursuant to RCW 28A.150.410.

4 ~~((b))~~ (3) For certificated instructional staff subject to the
5 salary schedule established under section 1 of this act, salaries
6 shall be as provided in the statewide salary schedule in the omnibus
7 appropriations act.

8 (4)(a) Fringe benefit contributions for certificated
9 instructional staff shall be included as salary under ~~((a) of this)~~
10 subsections (2) and (3) of this section only to the extent that the
11 district's actual average benefit contribution exceeds the amount of
12 the insurance benefits allocation provided per certificated
13 instructional staff unit in the state operating appropriations act in
14 effect at the time the compensation is payable. For purposes of this
15 section, fringe benefits shall not include payment for unused leave
16 for illness or injury under RCW 28A.400.210; employer contributions
17 for old age survivors insurance, workers' compensation, unemployment
18 compensation, and retirement benefits under the Washington state
19 retirement system; or employer contributions for health benefits in
20 excess of the insurance benefits allocation provided per certificated
21 instructional staff unit in the state operating appropriations act in
22 effect at the time the compensation is payable. A school district may
23 not use state funds to provide employer contributions for such excess
24 health benefits.

25 ~~((c))~~ (b) Salary and benefits for certificated instructional
26 staff in programs other than basic education shall be consistent with
27 the salary and benefits paid to certificated instructional staff in
28 the basic education program.

29 ~~((4))~~ (5)(a) Salaries and benefits for certificated
30 instructional staff may exceed the limitations in subsections ~~((3))~~
31 (2) through (4) of this section only by separate contract for
32 ~~((additional time, for additional responsibilities, for incentives,~~
33 ~~or for implementing specific measurable innovative activities,~~
34 ~~including professional development, specified by the school district~~
35 ~~to: (a) Close one or more achievement gaps, (b) focus on development~~
36 ~~of science, technology, engineering, and mathematics (STEM) learning~~
37 ~~opportunities, or (c) provide arts education. Beginning September 1,~~
38 ~~2011, school districts shall annually provide a brief description of~~
39 ~~the innovative activities included in any supplemental contract to~~
40 ~~the office of the superintendent of public instruction. The office of~~

1 ~~the superintendent of public instruction shall summarize the district~~
2 ~~information and submit an annual report to the education committees~~
3 ~~of the house of representatives and the senate))~~ enhancements to the
4 program of basic education consisting of additional staff time or
5 responsibility as follows: Athletic coaching; advising of clubs and
6 student body organizations; professional development on nonschool
7 days, or after work hours on school days; extra day contracts for
8 certificated instructional staff on special assignment as classroom
9 coaches and curriculum specialists or for summer school; time spent
10 on individualized education programs, after work hours on school days
11 and on nonschool days, by certificated instructional staff employed
12 in special education; after school meetings among certificated
13 instructional staff to coplan, often through professional learning
14 communities; and time spent tutoring students after school hours and
15 on nonschool days.

16 (b) The superintendent of public instruction is authorized to
17 provide, by rule, for other similar additional time or
18 responsibilities to be considered enhancements to basic education and
19 the proper subject of a supplemental contract for purposes of this
20 subsection (5).

21 (c) Supplemental contracts shall specify the minimum amount of
22 additional time required and the purpose or purposes of the
23 additional time or responsibility using standard terms and
24 definitions established by the office of the superintendent of public
25 instruction. Nothing in this section prohibits a supplemental
26 contract that pays a stipend rather than a per-unit amount for the
27 additional time. School districts shall annually submit the
28 information required under this subsection in a common reporting
29 format established by the office of the superintendent of public
30 instruction and disaggregated for each individual receiving a
31 supplemental contract.

32 (d) Supplemental contracts shall not cause the state to incur any
33 present or future funding obligation. Supplemental contracts shall be
34 subject to the collective bargaining provisions of chapter 41.59 RCW
35 and the provisions of RCW 28A.405.240, shall not exceed one year, and
36 if not renewed shall not constitute adverse change in accordance with
37 RCW 28A.405.300 through 28A.405.380. No district may enter into a
38 supplemental contract under this subsection for the provision of
39 services which are a part of the basic education program required by
40 Article IX, section 3 of the state Constitution.

1 (~~(5)~~) (6) Employee benefit plans offered by any district shall
2 comply with RCW 28A.400.350 (~~and~~), 28A.400.275, and 28A.400.280.

3 **Sec. 8.** RCW 28A.415.020 and 2011 1st sp.s. c 18 s 5 are each
4 amended to read as follows:

5 CLOCK HOURS. (1) Certificated personnel shall receive for each
6 ten clock hours of approved in-service training attended the
7 equivalent of a one credit college quarter course on the salary
8 schedule developed by the legislative evaluation and accountability
9 program committee.

10 (2) Certificated personnel shall receive for each ten clock hours
11 of approved continuing education earned, as continuing education is
12 defined by rule adopted by the professional educator standards board,
13 the equivalent of a one credit college quarter course on the salary
14 schedule developed by the legislative evaluation and accountability
15 program committee.

16 (3) Certificated personnel shall receive for each forty clock
17 hours of participation in an approved internship with a business, an
18 industry, or government, as an internship is defined by rule of the
19 professional educator standards board in accordance with RCW
20 28A.415.025, the equivalent of a one credit college quarter course on
21 the salary schedule developed by the legislative evaluation and
22 accountability program committee.

23 (4) An approved in-service training program shall be a program
24 approved by a school district board of directors, which meet
25 standards adopted by the professional educator standards board, and
26 the development of said program has been participated in by an in-
27 service training task force whose membership is the same as provided
28 under RCW 28A.415.040, or a program offered by an education agency
29 approved to provide in-service for the purposes of continuing
30 education as provided for under rules adopted by the professional
31 educator standards board, or both.

32 (5) Clock hours eligible for application to the salary schedule
33 developed by the legislative evaluation and accountability program
34 committee as described in subsections (1) and (2) of this section,
35 shall be those hours acquired after August 31, 1987. Clock hours
36 eligible for application to the salary schedule as described in
37 subsection (3) of this section shall be those hours acquired after
38 December 31, 1995.

1 (6) In-service training or continuing education in first peoples'
2 language, culture, or oral tribal traditions provided by a sovereign
3 tribal government participating in the Washington state first
4 peoples' language, culture, and oral tribal traditions teacher
5 certification program authorized under RCW 28A.410.045 shall be
6 considered approved in-service training or approved continuing
7 education under this section and RCW 28A.415.023.

8 (7) For the 2011-12 and 2012-13 school years, application of
9 credits or credit equivalents earned under this section after October
10 1, 2010, to the salary schedule developed by the legislative
11 evaluation and accountability program committee is subject to any
12 conditions or limitations contained in the omnibus operating
13 appropriations act.

14 (8) Beginning in the 2017-18 school year, this section applies
15 only to certificated instructional staff whose first employment with
16 a school district commenced before the 2017-18 school year and who
17 have not transferred under section 2 of this act to the compensation
18 system with salary allocation schedules provided under section 1 of
19 this act.

20 (9) This section expires December 31, 2027.

21 **Sec. 9.** RCW 28A.415.023 and 2012 c 35 s 6 are each amended to
22 read as follows:

23 CREDITS. (1) Credits earned by certificated instructional staff
24 after September 1, 1995, shall be eligible for application to the
25 salary schedule developed by the legislative evaluation and
26 accountability program committee only if the course content:

27 (a) Is consistent with a school-based plan for mastery of student
28 learning goals as referenced in RCW 28A.655.110, the annual school
29 performance report, for the school in which the individual is
30 assigned;

31 (b) Pertains to the individual's current assignment or expected
32 assignment for the subsequent school year;

33 (c) Is necessary to obtain an endorsement as prescribed by the
34 Washington professional educator standards board;

35 (d) Is specifically required to obtain advanced levels of
36 certification;

37 (e) Is included in a college or university degree program that
38 pertains to the individual's current assignment, or potential future
39 assignment, as a certified instructional staff;

1 (f) Addresses research-based assessment and instructional
2 strategies for students with dyslexia, dysgraphia, and language
3 disabilities when addressing learning goal one under RCW 28A.150.210,
4 as applicable and appropriate for individual certificated
5 instructional staff; or

6 (g) Pertains to the revised teacher evaluation system under RCW
7 28A.405.100, including the professional development training provided
8 in RCW 28A.405.106.

9 (2) For the purpose of this section, "credits" mean college
10 quarter hour credits and equivalent credits for approved in-service,
11 approved continuing education, or approved internship hours computed
12 in accordance with RCW 28A.415.020.

13 (3) The superintendent of public instruction shall adopt rules
14 and standards consistent with the limits established by this section
15 for certificated instructional staff.

16 (4) For the 2011-12 and 2012-13 school years, application of
17 credits or credit equivalents earned under this section after October
18 1, 2010, to the salary schedule developed by the legislative
19 evaluation and accountability program committee is subject to any
20 conditions or limitations contained in the omnibus operating
21 appropriations act.

22 (5) Beginning in the 2017-18 school year, this section applies
23 only to certificated instructional staff whose first employment with
24 a school district commenced before the 2017-18 school year and who
25 have not transferred under section 2 of this act to the compensation
26 system with salary allocation schedules provided under section 1 of
27 this act.

28 (6) This section expires December 31, 2027.

29 **Sec. 10.** RCW 28A.415.024 and 2006 c 263 s 809 are each amended
30 to read as follows:

31 CREDITS. (1) All credits earned in furtherance of degrees earned
32 by certificated staff, that are used to increase earnings on the
33 salary schedule consistent with RCW 28A.415.023, must be obtained
34 from an educational institution accredited by an accrediting
35 association recognized by rule of the professional educator standards
36 board.

37 (2) The office of the superintendent of public instruction shall
38 verify for school districts the accreditation status of educational
39 institutions granting degrees that are used by certificated staff to

1 increase earnings on the salary schedule consistent with RCW
2 28A.415.023.

3 (3) The office of the superintendent of public instruction shall
4 provide school districts with training and additional resources to
5 ensure they can verify that degrees earned by certificated staff,
6 that are used to increase earnings on the salary schedule consistent
7 with RCW 28A.415.023, are obtained from an educational institution
8 accredited by an accrediting association recognized by rule of the
9 professional educator standards board.

10 (4)(a) No school district may submit degree information before
11 there has been verification of accreditation under subsection (3) of
12 this section.

13 (b) Certificated staff who submit degrees received from an
14 unaccredited educational institution for the purposes of receiving a
15 salary increase shall be fined three hundred dollars. The fine shall
16 be paid to the office of the superintendent of public instruction and
17 used for costs of administering this section.

18 (c) In addition to the fine in (b) of this subsection,
19 certificated staff who receive salary increases based upon degrees
20 earned from educational institutions that have been verified to be
21 unaccredited must reimburse the district for any compensation
22 received based on these degrees.

23 (5) Beginning in the 2017-18 school year, this section applies
24 only to certificated instructional staff whose first employment with
25 a school district commenced before the 2017-18 school year and who
26 have not transferred under section 2 of this act to the compensation
27 system with salary allocation schedules provided under section 1 of
28 this act.

29 (6) This section expires December 31, 2027.

30 **Sec. 11.** RCW 28A.415.025 and 2006 c 263 s 810 are each amended
31 to read as follows:

32 INTERNSHIP CLOCK HOURS. (1) The professional educator standards
33 board shall establish rules for awarding clock hours for
34 participation of certificated personnel in internships with business,
35 industry, or government. To receive clock hours for an internship,
36 the individual must demonstrate that the internship will provide
37 beneficial skills and knowledge in an area directly related to his or
38 her current assignment, or to his or her assignment for the following
39 school year.

1 (2) An individual may not receive more than the equivalent of two
2 college quarter credits for internships during a calendar-year
3 period. The total number of credits for internships that an
4 individual may earn to advance on the salary schedule developed by
5 the legislative evaluation and accountability program committee or
6 its successor agency is limited to the equivalent of fifteen college
7 quarter credits.

8 (3) Beginning in the 2017-18 school year, this section applies
9 only to certificated instructional staff whose first employment with
10 a school district commenced before the 2017-18 school year and who
11 have not transferred under section 2 of this act to the compensation
12 system with salary allocation schedules provided under section 1 of
13 this act.

14 (4) This section expires December 31, 2027.

15 **Sec. 12.** RCW 28A.400.205 and 2013 2nd sp.s. c 5 s 1 are each
16 amended to read as follows:

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

19 (a) The cost-of-living increase shall be calculated by applying
20 the rate of the yearly increase in the cost-of-living index to any
21 state-funded salary base used in state funding formulas for teachers
22 and other school district employees. Beginning with the 2001-02
23 school year, and for each subsequent school year, except for the
24 2013-14 and 2014-15 school years, each school district shall be
25 provided a cost-of-living allocation sufficient to grant this cost-
26 of-living increase.

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

34 (c) Any funded cost-of-living increase shall be included in the
35 salary base used to determine cost-of-living increases for school
36 employees in subsequent years. For teachers and other certificated
37 instructional staff, the rate of the annual cost-of-living increase
38 funded for certificated instructional staff shall be applied to the
39 base salary used with the statewide salary allocation schedule

1 established under ((RCW 28A.150.410)) sections 1 and 2 of this act
2 and to any other salary models used to recognize school district
3 personnel costs, except that the annual cost-of-living increase shall
4 not be applied to the base salary used with the statewide salary
5 allocation schedule established under RCW 28A.150.410.

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

16 NEW SECTION. **Sec. 13.** A new section is added to chapter 41.59
17 RCW to read as follows:

18 COLLECTIVE BARGAINING AGREEMENTS. Nothing in chapter ..., Laws of
19 2015 (this act) is intended to alter or affect existing collective
20 bargaining agreements. Chapter ..., Laws of 2015 (this act) applies
21 to all collective bargaining agreements ratified after the effective
22 date of this section.

23 **Sec. 14.** RCW 41.59.935 and 1990 c 33 s 571 are each amended to
24 read as follows:

25 LIMITS TO SALARY BARGAINING. Nothing in this chapter shall be
26 construed to grant employers or employees the right to reach
27 agreements regarding salary or compensation increases in excess of
28 those authorized in accordance with section 1 of this act, RCW
29 28A.150.410 ((and)) 28A.400.200.

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