
HOUSE BILL 2663

State of Washington

66th Legislature

2020 Regular Session

By Representatives Dufault, Santos, Steele, and Ybarra

1 AN ACT Relating to maximum salaries for skill center certificated
2 instructional staff training students to work in skill center
3 identified high-demand fields, including as veterinary technicians,
4 nursing or medical assistants, or cybersecurity specialists; and
5 amending RCW 28A.400.200.

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

7 **Sec. 1.** RCW 28A.400.200 and 2018 c 266 s 205 are each amended to
8 read as follows:

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

12 (2)(a) Through the 2017-18 school year, salaries for certificated
13 instructional staff shall not be less than the salary provided in the
14 appropriations act in the statewide salary allocation schedule for an
15 employee with a baccalaureate degree and zero years of service;

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

20 (c) Beginning with the 2018-19 school year:

1 (i) Salaries for full-time certificated instructional staff must
2 not be less than forty thousand dollars, to be adjusted for regional
3 differences in the cost of hiring staff as specified in RCW
4 28A.150.410, and to be adjusted annually by the same inflationary
5 measure as provided in RCW 28A.400.205;

6 (ii) Salaries for full-time certificated instructional staff with
7 at least five years of experience must exceed by at least ten percent
8 the value specified in (c) (i) of this subsection;

9 (iii) A district may not pay full-time certificated instructional
10 staff a salary that exceeds ninety thousand dollars, subject to
11 adjustment for regional differences in the cost of hiring staff as
12 specified in RCW 28A.150.410. This maximum salary is adjusted
13 annually by the inflationary measure in RCW 28A.400.205;

14 (iv) These minimum and maximum salaries apply to the services
15 provided as part of the state's statutory program of basic education
16 and exclude supplemental contracts for additional time,
17 responsibility, or incentive pursuant to this section or for
18 enrichment pursuant to RCW 28A.150.276;

19 (v) A district may pay a salary that exceeds this maximum salary
20 by up to ten percent for full-time certificated instructional staff:
21 (~~Who~~)

22 (A) Who are educational staff associates; (~~who~~)

23 (B) Who teach in the subjects of science, technology,
24 engineering, or math; (~~or who~~)

25 (C) Who teach in the transitional bilingual instruction or
26 special education programs; or

27 (D) Who teach at skill centers and who are training students to
28 become veterinary technicians, nursing or medical assistants, or
29 cybersecurity specialists.

30 (3) (a) (i) Through the 2017-18 school year the actual average
31 salary paid to certificated instructional staff shall not exceed the
32 district's average certificated instructional staff salary used for
33 the state basic education allocations for that school year as
34 determined pursuant to RCW 28A.150.410.

35 (ii) For the 2018-19 school year, salaries for certificated
36 instructional staff are subject to the limitations in RCW 41.59.800.

37 (iii) Beginning with the 2019-20 school year, for purposes of
38 subsection (4) of this section, RCW 28A.150.276, and 28A.505.100,
39 each school district must annually identify the actual salary paid to

1 each certificated instructional staff for services rendered as part
2 of the state's program of basic education.

3 (b) Through the 2018-19 school year, fringe benefit contributions
4 for certificated instructional staff shall be included as salary
5 under (a)(i) of this subsection only to the extent that the
6 district's actual average benefit contribution exceeds the amount of
7 the insurance benefits allocation, less the amount remitted by
8 districts to the health care authority for retiree subsidies,
9 provided per certificated instructional staff unit in the state
10 operating appropriations act in effect at the time the compensation
11 is payable. For purposes of this section, fringe benefits shall not
12 include payment for unused leave for illness or injury under RCW
13 28A.400.210; employer contributions for old age survivors insurance,
14 workers' compensation, unemployment compensation, and retirement
15 benefits under the Washington state retirement system; or employer
16 contributions for health benefits in excess of the insurance benefits
17 allocation provided per certificated instructional staff unit in the
18 state operating appropriations act in effect at the time the
19 compensation is payable. A school district may not use state funds to
20 provide employer contributions for such excess health benefits.

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

25 (4)(a) Salaries and benefits for certificated instructional staff
26 may exceed the limitations in subsection (3) of this section only by
27 separate contract for additional time, for additional
28 responsibilities, or for incentives. Supplemental contracts shall not
29 cause the state to incur any present or future funding obligation.
30 Supplemental contracts must be accounted for by a school district
31 when the district is developing its four-year budget plan under RCW
32 28A.505.040.

33 (b) Supplemental contracts shall be subject to the collective
34 bargaining provisions of chapter 41.59 RCW and the provisions of RCW
35 28A.405.240, shall not exceed one year, and if not renewed shall not
36 constitute adverse change in accordance with RCW 28A.405.300 through
37 28A.405.380. No district may enter into a supplemental contract under
38 this subsection for the provision of services which are a part of the
39 basic education program required by Article IX, section 1 of the
40 state Constitution and RCW 28A.150.220.

1 (c)(i) Beginning September 1, 2019, supplemental contracts for
2 certificated instructional staff are subject to the following
3 additional restrictions: School districts may enter into supplemental
4 contracts only for enrichment activities as defined in and subject to
5 the limitations of RCW 28A.150.276.

6 (ii) For a supplemental contract, or portion of a supplemental
7 contract, that is time-based, the hourly rate the district pays may
8 not exceed the hourly rate provided to that same instructional staff
9 for services under the basic education salary identified under
10 subsection (3)(a)(iii) of this section. For a supplemental contract,
11 or portion of a supplemental contract that is not time-based, the
12 contract must document the additional duties, responsibilities, or
13 incentives that are being funded in the contract.

14 (5) Employee benefit plans offered by any district shall comply
15 with RCW 28A.400.350, 28A.400.275, and 28A.400.280.

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