



INITIATIVE MEASURE 732

PROPOSED TO THE PEOPLE

Note: The ballot title and explanatory statement were written by the Attorney General as required by law. The complete text of Initiative Measure 732 begins on page 37.

Statement For

ATTRACT AND KEEP THE BEST FOR OUR CHILDREN THE TEACHER AND SCHOOL EMPLOYEE COST-OF-LIVING INITIATIVE

Our children deserve talented, dedicated teachers. It's the single most important thing we can do to improve the quality of their education.

That's why the Washington PTA, Governor Locke, and bi-partisan community leaders across the state support the straightforward I-732.

YES TO COMPETING FOR THE BEST

Washington faces a serious teacher shortage. Yet our teachers, staff and community college faculty have not received a raise in 4 of the last 8 years. Washington educators are paid below the national average and lag even further behind states like Oregon and California that are aggressively recruiting our best teachers -- providing signing bonuses, forgiving college loans and offering more competitive salaries.

I-732 will help narrow the gap to help recruit quality educators into the profession -- and keep them here in Washington.

YES TO ACCOUNTABILITY AND FAIRNESS

We expect more of educators than ever before. Under state standards, starting teachers will have to pass competency tests and meet 17 performance criteria. And all teachers must complete higher-level coursework throughout their careers. Educators should be held accountable, but they deserve salaries that attract and keep the best.

YES TO QUALITY EDUCATORS AND SMALLER CLASSES

Washington teachers face the 3rd largest class sizes in the nation. We need smaller classes, but they're only as

Official Ballot Title:

Shall public school teachers, other school district employees, and certain employees of community and technical colleges receive annual cost-of-living salary adjustments, to begin in 2001-2002?

The law as it presently exists:

Public schools (pre-school through high school), community colleges, and technical colleges are largely funded by the legislature. State funding generally is allocated to school districts and college districts pursuant to formulas estab-

good as the teachers we put in them. We need to do both -- reduce class sizes and pass I-732 -- to recruit quality educators.

From the classroom to the lunchroom, from the library to the nurse's office, dedicated teachers and staff are working together for the quality education of our children. Vote Yes to attract and keep the best.

For more information, call 206.256.0245 or e-mail yeson732@seanet.com or visit www.yeson732.com.

Rebuttal of Statement Against

Yes to narrowing the gap.

Next to parents, educators are among the most important people in our children's lives. But we pay them much less than many other professions with similar education and experience. With a \$1.1 billion surplus, let's use existing resources for more competitive salaries. Endorsers include:

- Washington PTA
- Washington School Principals and Superintendents
- Washington Education Association
- Washington School Board Members
- Public School Employees of Washington
- 298,722 Washington Voters who signed I-732.

Voters Pamphlet Statement Prepared by:

DR. TERRY BERGESON, Washington Superintendent of Public Instruction; KAREN MIKOLASY, Washington Teacher of the Year (1999), H.S. English; NICOLE MCGOWAN, Citizens for Quality Educators and local PTA co-chair; LEE ANN PRIELIPP, English Teacher and Washington Education Association, President; GLENN GORTON, Public School Employees of Washington, President, Wenatchee.

lished by the legislature. The state funding formulas include amounts for the salaries of staff positions, including teachers. The legislature has discretion to determine whether these amounts include salary increases, and does not automatically provide funding for salary increases according to a fixed or established schedule or rates. The legislature decides in its discretion whether or not to fund any salary increases, for which positions, and the amount of the increase.

If and when the legislature elects to fund school district or college district staff salary increases, the moneys appropriated by the legislature are allocated to local districts, and generally distributed to staff in accordance with each district's salary schedules, collective bargaining agreements, and compensation policies.

The effect of the proposed measure, if it becomes law:

This measure would provide automatic cost-of-living increases each year to all school district employees. The cost-of-living increases would be calculated by applying the rate of the yearly increase in the cost-of-living index to any

state-funded salary base used in state funding formulas for school district employees. Beginning with the 2001-02 school year, each school district would receive enough funds from the legislature to grant this increase, including mandatory salary-related benefits. The state would fully fund these increases as a part of its basic education program. "Cost-of-living index" would mean, for any school year, the previous calendar year's annual average consumer price index, compiled by the United States Department of Labor for the state of Washington.

The measure would also provide similar cost-of-living increases for academic employees of community and technical college districts and to classified employees of technical colleges, calculated similarly to the increases to school district employees and funded by legislative appropriation.

The school districts and college boards of trustees would distribute their cost-of-living allocations in accordance with their salary schedules, collective bargaining agreements, and compensation policies. Each school district and college district would certify each year that it had spent funds provided for cost-of-living increases on increased salaries and salary-related benefits.

Statement Against

I-732 IS DIVISIVE AND THREATENS VALUABLE STATE PROGRAMS

I-732 adds no state revenue—it only consumes more of existing resources.

I-732 can only have two consequences: the legislature must either drastically cut other state programs or lift the state's "spending lid."

I-732 pits school employee pay against roads and transportation, children's needs, seniors, law enforcement, crime prevention, parks and other legitimate needs. Citizens must unite to come up with a funding strategy that addresses all of the state's needs.

I-732 IS ALSO UNFAIR

School employees aren't the only public employees with pay inequities. What about state foresters whose work adds trust fund value to pay for school construction? What about community college staff or university faculty, who also school our kids? What about transportation engineers who design our roads and who are 30% underpaid or Park Rangers underpaid by 22.5%?

I-732 excludes 80,000 deserving public employees!

I-732 COULD HURT SCHOOL EMPLOYEES

Unless the I-601 spending lid is lifted, I-732 could actually hurt all public employees including school employees. Legislators can't pay out what the spending lid won't allow. What school employees get in I-732 pay they might wind up losing in their health benefit funding.

I-732 FUNDS ONE NEED AT THE EXPENSE OF ALL OTHERS

As a labor organization representing 5,000 public employees, it is difficult to oppose gains for any worker.

However, I-732 drives a wedge between state-funded programs. It also drives a wedge between state-funded employees. It is divisive and exclusionary. We should be united and work together on behalf of all citizens' needs.

If the I-601 spending lid is the problem, then we must face up to it and the legislature must lift it.

Rebuttal of Statement For

Transportation improvements, environmental protection, seniors, crime prevention, parks and at-risk children, should not be underfunded to spend more on education and I-732 pay raises.

Underfunding will happen, unless legislators set aside the state's spending limit imposed years ago by Initiative 601. The limit also disallows spending \$1.8 billion in surplus state revenues – for education and I-732, or for anything else.

I-732 funds one need at the expense of all others. That's wrong.

Voters Pamphlet Statement Prepared by:

IKE IKERD, WPEA board member; JIM AUSTIN, WPEA board member; YOGI IODICE, WPEA treasurer; DICK WILLIAMS, WPEA board member; EARL KALLES, WPEA board member.



COMPLETE TEXT OF Initiative Measure 729 (cont.)

NEW SECTION. **Sec. 27. SEVERABILITY CLAUSE.** If any provision of this act or its application to any person or circumstance is held invalid, the remainder of the act or the application of the provision to other persons or circumstances is not affected.

NEW SECTION. **Sec. 28. INTEGRATION WITH OTHER STATUTES.** Within one year of the enactment of this act, the house of representatives and senate committees on education shall develop and recommend legislation, if any is necessary, to bring Title 28A RCW into compliance with this act. Any failure to pass any such legislation shall not, however, affect the validity and enforceability of this act.

NEW SECTION. **Sec. 29. CHOICE OF LAW.** If any provisions of this initiative are in conflict with the provisions of any other initiative enacted by the People at the same election, the provisions of this initiative shall be given precedence.



COMPLETE TEXT OF Initiative Measure 732

AN ACT Relating to an annual cost-of-living increase for K-12 teachers and other school employees and for community and technical college faculty and other technical college employees; adding a new section to chapter 28A.400 RCW; adding new sections to chapter 28B.50 RCW; and creating a new section.

BE IT ENACTED BY THE PEOPLE OF THE STATE OF WASHINGTON:

NEW SECTION. Sec. 1. The Washington Constitution establishes "the paramount duty of the state to make ample provision for the education of all children." Providing quality education for all children in Washington requires well-qualified and experienced teachers and other school employees. However, salaries for educators have not kept up with the increased cost-of-living in the state. The failure to keep up with inflation threatens Washington's ability to compete with other states to attract first-rate teachers to Washington classrooms and to keep well-qualified educators from leaving for other professions. The state must provide a fair and reasonable cost-of-living increase to help ensure that the state attracts and keeps the best teachers and school employees for the children of Washington.

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

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

(a) The cost-of-living increase shall be calculated by applying the rate of the yearly increase in the cost-of-living index to any state-funded salary base used in state funding formulas for teachers and other school district employees. Beginning with the 2001-02 school year, and for each subsequent school year, each school district shall be provided a cost-of-living allocation sufficient to grant this cost-of-living increase for the salaries, including mandatory salary-related benefits, of all employees of the district.

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

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

(d) Beginning with the 2001-02 school year, the state shall fully fund the cost-of-living increase in this section as part of its obligation to meet the basic education requirements under Article IX of the Washington Constitution.

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

NEW SECTION. Sec. 3. A new section is added to chapter 28B.50 RCW to read as follows:

(1) Academic employees of community and technical college districts shall be provided an annual salary cost-of-living increase in accordance with this section. For purposes of this section, "academic employee" has the same meaning as defined in RCW 28B.52.020.

(a) Beginning with the 2001-2002 fiscal year, and for each subsequent fiscal year, each college district shall receive a cost-of-living allocation sufficient to increase academic employee salaries, including mandatory salary-related benefits, by the rate of the yearly increase in the cost-of-living index.

(b) A college district shall distribute its cost-of-living allocation for salaries and salary-related benefits in accordance with



COMPLETE TEXT OF Initiative Measure 732 (cont.)

the district's salary schedules, collective bargaining agreements, and other compensation policies. No later than the end of the fiscal year, each college district shall certify to the college board that it has spent funds provided for cost-of-living increases on salaries and salary-related benefits.

(c) The college board shall include any funded cost-of-living increase in the salary base used to determine cost-of-living increases for academic employees in subsequent years.

(d) Beginning with the 2001-2002 fiscal year, the state shall fully fund the cost-of-living increase set forth in this section.

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

NEW SECTION. Sec. 4. A new section is added to chapter 28B.50 RCW to read as follows:

(1) Classified employees of technical colleges shall be provided an annual salary cost-of-living increase in accordance with this section. For purposes of this section, "technical college" has the same meaning as defined in RCW 28B.50.030. This section applies to only those classified employees under the jurisdiction of chapter 41.56 RCW.

(a) Beginning with the 2001-2002 fiscal year, and for each subsequent fiscal year, each technical college board of trustees shall receive a cost-of-living allocation sufficient to increase classified employee salaries, including mandatory salary-related benefits, by the rate of the yearly increase in the cost-of-living index.

(b) A technical college board of trustees shall distribute its cost-of-living allocation for salaries and salary-related benefits in accordance with the technical college's salary schedules, collective bargaining agreements, and other compensation policies. No later than the end of the fiscal year, each technical college shall certify to the college board that it has spent funds provided for cost-of-living increases on salaries and salary-related benefits.

(c) The college board shall include any funded cost-of-living increase in the salary base used to determine cost-of-living increases for technical college classified employees in subsequent years.

(d) Beginning with the 2001-2002 fiscal year, the state shall fully fund the cost-of-living increase set forth in this section.

(2) For the purposes of this section, "cost-of-living index" means, for any fiscal year, the previous calendar year's annual average consumer price index, using the official current

base, compiled by the bureau of labor statistics, United States department of labor for the state of Washington. If the bureau of labor statistics develops more than one consumer price index for areas within the state, the index covering the greatest number of people, covering areas exclusively within the boundaries of the state, and including all items shall be used for the cost-of-living index in this section.

NEW SECTION. Sec. 5. If any provision of this act or its application to any person or circumstance is held invalid, the remainder of the act or the application of the provision to other persons or circumstances is not affected.



COMPLETE TEXT OF Initiative Measure 745

AN ACT Relating to improving traffic; adding a new section to chapter 47.01 RCW; adding a new section to chapter 46.68 RCW; adding a new section to chapter 43.09 RCW; adding a new section to chapter 82.08 RCW; adding a new section to chapter 82.12 RCW; adding a new section to chapter 36.70A RCW; adding a new section to chapter 44.40 RCW; and creating a new section.

BE IT ENACTED BY THE PEOPLE OF THE STATE OF WASHINGTON:

IMPROVING TRAFFIC BY MAKING ROAD CONSTRUCTION AND ROAD MAINTENANCE THE TOP PRIORITY OF THE STATE TRANSPORTATION SYSTEM

NEW SECTION. Sec. 1. A new section is added to chapter 47.01 RCW to read as follows:

New road and lane construction and road maintenance shall be the state's top priority for transportation system improvements.

IMPROVING TRAFFIC BY REQUIRING 90% OF TRANSPORTATION FUNDS BE SPENT ON ROAD CONSTRUCTION AND ROAD MAINTENANCE

NEW SECTION. Sec. 2. A new section is added to chapter 46.68 RCW to read as follows:

(1) The legislature, in consultation with local governments, shall adopt implementing legislation which requires a minimum of 90% of transportation funds to be spent on construction of new roads, new lanes on existing roads, improvements to the traffic carrying capacity of roads, or maintenance of roads.

(2) For the purposes of this section, "transportation funds" are government funds spent for transportation purposes, including, but not necessarily limited to, the transportation fund, the highway fund, public transit and ferry operating accounts and reserves, public transit and ferry capital accounts and reserves, local government transportation accounts, public