

# HOUSE BILL REPORT

## HB 1867

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### As Reported by House Committee On:

Education

**Title:** An act relating to salary bonuses for educational staff associates receiving board or association certification.

**Brief Description:** Providing salary bonuses for educational staff associates receiving board or association certification.

**Sponsors:** Representatives Linville, Ruderman and Kagi.

### Brief History:

#### Committee Activity:

Education: 2/21/01, 2/26/01 [DPS].

#### Brief Summary of Bill

- The Professional Educators Standards Board will study and recommend a way that the state can recognize the accomplishments of educational staff associates who successfully complete rigorous, advanced certification comparable to certification from the National Board for Professional Teaching Standards.

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### HOUSE COMMITTEE ON EDUCATION

**Majority Report:** The substitute bill be substituted therefor and the substitute bill do pass. Signed by 11 members: Representatives Quall, Democratic Co-Chair; Talcott, Republican Co-Chair; Haigh, Democratic Vice Chair; Cox, Ericksen, Keiser, McDermott, Pearson, Rockefeller, Schindler and D. Schmidt.

**Minority Report:** Do not pass. Signed by 2 members: Representatives Santos and Schual-Berke.

**Staff:** Susan Morrissey (786-7111).

### Background:

The National Board for Professional Teaching Standards (NBPTS) is an independent, nonprofit, nonpartisan organization that provides advanced, voluntary certification for

experienced teachers. The board was created as a way for the teaching profession to recognize highly accomplished teaching practice. A certificate awarded by the board is intended to show that a teacher has been judged by his or her peers as one who meets high and rigorous professional standards. The board certifies teachers in 21 fields using a rigorous process of assessment and evaluation, for which those seeking certification pay a fee. The standards used in the process are developed by committees of teachers and other experts, and structured around student developmental levels and subject areas.

The 1999-00 biennial budget provided funding for a 15 percent salary bonus for teachers who obtained NBPTS certification before or during the 1999-2000 school year. The bonus was intended to provide recognition for teachers' outstanding performance. The 2000 supplemental budget provided a bonus of \$3,500 for NBPTS teachers who obtained certification before or during the 2000-01 school year. The 2000 budget language stipulated that the bonuses are not included in pension calculations. In addition, the 2000 budget included a statement that the Legislature intends that teachers certificated by the board be limited to two bonus payments.

Educational staff associates are certificated school employees who support students and teachers in school. These employees fall into the following categories: social workers, occupational therapists, school psychologists, speech language pathologists, audiologists, school counselors, and school nurses. Many of these professions have organizations that provide their members with certification opportunities.

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**Summary of Bill:**

The Professional Educators Standards Board (PESB) will review national certification standards for educational staff associates. The PESB will recommend a way to recognize the accomplishments of educational staff associates who successfully complete advanced certification comparable to certification offered by the NBPTS. By June 30, 2002, the board will report to the Governor, the legislative education and fiscal committees, the State Board of Education, the Superintendent of Public Instruction and others on its findings and recommendations.

**Substitute Bill Compared to Original Bill:**

Educational staff associates who have attained certification from their professional organizations will not receive an annual 15 percent salary bonus for the duration of their certification by that organization.

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**Appropriation:** None.

**Fiscal Note:** Not Requested.

**Effective Date:** Ninety days after adjournment of session in which bill is passed.

**Testimony For:** (Original bill) Educational staff associates are a critical part of the state's efforts to ensure that all students achieve at high academic levels. These highly trained professionals comprise about 20 percent of the state's certificated workforce. Most are certificated by their national organization. Although certification requirements vary among professions, all are rigorous and time consuming. Educational staff associates are not paid competitive wages. This legislation would help raise their salaries to levels that are closer to those in the private sector. Since the state is having difficulty attracting and retaining these talented professionals, the salary increase would benefit school districts as well as employees.

**Testimony Against:** None.

**Testified:** (In support) Julee Neuhart, Washington Speech and Hearing Association; Linda Zehnder, Washington Speech and Hearing Association; Jan Galvin, Physical Therapists Association of Washington State; Keith Mars, Washington State Association of School Psychologists; Karen Davis, Washington Education Association; Rose Racicot Rosco, Washington Education Association; Joan Hewitt, Washington Speech and Hearing Association; and Mary Kramer, Washington Speech and Hearing Association.