

2SSB 5955 - S AMD 145

By Senator Zarelli

NOT ADOPTED 3/9/2007

1 On page 8, after line 16, insert the following:

2 "NEW SECTION. Sec. 9. A new section is added to chapter 28A.400
3 RCW to read as follows:

4 PERFORMANCE-BASED INCENTIVE PAY PILOT PROGRAM

5 (1) Beginning with the 2008-09 school year, a voluntary
6 performance-based incentive pay pilot program shall be established in
7 a minimum of three school districts. To the maximum extent possible,
8 school districts participating in the pilot program shall be selected
9 to ensure adequate representation based on school district size and
10 geographic location throughout the state.

11 (2) Beginning with the 2008-09 school year through the 2012-2013
12 school year, the legislature shall annually appropriate five million
13 dollars for grants to implement the performance-based incentive pay
14 pilot program. While the performance-based incentive pay pilot grants
15 are intended to be flexible based on local school districts needs,
16 school districts participating in the pilot program created in this
17 section will agree to award the incentive based pay on the criteria
18 developed as a result of subsection 3 of this section.

19 (3) By March 1, 2008, the Washington Institute for Public Policy,
20 with the technical assistance of the Office of Superintendent of Public
21 Instruction, will develop the criteria for awarding the performance-
22 based incentive pay for school districts participating in the pilot
23 program. The criteria developed shall be based on the indicators that
24 the research indicates are the most important in impacting student
25 academic performance, the school has direct influence on, and can be
26 objectively assessed. This includes, but is not limited to, student
27 grades, performance on the Washington Assessment of Student Learning,
28 dropping out of school, and improving student attendance. The criteria
29 will also be based on awarding the performance-based incentive pay on
30 a school wide basis for those schools improving in the objective
31 indicators from a baseline which will also be established by the
32 Washington Institute for Public Policy.

33 (4) By September 1, 2010, the Washington Institute for Public
34 Policy shall provide a preliminary evaluation of the performance-based

1 incentive pay pilot program to the office of financial management and
2 the appropriate policy and fiscal committees of the legislature. By
3 September 1, 2014, the Washington Institute for Public Policy shall
4 submit a final report on the effectiveness of the performance-based
5 incentive pay pilot program to the office of financial management and
6 the appropriate policy and fiscal committees of the legislature. To
7 the extent supported by the results of the pilot program, the final
8 report may include recommendations for statewide implementation of a
9 performance-based incentive pay system."

10 Renumber the sections consecutively and correct any internal
11 references accordingly.

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15 On page 1, line 3 of the title, after "28A.415 RCW;" insert "adding
16 a new section to chapter 28A.400 RCW;"

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EFFECT: Establishes the Performance Based Incentive Pay Pilot program in a minimum of three school districts, beginning in the 2008-09 school year. The Legislature is required to fund \$5 million per year for the pilot program. The school districts participating in the pilot program will award the bonuses on a school-wide basis based on the criteria developed by the Washington Institute for Public Policy. The Washington Institute for Public Policy (WSIPP) will develop the criteria for awarding the bonuses based on indicators that have the most influence on student academic performance, the school has direct influence on, and can be objectively assessed. WSIPP is required to submit a preliminary evaluation by September 2010 and a final report on the effectiveness of the pilot program by September 2014. Depending on the results of their evaluation, WSIPP may include recommendations for statewide implementation of a performance-based incentive pay system.