

HOUSE BILL REPORT

2SHB 2262

As Amended by the Senate

Title: An act relating to salary bonuses for individuals certified by the national board for professional teaching standards.

Brief Description: Providing salary bonuses for individuals certified by the national board for professional teaching standards.

Sponsors: By House Committee on Appropriations (originally sponsored by Representatives Barlow, McCoy, Hunter, Seaquist, Eddy, Fromhold, Ormsby, Sells and Morrell).

Brief History:

Committee Activity:

Education: 2/26/07 [DPS];

Appropriations: 3/15/07, 3/27/07 [DP2S(w/o sub ED)].

Floor Activity:

Passed House: 3/28/07, 95-2.

Senate Amended.

Passed Senate: 4/9/07, 45-0.

Brief Summary of Second Substitute Bill

- Authorizes annual bonuses for certificated instructional staff with certification from the National Board for Professional Teaching Standards (NBPTS) in the amounts of \$5,250 for Fiscal Year 2008 and \$5,400 for Fiscal Year 2009.
- Authorizes additional bonuses for NBPTS-certified staff assigned to low income schools (\$5,000) or those who teach mathematics or science in low-income schools (\$10,000).

HOUSE COMMITTEE ON EDUCATION

Majority Report: The substitute bill be substituted therefor and the substitute bill do pass. Signed by 8 members: Representatives Quall, Chair; Barlow, Vice Chair; Priest, Ranking Minority Member; Anderson, Assistant Ranking Minority Member; Haigh, McDermott, Roach and P. Sullivan.

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not a part of the legislation nor does it constitute a statement of legislative intent.

Minority Report: Do not pass. Signed by 1 member: Representative Santos.

Staff: Barbara McLain (786-7383).

HOUSE COMMITTEE ON APPROPRIATIONS

Majority Report: The second substitute bill be substituted therefor and the second substitute bill do pass and do not pass the substitute bill by Committee on Education. Signed by 33 members: Representatives Sommers, Chair; Dunshee, Vice Chair; Alexander, Ranking Minority Member; Bailey, Assistant Ranking Minority Member; Anderson, Buri, Chandler, Cody, Conway, Darneille, Dunn, Ericks, Fromhold, Grant, Haigh, Hinkle, Hunt, Hunter, Kagi, Kenney, Kessler, Kretz, Linville, McDermott, McDonald, McIntire, Morrell, Pettigrew, Priest, Schual-Berke, Seaquist, P. Sullivan and Walsh.

Staff: Ben Rarick (786-7349).

Background:

The National Board for Professional Teaching Standards (NBPTS) is a national, nonprofit organization that has developed standards for highly accomplished teaching and a voluntary system to certify teachers who meet those standards. There are also NBPTS certificates for librarians and school counselors. In Washington, instructional staff can use NBPTS certification in lieu of a professional certificate. Funding is provided through federal and private sources to assist candidates with the application fee. Since 1999, state funding has been provided through the appropriations act for a bonus for NBPTS-certified staff. The 2005-07 biennial budget provides an annual bonus of \$3,500. The bonus program has not been created in statute. As of January 2007, there were 1,310 NBPTS-certified instructional staff in Washington.

Summary of Second Substitute Bill:

Instructional staff with NBPTS certification receive a bonus for each year they maintain the certification. The amount of the bonus is \$5,250 for Fiscal Year 2008 and \$5,400 for Fiscal Year 2009. Thereafter, the amount is established in the operating budget, except the amount may be prorated if more than 5 percent of the eligible instructional staff in the state receive certification and the resulting cost of providing bonuses exceeds the legislative appropriation for them.

The NBPTS-certified staff who meet certain criteria are eligible for additional bonuses:

- (1) Individuals in an instructional assignment in a school where at least 70 percent of the students qualify for federal free and reduced lunch receive an additional \$5,000 bonus.
- (2) Individuals with NBPTS certification in middle level or high school mathematics or science who are in a math or science instructional assignment in a school where at least 70 percent of the students qualify for federal free and reduced lunch receive an additional \$10,000 bonus.

Bonuses are paid in a lump sum and are in addition to other compensation. They are not included in state salary limitations for certificated instructional staff, nor are they included in "earnable compensation" for the purposes of calculating pension benefits.

EFFECT OF SENATE AMENDMENT(S):

The annual bonus for teachers with certification from the National Board for Professional Teaching Standards (NBPTS) is \$5,000 and increases by inflation, rather than being set at \$5,250 for fiscal year 2008, \$5,400 for fiscal year 2009, and thereafter established in the operating budget. A \$5,000 bonus for NBPTS teachers certified in math or science who teach in low income schools is removed. A provision is removed that allows bonus amounts to be pro-rated if the number of NBPTS teachers exceeds 5 percent of the total teaching population, and there are insufficient funds appropriated for a full bonus for all eligible teachers.

Appropriation: None.

Fiscal Note: Available.

Effective Date: The bill takes effect 90 days after adjournment of session in which bill is passed.

Staff Summary of Public Testimony: (Education)

(In support) It is appropriate to reward teachers who go the extra mile to get certified. Districts and students benefit from the extra knowledge and skills these teachers bring to the classroom. Teachers should be encouraged to seek this level of skill.

(With concerns) The larger need is to fully fund K-12 education. This is a good idea, but we need to focus on the bigger picture. It would have been better to base the bonus on 10 percent of salary. There is much stronger support for that approach. There should not be a limitation or cap on the number or percent of teachers who could receive the full bonus.

(Opposed) None.

Staff Summary of Public Testimony: (Appropriations)

(In support) The Superintendent of Public Instruction is very supportive of this legislation. She is pleased to see the larger bonuses, which she has supported for quite some time. She is concerned about the pro-rating once the number of teachers hits 5 percent of total teachers. This puts a damper on the effectiveness of the incentive for teachers to improve their skills. We hope that these teachers will move to our highest poverty schools, and we think they will greatly help the students in those schools. They are excellent teachers.

The Washington Education Association supports this legislation and likes that the national board bonuses will be incorporated into statutes. We are concerned about the imposition of a cap at 5 percent. We think a lot of teachers will be interested, and we think we may reach that landmark fairly quickly. It remains to be seen whether additional bonuses for just math and science teachers will create a divisive environment between teaching colleagues.

Persons Testifying: (Education) (In support) Representative Barlow, prime sponsor.

(With concerns) Mitch Denning, Alliance of Education Association; Lucinda Young, Washington Education Association; and Kyra Kester, Office of the Superintendent of Public Instruction.

Persons Testifying: (Appropriations) (In support) Jennifer Priddy, Office of the Superintendent of Public Instruction; and Lucinda Young, Washington Education Association.

Persons Signed In To Testify But Not Testifying: (Education) None.

Persons Signed In To Testify But Not Testifying: (Appropriations) None.