
SENATE BILL 6266

State of Washington

63rd Legislature

2014 Regular Session

By Senators Billig, Rolfes, Frockt, and Cleveland

Read first time 01/20/14. Referred to Committee on Early Learning & K-12 Education.

1 AN ACT Relating to the written notice requirement for nonrenewal
2 and transfer of educational staff; and amending RCW 28A.405.210,
3 28A.405.220, 28A.405.230, and 28A.405.245.

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

5 **Sec. 1.** RCW 28A.405.210 and 2010 c 235 s 303 are each amended to
6 read as follows:

7 No teacher, principal, supervisor, superintendent, or other
8 certificated employee, holding a position as such with a school
9 district, hereinafter referred to as "employee", shall be employed
10 except by written order of a majority of the directors of the district
11 at a regular or special meeting thereof, nor unless he or she is the
12 holder of an effective teacher's certificate or other certificate
13 required by law or the Washington professional educator standards board
14 for the position for which the employee is employed.

15 The board shall make with each employee employed by it a written
16 contract, which shall be in conformity with the laws of this state, and
17 except as otherwise provided by law, limited to a term of not more than
18 one year. Every such contract shall be made in duplicate, one copy to
19 be retained by the school district superintendent or secretary and one

1 copy to be delivered to the employee. No contract shall be offered by
2 any board for the employment of any employee who has previously signed
3 an employment contract for that same term in another school district of
4 the state of Washington unless such employee shall have been released
5 from his or her obligations under such previous contract by the board
6 of directors of the school district to which he or she was obligated.
7 Any contract signed in violation of this provision shall be void.

8 In the event it is determined that there is probable cause or
9 causes that the employment contract of an employee should not be
10 renewed by the district for the next ensuing term such employee shall
11 be notified of that determination in writing (~~(on or before)~~) by the
12 later of May 15th preceding the commencement of such term (~~(of that~~
13 ~~determination, or if the omnibus appropriations act has not passed the~~
14 ~~legislature by May 15th, then notification shall be no later than June~~
15 ~~15th)~~) or within thirty days after the legislature has passed the
16 omnibus appropriations act, which notification shall specify the cause
17 or causes for nonrenewal of contract. Such determination of probable
18 cause for certificated employees, other than the superintendent, shall
19 be made by the superintendent. Such notice shall be served upon the
20 employee personally, or by certified or registered mail, or by leaving
21 a copy of the notice at the house of his or her usual abode with some
22 person of suitable age and discretion then resident therein. Every
23 such employee so notified, at his or her request made in writing and
24 filed with the president, chair or secretary of the board of directors
25 of the district within ten days after receiving such notice, shall be
26 granted opportunity for hearing pursuant to RCW 28A.405.310 to
27 determine whether there is sufficient cause or causes for nonrenewal of
28 contract: PROVIDED, That any employee receiving notice of nonrenewal
29 of contract due to an enrollment decline or loss of revenue may, in his
30 or her request for a hearing, stipulate that initiation of the
31 arrangements for a hearing officer as provided for by RCW
32 28A.405.310(4) shall occur within ten days following July 15 rather
33 than the day that the employee submits the request for a hearing. If
34 any such notification or opportunity for hearing is not timely given,
35 the employee entitled thereto shall be conclusively presumed to have
36 been reemployed by the district for the next ensuing term upon
37 contractual terms identical with those which would have prevailed if

1 his or her employment had actually been renewed by the board of
2 directors for such ensuing term.

3 This section shall not be applicable to "provisional employees" as
4 so designated in RCW 28A.405.220; transfer to a subordinate
5 certificated position as that procedure is set forth in RCW 28A.405.230
6 or 28A.405.245 shall not be construed as a nonrenewal of contract for
7 the purposes of this section.

8 **Sec. 2.** RCW 28A.405.220 and 2012 c 35 s 7 are each amended to read
9 as follows:

10 (1) Notwithstanding the provisions of RCW 28A.405.210, every person
11 employed by a school district in a teaching or other nonsupervisory
12 certificated position shall be subject to nonrenewal of employment
13 contract as provided in this section during the first three years of
14 employment by such district, unless: (a) The employee has previously
15 completed at least two years of certificated employment in another
16 school district in the state of Washington, in which case the employee
17 shall be subject to nonrenewal of employment contract pursuant to this
18 section during the first year of employment with the new district; or
19 (b) the employee has received an evaluation rating below level 2 on the
20 four-level rating system established under RCW 28A.405.100 during the
21 third year of employment, in which case the employee shall remain
22 subject to the nonrenewal of the employment contract until the employee
23 receives a level 2 rating; or (c) the school district superintendent
24 may make a determination to remove an employee from provisional status
25 if the employee has received one of the top two evaluation ratings
26 during the second year of employment by the district. Employees as
27 defined in this section shall hereinafter be referred to as
28 "provisional employees."

29 (2) In the event the superintendent of the school district
30 determines that the employment contract of any provisional employee
31 should not be renewed by the district for the next ensuing term such
32 provisional employee shall be notified thereof in writing (~~on or~~
33 ~~before~~) by the later of May 15th preceding the commencement of such
34 school term(~~(, or if the omnibus appropriations act has not passed the~~
35 ~~legislature by May 15th, then notification shall be no later than June~~
36 ~~15th))~~ or within thirty days after the legislature has passed the
37 omnibus appropriations act, which notification shall state the reason

1 or reasons for such determination. Such notice shall be served upon
2 the provisional employee personally, or by certified or registered
3 mail, or by leaving a copy of the notice at the place of his or her
4 usual abode with some person of suitable age and discretion then
5 resident therein. The determination of the superintendent shall be
6 subject to the evaluation requirements of RCW 28A.405.100.

7 (3) Every such provisional employee so notified, at his or her
8 request made in writing and filed with the superintendent of the
9 district within ten days after receiving such notice, shall be given
10 the opportunity to meet informally with the superintendent for the
11 purpose of requesting the superintendent to reconsider his or her
12 decision. Such meeting shall be held no later than ten days following
13 the receipt of such request, and the provisional employee shall be
14 given written notice of the date, time and place of meeting at least
15 three days prior thereto. At such meeting the provisional employee
16 shall be given the opportunity to refute any facts upon which the
17 superintendent's determination was based and to make any argument in
18 support of his or her request for reconsideration.

19 (4) Within ten days following the meeting with the provisional
20 employee, the superintendent shall either reinstate the provisional
21 employee or shall submit to the school district board of directors for
22 consideration at its next regular meeting a written report recommending
23 that the employment contract of the provisional employee be nonrenewed
24 and stating the reason or reasons therefor. A copy of such report
25 shall be delivered to the provisional employee at least three days
26 prior to the scheduled meeting of the board of directors. In taking
27 action upon the recommendation of the superintendent, the board of
28 directors shall consider any written communication which the
29 provisional employee may file with the secretary of the board at any
30 time prior to that meeting.

31 (5) The board of directors shall notify the provisional employee in
32 writing of its final decision within ten days following the meeting at
33 which the superintendent's recommendation was considered. The decision
34 of the board of directors to nonrenew the contract of a provisional
35 employee shall be final and not subject to appeal.

36 (6) This section applies to any person employed by a school
37 district in a teaching or other nonsupervisory certificated position
38 after June 25, 1976. This section provides the exclusive means for

1 nonrenewing the employment contract of a provisional employee and no
2 other provision of law shall be applicable thereto, including, without
3 limitation, RCW 28A.405.210 and chapter 28A.645 RCW.

4 **Sec. 3.** RCW 28A.405.230 and 2010 c 235 s 304 are each amended to
5 read as follows:

6 Any certificated employee of a school district employed as an
7 assistant superintendent, director, principal, assistant principal,
8 coordinator, or in any other supervisory or administrative position,
9 hereinafter in this section referred to as "administrator", shall be
10 subject to transfer, at the expiration of the term of his or her
11 employment contract, to any subordinate certificated position within
12 the school district. "Subordinate certificated position" as used in
13 this section, shall mean any administrative or nonadministrative
14 certificated position for which the annual compensation is less than
15 the position currently held by the administrator.

16 Every superintendent determining that the best interests of the
17 school district would be served by transferring any administrator to a
18 subordinate certificated position shall notify that administrator in
19 writing (~~((on or before))~~) by the later of May 15th preceding the
20 commencement of such school term (~~((of that determination, or if the~~
21 ~~omnibus appropriations act has not passed the legislature by May 15th,~~
22 ~~then notification shall be no later than June 15th))~~) or within thirty
23 days after the legislature has passed the omnibus appropriations act,
24 which notification shall state the reason or reasons for the transfer,
25 and shall identify the subordinate certificated position to which the
26 administrator will be transferred. Such notice shall be served upon
27 the administrator personally, or by certified or registered mail, or by
28 leaving a copy of the notice at the place of his or her usual abode
29 with some person of suitable age and discretion then resident therein.

30 Every such administrator so notified, at his or her request made in
31 writing and filed with the president or chair, or secretary of the
32 board of directors of the district within ten days after receiving such
33 notice, shall be given the opportunity to meet informally with the
34 board of directors in an executive session thereof for the purpose of
35 requesting the board to reconsider the decision of the superintendent.
36 Such board, upon receipt of such request, shall schedule the meeting
37 for no later than the next regularly scheduled meeting of the board,

1 and shall notify the administrator in writing of the date, time and
2 place of the meeting at least three days prior thereto. At such
3 meeting the administrator shall be given the opportunity to refute any
4 facts upon which the determination was based and to make any argument
5 in support of his or her request for reconsideration. The
6 administrator and the board may invite their respective legal counsel
7 to be present and to participate at the meeting. The board shall
8 notify the administrator in writing of its final decision within ten
9 days following its meeting with the administrator. No appeal to the
10 courts shall lie from the final decision of the board of directors to
11 transfer an administrator to a subordinate certificated position:
12 PROVIDED, That in the case of principals such transfer shall be made at
13 the expiration of the contract year and only during the first three
14 consecutive school years of employment as a principal by a school
15 district; except that if any such principal has been previously
16 employed as a principal by another school district in the state of
17 Washington for three or more consecutive school years the provisions of
18 this section shall apply only to the first full school year of such
19 employment.

20 This section applies to any person employed as an administrator by
21 a school district on June 25, 1976, and to all persons so employed at
22 any time thereafter, except that RCW 28A.405.245 applies to persons
23 first employed after June 10, 2010, as a principal by a school district
24 meeting the criteria of RCW 28A.405.245. This section provides the
25 exclusive means for transferring an administrator subject to this
26 section to a subordinate certificated position at the expiration of the
27 term of his or her employment contract.

28 **Sec. 4.** RCW 28A.405.245 and 2010 c 235 s 302 are each amended to
29 read as follows:

30 (1) Any certificated employee of a school district under this
31 section who is first employed as a principal after June 10, 2010, shall
32 be subject to transfer as provided under this section, at the
33 expiration of the term of his or her employment contract, to any
34 subordinate certificated position within the school district.
35 "Subordinate certificated position" as used in this section means any
36 administrative or nonadministrative certificated position for which the
37 annual compensation is less than the position currently held by the

1 administrator. This section applies only to school districts with an
2 annual average student enrollment of more than thirty-five thousand
3 full-time equivalent students.

4 (2) During the first three consecutive school years of employment
5 as a principal by the school district, or during the first full school
6 year of such employment in the case of a principal who has been
7 previously employed as a principal by another school district in the
8 state for three or more consecutive school years, the transfer of the
9 principal to a subordinate certificated position may be made by a
10 determination of the superintendent that the best interests of the
11 school district would be served by the transfer.

12 (3) Commencing with the fourth consecutive school year of
13 employment as a principal, or the second consecutive school year of
14 such employment in the case of a principal who has been previously
15 employed as a principal by another school district in the state for
16 three or more consecutive school years, the transfer of the principal
17 to a subordinate certificated position shall be based on the
18 superintendent's determination that the results of the evaluation of
19 the principal's performance using the evaluative criteria and rating
20 system established under RCW 28A.405.100 provide a valid reason for the
21 transfer without regard to whether there is probable cause for the
22 transfer. If a valid reason is shown, it shall be deemed that the
23 transfer is reasonably related to the principal's performance. No
24 probationary period is required. However, provision of support and an
25 attempt at remediation of the performance of the principal, as defined
26 by the superintendent, are required for a determination by the
27 superintendent under this subsection that the principal should be
28 transferred to a subordinate certificated position.

29 (4) Any superintendent transferring a principal under this section
30 to a subordinate certificated position shall notify that principal in
31 writing (~~(on or before)~~) by the later of May 15th before the beginning
32 of the school year (~~(of that determination, or if the omnibus~~
33 ~~appropriations act has not passed the legislature by May 15th))~~ or
34 within thirty days after the legislature has passed the omnibus
35 appropriations act, then notification shall be no later than June 15th.
36 The notification shall state the reason or reasons for the transfer and
37 shall identify the subordinate certificated position to which the
38 principal will be transferred. The notification shall be served upon

1 the principal personally, or by certified or registered mail, or by
2 leaving a copy of the notice at the place of his or her usual abode
3 with some person of suitable age and discretion then resident therein.

4 (5) Any principal so notified may request to the president or chair
5 of the board of directors of the district, in writing and within ten
6 days after receiving notice, an opportunity to meet informally with the
7 board of directors in an executive session for the purpose of
8 requesting the board to reconsider the decision of the superintendent,
9 and shall be given such opportunity. The board, upon receipt of such
10 request, shall schedule the meeting for no later than the next
11 regularly scheduled meeting of the board, and shall give the principal
12 written notice at least three days before the meeting of the date,
13 time, and place of the meeting. At the meeting the principal shall be
14 given the opportunity to refute any evidence upon which the
15 determination was based and to make any argument in support of his or
16 her request for reconsideration. The principal and the board may
17 invite their respective legal counsel to be present and to participate
18 at the meeting. The board shall notify the principal in writing of its
19 final decision within ten days following its meeting with the
20 principal. No appeal to the courts shall lie from the final decision
21 of the board of directors to transfer a principal to a subordinate
22 certificated position.

23 (6) This section provides the exclusive means for transferring a
24 certificated employee first employed by a school district under this
25 section as a principal after June 10, 2010, to a subordinate
26 certificated position at the expiration of the term of his or her
27 employment contract.

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