

**E2SHB 2573** - S COMM AMD

By Committee on Early Learning & K-12 Education

1 Strike everything after the enacting clause and insert the  
2 following:

3 "NEW SECTION. **Sec. 1.** A new section is added to chapter 28A.300  
4 RCW to read as follows:

5 (1) Subject to appropriations specifically provided for this  
6 purpose, the office of the superintendent of public instruction, in  
7 consultation with school districts, educational service districts,  
8 and other state agencies, shall develop and implement a  
9 comprehensive, statewide initiative to increase the number of  
10 qualified individuals who apply for teaching positions in Washington.  
11 In developing and implementing the initiative, the office of the  
12 superintendent of public instruction, in partnership with the  
13 employment security department, shall:

14 (a) Develop and implement a teacher recruitment campaign that  
15 targets individuals with teaching certificates who are not employed  
16 as teachers, undergraduate college students who have not chosen a  
17 major, out-of-state teachers, military personnel and their spouses,  
18 and other groups of individuals who may be interested in teaching in  
19 Washington public schools;

20 (b) Incorporate certificated positions into the employment  
21 security department's existing web-based depository for job  
22 applications that allows for access by school districts in the state  
23 for purposes of hiring teachers and other certificated positions. The  
24 services and tools developed under this subsection must be made  
25 available initially to small school districts, and to larger  
26 districts as resources are available. When defining small districts  
27 for the purpose of this subsection, the office of the superintendent  
28 of public instruction must consider whether a district has fewer than  
29 three hundred certificated staff; and

30 (c) Create or enhance an existing web site that provides useful  
31 information to individuals who are interested in teaching in  
32 Washington.

1 (2) This section expires July 1, 2020.

2 NEW SECTION. **Sec. 2.** (1) Subject to an appropriation  
3 specifically provided for this purpose, the workforce training and  
4 education coordinating board, in collaboration with the professional  
5 educator standards board, shall work with the student achievement  
6 council, the office of the superintendent of public instruction,  
7 school districts, educational service districts, the state board for  
8 community and technical colleges, the institutions of higher  
9 education, major employers, and other parties to develop and  
10 disseminate information designed to increase recruitment into  
11 professional educator standards board-approved teacher preparation  
12 programs. The information must be disseminated statewide through  
13 existing channels.

14 (2) This section expires July 1, 2019.

15 **Sec. 3.** RCW 28A.410.250 and 2005 c 498 s 2 are each amended to  
16 read as follows:

17 The agency responsible for educator certification shall adopt  
18 rules for professional certification that:

19 (1) Provide maximum program choice for applicants, promote  
20 portability among programs, and promote maximum efficiency for  
21 applicants in attaining professional certification;

22 (2) Require professional certification no earlier than the fifth  
23 year following the year that the teacher first completes provisional  
24 status, with an automatic two-year extension upon enrollment;

25 (3) Grant professional certification to any teacher who attains  
26 certification from the national board for professional teaching  
27 standards;

28 (4) Permit any teacher currently enrolled in or participating in  
29 a program leading to professional certification to continue the  
30 program under administrative rules in place when the teacher began  
31 the program;

32 (5) Provide criteria for the approval of educational service  
33 districts, beginning no later than August 31, 2007, to offer programs  
34 leading to professional certification. The rules shall be written to  
35 encourage institutions of higher education and educational service  
36 districts to partner with local school districts or consortia of  
37 school districts, as appropriate, to provide instruction for teachers  
38 seeking professional certification;

1 (6) Encourage institutions of higher education to offer  
2 professional certificate coursework as continuing education credit  
3 hours. This shall not prevent an institution of higher education from  
4 providing the option of including the professional certification  
5 requirements as part of a master's degree program;

6 (7) Provide criteria for a liaison relationship between approved  
7 programs and school districts in which applicants are employed;

8 (8) Except as provided in section 4 of this act, identify an  
9 expedited professional certification process for out-of-state  
10 teachers who have five years or more of successful teaching  
11 experience ((to demonstrate skills and impact on student learning  
12 commensurate with Washington requirements for professional  
13 certification. The rules may require these teachers, within one year  
14 of the time they begin to teach in the state's public schools, take a  
15 course in or show evidence that they can teach to the state's  
16 essential academic learning requirements)). A professional  
17 certificate must be issued to these experienced out-of-state teachers  
18 if the teacher holds a valid teaching certificate issued by the  
19 national board for professional teaching standards; and

20 (9) Identify an evaluation process of approved programs that  
21 includes a review of the program coursework and applicant coursework  
22 load requirements, linkages of programs to individual teacher  
23 professional growth plans, linkages to school district and school  
24 improvement plans, and, to the extent possible, linkages to school  
25 district professional enrichment and growth programs for teachers,  
26 where such programs are in place in school districts. The agency  
27 shall provide a preliminary report on the evaluation process to the  
28 senate and house of representatives committees on education policy by  
29 November 1, 2005. The board shall identify:

30 (a) A process for awarding conditional approval of a program that  
31 shall include annual evaluations of the program until the program is  
32 awarded full approval;

33 (b) A less intensive evaluation cycle every three years once a  
34 program receives full approval unless the responsible agency has  
35 reason to intensify the evaluation;

36 (c) A method for investigating programs that have received  
37 numerous complaints from students enrolled in the program and from  
38 those recently completing the program;

39 (d) A method for investigating programs at the reasonable  
40 discretion of the agency; and

1 (e) A method for using, in the evaluation, both program completer  
2 satisfaction responses and data on the impact of educators who have  
3 obtained professional certification on student work and achievement.

4 NEW SECTION. **Sec. 4.** A new section is added to chapter 28A.410  
5 RCW to read as follows:

6 In addition to the requirements in RCW 28A.410.250(8), a  
7 professional certificate must be issued to a teacher if:

8 (1) The teacher has a continuing or advanced level certificate  
9 from another state, or that state's equivalent, issued by the other  
10 state; or

11 (2) The teacher has a continuing or advanced level certificate  
12 that allows the individual to teach internationally.

13 NEW SECTION. **Sec. 5.** A new section is added to chapter 43.131  
14 RCW to read as follows:

15 The professional certification standards for out-of-state  
16 teachers, as established in section 4 of this act, are terminated on  
17 June 30, 2021, as provided in section 6 of this act.

18 NEW SECTION. **Sec. 6.** A new section is added to chapter 43.131  
19 RCW to read as follows:

20 Section 4 of this act, as now existing or hereafter amended, is  
21 repealed, effective June 30, 2022.

22 NEW SECTION. **Sec. 7.** A new section is added to chapter 41.32  
23 RCW under the subchapter heading "provisions applicable to plan 2 and  
24 plan 3" to be codified between RCW 41.32.141 and 41.32.215 to read as  
25 follows:

26 In addition to the postretirement employment options available in  
27 RCW 41.32.802 or 41.32.862, and only until August 1, 2020, a teacher  
28 in plan 2 or plan 3 who has retired under the alternate early  
29 retirement provisions of RCW 41.32.765(3)(b) or 41.32.875(3)(b) may  
30 be employed with an employer that has documented a shortage of  
31 certificated substitute teachers for up to eight hundred sixty-seven  
32 hours per school year without suspension of his or her benefit,  
33 provided that: (1) The retired teacher reenters employment more than  
34 one calendar month after his or her accrual date and after the  
35 effective date of this section, (2) the retired teacher is employed  
36 exclusively as a substitute teacher as defined in RCW

1 41.32.010(48)(a) in an instructional capacity, as opposed to other  
2 capacities identified in RCW 41.32.010(49), and (3) the employing  
3 school district compensates the district's substitute teachers at a  
4 level that is at least equal to the full daily amount allocated by  
5 the state to the district for substitute teacher compensation.

6 NEW SECTION. **Sec. 8.** (1) Subject to an appropriation  
7 specifically provided for this purpose, the professional educator  
8 standards board shall coordinate meetings between the school  
9 districts that do not have professional educator standards board-  
10 approved alternative route teacher certification programs and the  
11 nearest public or private institution of higher education with a  
12 professional educator standards board-approved teacher preparation  
13 program. The purpose of the meetings is to determine whether the  
14 districts and institutions can partner to apply to the professional  
15 educator standards board to operate an alternative route teacher  
16 certification program.

17 (2) Subject to an appropriation specifically provided for this  
18 purpose, an institution of higher education as defined in RCW  
19 28B.10.016 that does not operate a professional educator standards  
20 board-approved alternative route teacher certification program must  
21 seek approval from the professional educator standards board to offer  
22 an alternative route teacher certification program by submitting the  
23 proposal developed under RCW 28A.410.290, or an updated version of  
24 the proposal, by September 1, 2016. If approved, the institution of  
25 higher education must implement an alternative route teacher  
26 certification program according to a timeline suggested by the  
27 professional educator standards board.

28 (3) This section expires July 1, 2017.

29 NEW SECTION. **Sec. 9.** A new section is added to chapter 28B.10  
30 RCW to read as follows:

31 (1) By July 1, 2018, each institution of higher education with a  
32 professional educator standards board-approved alternative route  
33 teacher certification program must develop a plan describing how the  
34 institution of higher education will partner with school districts in  
35 the general geographic region of the school, or where its programs  
36 are offered, regarding placement of resident teachers. The plans must  
37 be developed in collaboration with school districts desiring to  
38 partner with the institutions of higher education, and may include

1 use of unexpended federal or state funds to support residencies and  
2 mentoring for students who are likely to continue teaching in the  
3 district in which they have a supervised student teaching residency.

4 (2) The plans required under subsection (1) of this section must  
5 be updated at least biennially.

6 **Sec. 10.** RCW 28A.415.265 and 2013 2nd sp.s. c 18 s 401 are each  
7 amended to read as follows:

8 (1) For the purposes of this section, a mentor is an educator who  
9 has achieved appropriate training in assisting, coaching, and  
10 advising beginning teachers or student teaching residents as defined  
11 by the office of the superintendent of public instruction, such as  
12 national board certification or other specialized training.

13 (2)(a) The educator support program is established to provide  
14 professional development and mentor support for beginning educators,  
15 candidates in alternative route teacher programs under RCW  
16 28A.660.040, and educators on probation under RCW 28A.405.100, to be  
17 composed of the beginning educator support team for beginning  
18 educators and continuous improvement coaching for educators on  
19 probation, as provided in this section.

20 ((2)(a)) (b) The superintendent of public instruction shall  
21 notify school districts about the educator support program and  
22 encourage districts to apply for program funds.

23 (3) Subject to funds appropriated for this specific purpose, the  
24 office of the superintendent of public instruction shall allocate  
25 funds for the beginning educator support team on a competitive basis  
26 to individual school districts or consortia of districts. School  
27 districts are encouraged to include educational service districts in  
28 creating regional consortia. In allocating funds, the office of the  
29 superintendent of public instruction shall give priority to:

30 (a) School districts with low-performing schools identified under  
31 RCW 28A.657.020 as being challenged schools in need of improvement;  
32 and

33 (b) School districts with a large influx of beginning classroom  
34 teachers.

35 (4) A portion of the appropriated funds may be used for program  
36 coordination and provision of statewide or regional professional  
37 development through the office of the superintendent of public  
38 instruction.

1       ~~((b))~~ (5) A beginning educator support team must include the  
2 following components:

3       ~~((i))~~ (a) A paid orientation or individualized assistance  
4 before the start of the school year for beginning educators;

5       ~~((ii))~~ (b) Assignment of a trained and qualified mentor for the  
6 first three years for beginning educators, with intensive support in  
7 the first year and decreasing support over the following years  
8 depending on the needs of the beginning educator;

9       ~~((iii))~~ (c) A goal to provide beginning teachers from  
10 underrepresented populations with a mentor who has strong ties to  
11 underrepresented populations;

12       (d) Professional development for beginning educators that is  
13 designed to meet their unique needs for supplemental training and  
14 skill development;

15       ~~((iv))~~ (e) Professional development for mentors;

16       ~~((v))~~ (f) Release time for mentors and their designated  
17 educators to work together, as well as time for educators to observe  
18 accomplished peers; and

19       ~~((vi))~~ (g) A program evaluation using a standard evaluation  
20 tool provided from the office of the superintendent of public  
21 instruction that measures increased knowledge, skills, and positive  
22 impact on student learning for program participants.

23       ~~((3))~~ (6) Subject to funds separately appropriated for this  
24 specific purpose, the beginning educator support team components  
25 under subsection ~~((2))~~ (3) of this section may be provided for  
26 continuous improvement coaching to support educators on probation  
27 under RCW 28A.405.100.

28       NEW SECTION. Sec. 11. (1) In fiscal year 2017, the office of  
29 the superintendent of public instruction, in collaboration with the  
30 professional educator standards board and institutions of higher  
31 education with professional educator standards board-approved teacher  
32 preparation programs, shall develop mentor training program goals for  
33 the institutions to use in their teacher preparation program  
34 curricula.

35       (2) Once the mentor training program goals are developed as  
36 required under subsection (1) of this section, the institutions of  
37 higher education with professional educator standards board-approved  
38 teacher preparation programs are encouraged to develop and implement  
39 curricula that meet the mentor training program goals.

1 (3) This section expires July 1, 2019.

2 **Sec. 12.** RCW 43.88C.010 and 2015 c 128 s 2 are each amended to  
3 read as follows:

4 (1) The caseload forecast council is hereby created. The council  
5 shall consist of two individuals appointed by the governor and four  
6 individuals, one of whom is appointed by the chairperson of each of  
7 the two largest political caucuses in the senate and house of  
8 representatives. The chair of the council shall be selected from  
9 among the four caucus appointees. The council may select such other  
10 officers as the members deem necessary.

11 (2) The council shall employ a caseload forecast supervisor to  
12 supervise the preparation of all caseload forecasts. As used in this  
13 chapter, "supervisor" means the caseload forecast supervisor.

14 (3) Approval by an affirmative vote of at least five members of  
15 the council is required for any decisions regarding employment of the  
16 supervisor. Employment of the supervisor shall terminate after each  
17 term of three years. At the end of the first year of each three-year  
18 term the council shall consider extension of the supervisor's term by  
19 one year. The council may fix the compensation of the supervisor. The  
20 supervisor shall employ staff sufficient to accomplish the purposes  
21 of this section.

22 (4) The caseload forecast council shall oversee the preparation  
23 of and approve, by an affirmative vote of at least four members, the  
24 official state caseload forecasts prepared under RCW 43.88C.020. If  
25 the council is unable to approve a forecast before a date required in  
26 RCW 43.88C.020, the supervisor shall submit the forecast without  
27 approval and the forecast shall have the same effect as if approved  
28 by the council.

29 (5) A councilmember who does not cast an affirmative vote for  
30 approval of the official caseload forecast may request, and the  
31 supervisor shall provide, an alternative forecast based on  
32 assumptions specified by the member.

33 (6) Members of the caseload forecast council shall serve without  
34 additional compensation but shall be reimbursed for travel expenses  
35 in accordance with RCW 44.04.120 while attending sessions of the  
36 council or on official business authorized by the council.  
37 Nonlegislative members of the council shall be reimbursed for travel  
38 expenses in accordance with RCW 43.03.050 and 43.03.060.

39 (7) "Caseload," as used in this chapter, means:



1 (a) The number of persons expected to meet entitlement  
2 requirements and require the services of public assistance programs,  
3 state correctional institutions, state correctional noninstitutional  
4 supervision, state institutions for juvenile offenders, (~~the common~~  
5 ~~school system,~~) long-term care, medical assistance, foster care, and  
6 adoption support;

7 (b) The number of students who are eligible for the Washington  
8 college bound scholarship program and are expected to attend an  
9 institution of higher education as defined in RCW 28B.92.030;

10 (c) The number of children who are eligible, as defined in RCW  
11 43.215.405, to participate in, and the number of children actually  
12 served by, the early childhood education and assistance program; and

13 (d) The number of persons expected to meet entitlement  
14 requirements in the common school system, by school district and in  
15 total statewide. In determining district level forecasts, the council  
16 must consider a geographic information system solution and providing  
17 districts the ability to adjust the final forecast. Forecasting  
18 entitlement requirements in the common school system at the district  
19 level is subject to appropriations specifically provided for this  
20 purpose.

21 (8) The caseload forecast council shall forecast the temporary  
22 assistance for needy families and the working connections child care  
23 programs as a courtesy.

24 (9) The caseload forecast council shall forecast youth  
25 participating in the extended foster care program pursuant to RCW  
26 74.13.031 separately from other children who are residing in foster  
27 care and who are under eighteen years of age.

28 (10) Unless the context clearly requires otherwise, the  
29 definitions provided in RCW 43.88.020 apply to this chapter.

30 **Sec. 13.** RCW 28A.660.050 and 2015 3rd sp.s. c 9 s 2 are each  
31 amended to read as follows:

32 Subject to the availability of amounts appropriated for these  
33 purposes, the conditional scholarship programs in this chapter are  
34 created under the following guidelines:

35 (1) The programs shall be administered by the student achievement  
36 council. In administering the programs, the council has the following  
37 powers and duties:

38 (a) To adopt necessary rules and develop guidelines to administer  
39 the programs;

1 (b) To collect and manage repayments from participants who do not  
2 meet their service obligations; and

3 (c) To accept grants and donations from public and private  
4 sources for the programs.

5 (2) Requirements for participation in the conditional scholarship  
6 programs are as provided in this subsection (2).

7 (a) The alternative route conditional scholarship program is  
8 limited to interns of professional educator standards board-approved  
9 alternative routes to teaching programs under RCW 28A.660.040. For  
10 fiscal year 2011, priority must be given to fiscal year 2010  
11 participants in the alternative route partnership program. In order  
12 to receive conditional scholarship awards, recipients shall:

13 (i) Be accepted and maintain enrollment in alternative  
14 certification routes through a professional educator standards board-  
15 approved program;

16 (ii) Continue to make satisfactory progress toward completion of  
17 the alternative route certification program and receipt of a  
18 residency teaching certificate; and

19 (iii) Receive no more than the annual amount of the scholarship,  
20 not to exceed eight thousand dollars, for the cost of tuition, fees,  
21 and educational expenses, including books, supplies, and  
22 transportation for the alternative route certification program in  
23 which the recipient is enrolled. The council may adjust the annual  
24 award by the average rate of resident undergraduate tuition and fee  
25 increases at the state universities as defined in RCW 28B.10.016.

26 (b) The pipeline for paraeducators conditional scholarship  
27 program is limited to qualified paraeducators as provided by RCW  
28 28A.660.042. In order to receive conditional scholarship awards,  
29 recipients shall:

30 (i) Be accepted and maintain enrollment at a community and  
31 technical college for no more than two years and attain an associate  
32 of arts degree;

33 (ii) Continue to make satisfactory progress toward completion of  
34 an associate of arts degree. This progress requirement is a condition  
35 for eligibility into a route one program of the alternative routes to  
36 teacher certification program for a mathematics, special education,  
37 or English as a second language endorsement; and

38 (iii) Receive no more than the annual amount of the scholarship,  
39 not to exceed four thousand dollars, for the cost of tuition, fees,  
40 and educational expenses, including books, supplies, and

1 transportation for the alternative route certification program in  
2 which the recipient is enrolled. The student achievement council may  
3 adjust the annual award by the average rate of tuition and fee  
4 increases at the state community and technical colleges.

5 (c) The educator retooling conditional scholarship program is  
6 limited to current K-12 teachers. In order to receive conditional  
7 scholarship awards:

8 (i) Individuals currently employed as teachers shall pursue an  
9 endorsement in a subject or geographic endorsement shortage area, as  
10 defined by the professional educator standards board, including but  
11 not limited to(( $\tau$ )) mathematics, science, special education,  
12 bilingual education, English language learner, computer science  
13 education, or environmental and sustainability education; or

14 (ii) Individuals who are certificated with an elementary  
15 education endorsement shall pursue an endorsement in a subject or  
16 geographic endorsement shortage area, as defined by the professional  
17 educator standards board, including but not limited to(( $\tau$ ))  
18 mathematics, science, special education, bilingual education, English  
19 language learner, computer science education, or environmental and  
20 sustainability education; and

21 (iii) Individuals shall use one of the pathways to endorsement  
22 processes to receive an endorsement in a subject or geographic  
23 endorsement shortage area, as defined by the professional educator  
24 standards board, including but not limited to(( $\tau$ )) mathematics,  
25 science, special education, bilingual education, English language  
26 learner, computer science education, or environmental and  
27 sustainability education, which shall include passing an endorsement  
28 test plus observation and completing applicable coursework to attain  
29 the proper endorsement; and

30 (iv) Individuals shall receive no more than the annual amount of  
31 the scholarship, not to exceed three thousand dollars, for the cost  
32 of tuition, test fees, and educational expenses, including books,  
33 supplies, and transportation for the endorsement pathway being  
34 pursued.

35 (3) The Washington professional educator standards board shall  
36 select individuals to receive conditional scholarships. In selecting  
37 recipients, preference shall be given to eligible veterans or  
38 national guard members. In awarding conditional scholarships to  
39 support additional bilingual education or English language learner  
40 endorsements, the board shall also give preference to teachers

1 assigned to schools required under state or federal accountability  
2 measures to implement a plan for improvement, and to teachers  
3 assigned to schools whose enrollment of English language learner  
4 students has increased an average of more than five percent per year  
5 over the previous three years.

6 (4) For the purpose of this chapter, a conditional scholarship is  
7 a loan that is forgiven in whole or in part in exchange for service  
8 as a certificated teacher employed in a Washington state K-12 public  
9 school. The state shall forgive one year of loan obligation for every  
10 two years a recipient teaches in a public school. Recipients who fail  
11 to continue a course of study leading to residency teacher  
12 certification or cease to teach in a public school in the state of  
13 Washington in their endorsement area are required to repay the  
14 remaining loan principal with interest.

15 (5) Recipients who fail to fulfill the required teaching  
16 obligation are required to repay the remaining loan principal with  
17 interest and any other applicable fees. The student achievement  
18 council shall adopt rules to define the terms for repayment,  
19 including applicable interest rates, fees, and deferments.

20 (6) The student achievement council may deposit all  
21 appropriations, collections, and any other funds received for the  
22 program in this chapter in the future teachers conditional  
23 scholarship account authorized in RCW 28B.102.080.

24 (7)(a) Additional eligible teacher certification areas may be  
25 awarded by the professional educator standards board for the pipeline  
26 for paraeducators conditional scholarship program provided in  
27 subsection (2)(b) of this section. These additional teacher  
28 certification areas are bilingual education, elementary education,  
29 computer science education, and early childhood education.

30 (b) Additional eligible teacher certification areas may be  
31 awarded by the professional educator standards board for the educator  
32 retooling conditional scholarship program provided in subsection  
33 (2)(c) of this section. These additional teacher certification areas  
34 are elementary education and early childhood education.

35 NEW SECTION. Sec. 14. A new section is added to chapter 28A.660  
36 RCW to read as follows:

37 (1) This section is the state spending performance statement for  
38 the expansion of the alternative route conditional scholarships  
39 provided in RCW 28A.660.050(7). This performance statement is

1 intended only to be used for subsequent evaluation of the expansion  
2 of this program for expanded scholarships provided for bilingual  
3 education, elementary education, computer science education, and  
4 early childhood education endorsements. It is not intended to create  
5 a private right of action by any party or be used to determine  
6 eligibility for the services provided by the program.

7 (2) It is the legislature's specific public policy objective to  
8 increase in-state production of certificated teachers in bilingual  
9 education, elementary education, computer science education, and  
10 early childhood education at the state's institutions of higher  
11 education. By expanding the alternative route conditional  
12 scholarships for the endorsement areas, the legislature intends to  
13 achieve the following outcomes:

14 (a) Reduce statewide teacher shortages in grades kindergarten  
15 through three, computer science, and bilingual instruction;

16 (b) Increase applications for the alternative route conditional  
17 scholarships for the bilingual education, elementary education,  
18 computer science education, and early childhood education  
19 certifications;

20 (c) Attract candidates who are successfully employed in the  
21 education field for more than five years; and

22 (d) Determine which state-funded teacher preparation scholarship  
23 program, the alternative route conditional scholarship, or the future  
24 teachers scholarship, provided the most successful teacher  
25 applicants.

26 (3) If a review by the joint legislative audit and review  
27 committee finds that the multiple outcomes identified in subsection  
28 (2) of this section have been achieved, then the legislature intends  
29 to extend the expiration of the expansion of the bilingual education,  
30 elementary education, computer science education, and early childhood  
31 education endorsements in the alternative route conditional  
32 scholarship program.

33 (4) In order for the joint legislative audit and review committee  
34 to obtain the data necessary to review the performance of the  
35 scholarships provided in RCW 28A.660.050(7), the joint legislative  
36 audit and review committee may require the professional educator  
37 standards board to collect and quantify the information and data  
38 required for the joint legislative audit and review committee. The  
39 joint legislative audit and review committee may also survey  
40 recipients of the scholarships, and school districts.

1 (5) No later than January 1, 2026, the joint legislative audit  
2 and review committee must review the program expanded by  
3 chapter . . . , Laws of 2016 (this act), determine its effectiveness,  
4 and provide a recommendation to the fiscal committees of the  
5 legislature as to whether the program should be continued without  
6 modification, modified, scheduled for sunset review at a future date,  
7 or terminated immediately. If the committee determines that the  
8 program does not achieve any of the outcomes specified in subsection  
9 (2) of this section, the committee shall recommend termination of the  
10 expanded endorsements provided. The committee may recommend  
11 accountability standards for the future review of the spending  
12 program.

13 (6) This section expires July 1, 2026.

14 **Sec. 15.** RCW 28B.15.558 and 2015 c 55 s 221 are each amended to  
15 read as follows:

16 (1) The governing boards of the state universities, the regional  
17 universities, The Evergreen State College, and the community and  
18 technical colleges may waive all or a portion of the tuition and  
19 services and activities fees for state employees as defined under  
20 subsection (2) of this section and teachers (~~and~~), other  
21 certificated instructional staff under subsection (3) of this  
22 section, and K-12 classified staff under subsection (4) of this  
23 section. The enrollment of these persons is pursuant to the following  
24 conditions:

25 (a) Such persons shall register for and be enrolled in courses on  
26 a space available basis and no new course sections shall be created  
27 as a result of the registration;

28 (b) Enrollment information on persons registered pursuant to this  
29 section shall be maintained separately from other enrollment  
30 information and shall not be included in official enrollment reports,  
31 nor shall such persons be considered in any enrollment statistics  
32 that would affect budgetary determinations; and

33 (c) Persons registering on a space available basis shall be  
34 charged a registration fee of not less than five dollars.

35 (2) For the purposes of this section, "state employees" means  
36 persons employed half-time or more in one or more of the following  
37 employee classifications:

38 (a) Permanent employees in classified service under chapter 41.06  
39 RCW;

1 (b) Permanent employees governed by chapter 41.56 RCW pursuant to  
2 the exercise of the option under RCW 41.56.201;

3 (c) Permanent classified employees and exempt paraprofessional  
4 employees of technical colleges; and

5 (d) Faculty, counselors, librarians, and exempt professional and  
6 administrative employees at institutions of higher education as  
7 defined in RCW 28B.10.016.

8 (3) The waivers available to state employees under this section  
9 shall also be available to teachers and other certificated  
10 instructional staff employed at public common and vocational schools,  
11 holding or seeking a valid endorsement and assignment in a state-  
12 identified shortage area.

13 (4) The waivers available under this section shall also be  
14 available to classified staff employed at public common and  
15 vocational schools when used for coursework relevant to the work  
16 assignment.

17 (5) In awarding waivers, an institution of higher education may  
18 award waivers to eligible persons employed by the institution before  
19 considering waivers for eligible persons who are not employed by the  
20 institution.

21 ((+5)) (6) If an institution of higher education exercises the  
22 authority granted under this section, it shall include all eligible  
23 state employees in the pool of persons eligible to participate in the  
24 program.

25 ((+6)) (7) In establishing eligibility to receive waivers,  
26 institutions of higher education may not discriminate between full-  
27 time employees and employees who are employed half-time or more.

28 NEW SECTION. **Sec. 16.** The legislature finds that the state is  
29 currently facing a teacher shortage crisis, with evidence showing  
30 that teachers are leaving the profession at an unprecedented rate.  
31 Additionally, the legislature notes that recent studies by the  
32 professional educator standards board show that beginning teacher  
33 retention in Washington follows the national pattern, with roughly  
34 half of new teachers leaving the profession in the first five years.  
35 As the state continues to implement class size reductions, the  
36 ability to attract and retain quality educators remains a critical  
37 component for successfully implementing ongoing educational reforms  
38 and increasing student achievement. The legislature understands that  
39 there are multiple complex issues behind the current teacher shortage

1 and retention problem and that many factors are often interrelated.  
2 It is the intent of the legislature to examine expanding family leave  
3 policies as one possible policy choice that could make the teaching  
4 profession more attractive in order to recruit promising new students  
5 into the profession and keep our existing high quality teachers in  
6 the classroom.

7 NEW SECTION. **Sec. 17.** (1) The joint legislative audit and  
8 review committee shall conduct an analysis of the costs and impacts  
9 associated with maternity and paternity leave for K-12 certificated  
10 classroom teachers. The analysis must include:

11 (a) The projected costs associated with implementing and  
12 maintaining a maternity and paternity leave program including, but  
13 not limited to, the projected number of K-12 certificated classroom  
14 teachers who would participate in a maternity and paternity leave  
15 program annually; and

16 (b) A comparison of how other states have implemented similar  
17 programs for K-12 employees including, but not limited to, the costs  
18 associated with implementing and maintaining a maternity and  
19 paternity leave program, the amount of maternity or paternity leave  
20 allotted for each employee, and the allowable benefit period of  
21 maternity or paternity leave.

22 (2) The joint legislative audit and review committee, with  
23 assistance from the Washington state institute for public policy,  
24 shall additionally analyze the impact of state-funded maternity and  
25 paternity leave on increasing recruitment and retention of teachers.

26 (3) To the extent data is not available at the statewide level,  
27 the joint legislative audit and review committee may use case studies  
28 or other methods to conduct the analysis.

29 (4) The joint legislative audit and review committee must submit  
30 a report of its findings to the appropriate senate committees by  
31 January 1, 2017.

32 (5) This section expires August 1, 2017."

**E2SHB 2573** - S COMM AMD

By Committee on Early Learning & K-12 Education



1 On page 1, line 2 of the title, after "teachers;" strike the  
2 remainder of the title and insert "amending RCW 28A.410.250,  
3 28A.415.265, 43.88C.010, 28A.660.050, and 28B.15.558; adding a new  
4 section to chapter 28A.300 RCW; adding a new section to chapter  
5 28A.410 RCW; adding new sections to chapter 43.131 RCW; adding a new  
6 section to chapter 41.32 RCW; adding a new section to chapter 28B.10  
7 RCW; adding a new section to chapter 28A.660 RCW; creating new  
8 sections; and providing expiration dates."

EFFECT: Requires OSPI to partner with the Employment Security Department for the development and implementation of a teacher recruitment campaign.

Removes the creation of a grant program to fund recruitment specialists in teacher preparation programs.

Provides that teachers who retire under the early retirement provisions may be employed as substitute teachers in an instructional capacity for up to 867 hours per school year without suspension of their retirement benefits.

Requires school districts employing retired substitute teachers to have a documented shortage of certificated substitute teachers.

Sets the minimum compensation for substitute teachers at a level that is at least equal to the full daily amount allocated by the state for substitute teacher compensation.

Establishes that a Professional Certificate must be issued to out-of-state teachers who have five or more years of teaching experience and hold a National Board Certification.

Provides that until June 30, 2021, a Professional Certificate must also be issued to out-of-state teachers with five or more years of successful teaching experience if the teacher has a continuing or advanced level certificate that allows the individual to teach internationally.

Eliminates the Future Teachers Conditional Scholarship program.

Adds bilingual education, elementary education, computer science education, and early childhood education to the list of qualifying endorsements for the purposes of the Pipeline for Paraeducators Conditional Scholarship.

Requires the Joint Legislative and Audit Review Committee to conduct a study on the effectiveness of conditional scholarships.

Removes the requirement that school districts report the number of teachers they plan to hire in the following year.

Requires caseload forecasts of the number of persons expected to meet entitlement requirements by school district and statewide.

Allows four-year and two-year institutions of higher education to waive all or a portion of the tuition and services and activities fees for public school K-12 classified staff when their coursework is relevant to their work assignment.

Eliminates the Teaching Residency Grant program.

Directs the Joint Legislative and Audit Review Committee to conduct an analysis on the costs and impacts associated with maternity and paternity leave for certificated classroom teachers.

Changes the term "alternate route" to "alternative route" throughout for technical purposes.

--- END ---