

E2SHB 2573 - S COMM AMD
By Committee on Ways & Means

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 with a professional educator standards board-approved
20 teacher preparation program, that does not operate a professional
21 educator standards board-approved alternative route teacher
22 certification program must seek approval from the professional
23 educator standards board to offer an alternative route teacher
24 certification program by submitting the proposal developed under RCW
25 28A.410.290, or an updated version of the proposal, by September 1,
26 2016. If approved, the institution of higher education must implement
27 an alternative route teacher certification program according to a
28 timeline suggested by the professional educator standards board.

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

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

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

1 partner with the institutions of higher education, and may include
2 use of unexpended federal or state funds to support residencies and
3 mentoring for students who are likely to continue teaching in the
4 district in which they have a supervised student teaching residency.

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

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

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

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

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

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

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

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

36 (4) A portion of the appropriated funds may be used for program
37 coordination and provision of statewide or regional professional
38 development through the office of the superintendent of public
39 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 and subject to
29 the availability of amounts appropriated for this specific purpose,
30 the office of the superintendent of public instruction, in
31 collaboration with the professional educator standards board and
32 institutions of higher education with professional educator standards
33 board-approved teacher preparation programs, shall develop mentor
34 training program goals for the institutions to use in their teacher
35 preparation program curricula.

36 (2) Once the mentor training program goals are developed as
37 required under subsection (1) of this section, the institutions of
38 higher education with professional educator standards board-approved

1 teacher preparation programs are encouraged to develop and implement
2 curricula that meet the mentor training program goals.

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

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

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

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

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

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

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

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

1 Nonlegislative members of the council shall be reimbursed for travel
2 expenses in accordance with RCW 43.03.050 and 43.03.060.

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

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

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

13 (c) The number of children who are eligible, as defined in RCW
14 43.215.405, to participate in, and the number of children actually
15 served by, the early childhood education and assistance program; and

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

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

27 (9) The caseload forecast council shall forecast youth
28 participating in the extended foster care program pursuant to RCW
29 74.13.031 separately from other children who are residing in foster
30 care and who are under eighteen years of age.

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

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

35 Subject to the availability of amounts appropriated for these
36 purposes, the conditional scholarship programs in this chapter are
37 created under the following guidelines:

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

4 (a) To adopt necessary rules and develop guidelines to administer
5 the programs;

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

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

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

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

18 (i) Be accepted and maintain enrollment in alternative
19 certification routes through a professional educator standards board-
20 approved program;

21 (ii) Continue to make satisfactory progress toward completion of
22 the alternative route certification program and receipt of a
23 residency teaching certificate; and

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

31 (b) The pipeline for paraeducators conditional scholarship
32 program is limited to qualified paraeducators as provided by RCW
33 28A.660.042. In order to receive conditional scholarship awards,
34 recipients shall:

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

38 (ii) Continue to make satisfactory progress toward completion of
39 an associate of arts degree. This progress requirement is a condition
40 for eligibility into a route one program of the alternative routes to

1 teacher certification program for a mathematics, special education,
2 or English as a second language endorsement; and

3 (iii) Receive no more than the annual amount of the scholarship,
4 not to exceed four thousand dollars, for the cost of tuition, fees,
5 and educational expenses, including books, supplies, and
6 transportation for the alternative route certification program in
7 which the recipient is enrolled. The student achievement council may
8 adjust the annual award by the average rate of tuition and fee
9 increases at the state community and technical colleges.

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

13 (i) Individuals currently employed as teachers shall pursue an
14 endorsement in a subject or geographic endorsement shortage area, as
15 defined by the professional educator standards board, including but
16 not limited to((τ)) mathematics, science, special education,
17 bilingual education, English language learner, computer science
18 education, or environmental and sustainability education; or

19 (ii) Individuals who are certificated with an elementary
20 education endorsement shall pursue an endorsement in a subject or
21 geographic endorsement shortage area, as defined by the professional
22 educator standards board, including but not limited to((τ))
23 mathematics, science, special education, bilingual education, English
24 language learner, computer science education, or environmental and
25 sustainability education; and

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

35 (iv) Individuals shall receive no more than the annual amount of
36 the scholarship, not to exceed three thousand dollars, for the cost
37 of tuition, test fees, and educational expenses, including books,
38 supplies, and transportation for the endorsement pathway being
39 pursued.

1 (3) The Washington professional educator standards board shall
2 select individuals to receive conditional scholarships. In selecting
3 recipients, preference shall be given to eligible veterans or
4 national guard members. In awarding conditional scholarships to
5 support additional bilingual education or English language learner
6 endorsements, the board shall also give preference to teachers
7 assigned to schools required under state or federal accountability
8 measures to implement a plan for improvement, and to teachers
9 assigned to schools whose enrollment of English language learner
10 students has increased an average of more than five percent per year
11 over the previous three years.

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

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

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

30 (7)(a) Additional eligible teacher certification areas may be
31 awarded by the professional educator standards board for the pipeline
32 for paraeducators conditional scholarship program provided in
33 subsection (2)(b) of this section. These additional teacher
34 certification areas are bilingual education, elementary education,
35 computer science education, and early childhood education.

36 (b) Additional eligible teacher certification areas may be
37 awarded by the professional educator standards board for the educator
38 retooling conditional scholarship program provided in subsection
39 (2)(c) of this section. These additional teacher certification areas
40 are elementary education and early childhood education.

1 NEW SECTION. **Sec. 14.** A new section is added to chapter 28A.660
2 RCW to read as follows:

3 (1) This section is the state spending performance statement for
4 the expansion of the conditional scholarships provided in RCW
5 28A.660.050(7). This performance statement is intended only to be
6 used for subsequent evaluation of the expansion of this program for
7 expanded scholarships provided for bilingual education, elementary
8 education, computer science education, and early childhood education
9 endorsements. It is not intended to create a private right of action
10 by any party or be used to determine eligibility for the services
11 provided by the program.

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

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

21 (b) Increase applications for the conditional scholarships for
22 the bilingual education, elementary education, computer science
23 education, and early childhood education certifications;

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

26 (d) Determine which state-funded teacher preparation scholarship
27 program, the pipeline for paraeducators conditional scholarship or
28 the educator retooling conditional scholarship, provided the most
29 successful teacher applicants.

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

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

1 required for the joint legislative audit and review committee. The
2 joint legislative audit and review committee may also survey
3 recipients of the scholarships, and school districts.

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

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

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

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

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

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

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

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

4 (a) Permanent employees in classified service under chapter 41.06
5 RCW;

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

8 (c) Permanent classified employees and exempt paraprofessional
9 employees of technical colleges; and

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

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

18 (4) The waivers available under this section shall also be
19 available to classified staff employed at public common and
20 vocational schools when used for coursework relevant to the work
21 assignment.

22 (5) In awarding waivers, an institution of higher education may
23 award waivers to eligible persons employed by the institution before
24 considering waivers for eligible persons who are not employed by the
25 institution.

26 ~~((+5))~~ (6) If an institution of higher education exercises the
27 authority granted under this section, it shall include all eligible
28 state employees in the pool of persons eligible to participate in the
29 program.

30 ~~((+6))~~ (7) In establishing eligibility to receive waivers,
31 institutions of higher education may not discriminate between full-
32 time employees and employees who are employed half-time or more.

33 NEW SECTION. **Sec. 16.** The legislature finds that the state is
34 currently facing a teacher shortage crisis, with evidence showing
35 that teachers are leaving the profession at an unprecedented rate.
36 Additionally, the legislature notes that recent studies by the
37 professional educator standards board show that beginning teacher
38 retention in Washington follows the national pattern, with roughly
39 half of new teachers leaving the profession in the first five years.

1 As the state continues to implement class size reductions, the
2 ability to attract and retain quality educators remains a critical
3 component for successfully implementing ongoing educational reforms
4 and increasing student achievement. The legislature understands that
5 there are multiple complex issues behind the current teacher shortage
6 and retention problem and that many factors are often interrelated.
7 It is the intent of the legislature to examine expanding family leave
8 policies as one possible policy choice that could make the teaching
9 profession more attractive in order to recruit promising new students
10 into the profession and keep our existing high quality teachers in
11 the classroom.

12 NEW SECTION. **Sec. 17.** (1) Subject to the availability of
13 amounts appropriated for this specific purpose, the joint legislative
14 audit and review committee shall conduct an analysis of the costs and
15 impacts associated with maternity and paternity leave for K-12
16 certificated classroom teachers. The analysis must include:

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

22 (b) A comparison of how other states have implemented similar
23 programs for K-12 employees including, but not limited to, the costs
24 associated with implementing and maintaining a maternity and
25 paternity leave program, the amount of maternity or paternity leave
26 allotted for each employee, and the allowable benefit period of
27 maternity or paternity leave.

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

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

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

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

E2SHB 2573 - S COMM AMD
By Committee on Ways & Means

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.

Adds subject to appropriation clauses to the development of mentor training program goals and the JLARC study on maternity and paternity leave for K-12 employees.

Clarifies which conditional scholarship programs JLARC should focus on for the state spending performance review.

Limits the requirement to submit an alternative route program operation proposal to institutions of higher education with a professional educator standards board-approved teacher preparation program.

Removes the term "alternative route" for technical purposes.

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