
SUBSTITUTE HOUSE BILL 2573

State of Washington

64th Legislature

2016 Regular Session

By House Education (originally sponsored by Representatives Santos, Magendanz, Kilduff, Reykdal, Rossetti, Muri, Pollet, and Hickel; by request of Superintendent of Public Instruction)

READ FIRST TIME 02/05/16.

1 AN ACT Relating to the shortage of public school teachers and
2 substitute teachers; amending RCW 28A.415.265; adding a new section
3 to chapter 28A.300 RCW; adding a new section to chapter 41.32 RCW;
4 adding a new section to chapter 28B.10 RCW; adding a new section to
5 chapter 28A.330 RCW; adding a new section to chapter 28B.102 RCW;
6 adding a new section to chapter 28B.76 RCW; creating new sections;
7 making appropriations; and providing expiration dates.

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

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

11 Subject to an appropriation specifically provided for this
12 purpose, the superintendent of public instruction, in consultation
13 with school district and educational service district personnel,
14 shall develop and implement a comprehensive, statewide initiative to
15 increase the number of qualified individuals who apply for teaching
16 positions in Washington. In developing and implementing the
17 initiative, the superintendent shall:

18 (1) Include a teacher recruitment component that targets groups
19 of individuals who may be interested in teaching in Washington public
20 schools, such as: College students who have not chosen a major; out-
21 of-state teachers; military personnel and their spouses; and

1 individuals with teaching certificates who are not currently employed
2 as teachers;

3 (2) Contract for the development of a statewide system to provide
4 recruitment and hiring services, including a centralized hiring
5 portal, to school districts, and a statewide central depository for
6 applications of individuals interested in applying for certificated
7 positions that can be accessed by school districts in the state for
8 purposes of hiring teachers and other certificated positions. The
9 services and tools developed under this subsection must be made
10 available initially to small school districts, and to larger
11 districts as resources are available. When defining small districts
12 for the purpose of this subsection, the office of the superintendent
13 of public instruction must consider whether a district has fewer than
14 three hundred certificated staff;

15 (3) Create or enhance an existing web site that provides useful
16 information to individuals who are interested in teaching in
17 Washington; and

18 (4) Take other actions to increase the number of qualified
19 individuals who apply for teaching positions in Washington.

20 NEW SECTION. **Sec. 2.** (1) Subject to an appropriation
21 specifically provided for this purpose, the workforce training and
22 education coordinating board, in collaboration with the professional
23 educator standards board, shall work with the student achievement
24 council, the office of the superintendent of public instruction,
25 school districts, educational service districts, the state board for
26 community and technical colleges, the institutions of higher
27 education, major employers, and other parties to develop and
28 disseminate information designed to increase recruitment into
29 approved residency teacher preparation programs at public and private
30 institutions of higher education and alternate route teacher
31 certification programs. The information must be disseminated
32 statewide through the workforce training and education coordinating
33 board and other existing channels.

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

35 NEW SECTION. **Sec. 3.** (1) Subject to an appropriation
36 specifically provided for this purpose, the professional educator
37 standards board shall create and administer the recruitment
38 specialists grant program to provide funds to professional educator

1 standards board-approved residency teacher preparation programs to
2 hire, or contract with, recruitment specialists that focus on
3 recruitment of individuals who are from traditionally
4 underrepresented groups among teachers in Washington when compared to
5 the common school population.

6 (2) This section expires July 1, 2018.

7 NEW SECTION. **Sec. 4.** A new section is added to chapter 41.32
8 RCW under the subchapter heading "provisions applicable to plan 2 and
9 plan 3" to be codified between RCW 41.32.067 and 41.32.215 to read as
10 follows:

11 In addition to the postretirement employment options available in
12 RCW 41.32.802 or 41.32.862, and only until August 1, 2020, a teacher
13 in plan 2 or plan 3 who has retired under the alternate early
14 retirement provisions of RCW 41.32.765(3)(b) or 41.32.875(3)(b) may
15 be employed with an employer that has documented a shortage of
16 certificated substitute teachers:

17 (1) For up to twelve hundred hours per school year without a
18 suspension of the retiree's benefit if: (a) The retired teacher
19 reenters employment more than one calendar month after his or her
20 accrual date and after the effective date of this section, and (b)
21 the retired teacher is employed exclusively as a substitute teacher
22 as defined in RCW 41.32.010(48)(a) in an instructional capacity, as
23 opposed to other capacities identified in RCW 41.32.010(49); or

24 (2) For up to six hundred thirty hours per school year without
25 suspension of the retiree's benefit if: (a) The retired teacher
26 reenters employment more than one calendar month after his or her
27 accrual date and after the effective date of this section, (b) the
28 retired teacher is employed exclusively as a mentor to teachers or an
29 adviser to students in teacher preparation programs, and (c) the
30 retired teacher has received appropriate training as defined by the
31 office of the superintendent of public instruction, such as national
32 board certification or other specialized training.

33 NEW SECTION. **Sec. 5.** A new section is added to chapter 28B.10
34 RCW to read as follows:

35 (1) By July 1, 2018, each institution of higher education with a
36 professional educator standards board-approved residency teacher
37 preparation program must develop a plan describing how the
38 institution of higher education will partner with school districts in

1 the general geographic region of the school, or where its programs
2 are offered, regarding placement of resident teachers. The plans must
3 be developed in collaboration with school districts desiring to
4 partner with the institutions of higher education, and may include
5 use of unexpended federal or state funds to support residencies and
6 mentoring for students who are likely to continue teaching in the
7 district in which they have a supervised student teaching residency.

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

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

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

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

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

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

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

37 (b) School districts with a large influx of beginning classroom
38 teachers.

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

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

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

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

13 ~~((iii))~~ (c) A goal to provide beginning teachers from
14 underrepresented populations with a mentor who has strong ties to
15 underrepresented populations;

16 (d) Professional development for beginning educators that is
17 designed to meet their unique needs for supplemental training and
18 skill development;

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

20 ~~((v))~~ (f) Release time for mentors and their designated
21 educators to work together, as well as time for educators to observe
22 accomplished peers; and

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

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

32 NEW SECTION. Sec. 7. (1) In fiscal year 2017, the office of the
33 superintendent of public instruction, in collaboration with the
34 professional educator standards board and the public and private
35 institutions of higher education with professional educator standards
36 board-approved residency teacher preparation programs, shall develop
37 mentor training program goals for the institutions to use in their
38 teacher preparation program curricula.

1 (2) Once the mentor training program goals are developed as
2 required under subsection (1) of this section, the public and private
3 institutions of higher education with professional educator standards
4 board-approved residency teacher preparation programs are encouraged
5 to develop and implement curricula that meet the mentor training
6 program goals.

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

8 NEW SECTION. **Sec. 8.** A new section is added to chapter 28A.330
9 RCW to read as follows:

10 By June 15th of each year, a school district shall report to the
11 office of the superintendent of public instruction the number of
12 classroom teachers the district projects will be hired in the
13 following school year.

14 NEW SECTION. **Sec. 9.** A new section is added to chapter 28B.102
15 RCW to read as follows:

16 (1) Subject to an appropriation specifically provided for this
17 purpose, established within the future teachers conditional
18 scholarship and loan repayment program is a subprogram called the
19 teacher shortage conditional grant program, to be administered by the
20 office. To be eligible for the teacher shortage conditional grant, a
21 student needs to submit an application to the office and must:

22 (a) Be enrolled in a bachelor's degree program through a teacher
23 preparation program approved by the professional educator standards
24 board and be classified as a junior or senior;

25 (b) Be enrolled in a master's degree program through a teacher
26 preparation program approved by the professional educator standards
27 board while completing a student teaching residency; or

28 (c) Be enrolled in a teacher preparation program approved by the
29 professional educator standards board while working in a school
30 district as a paraeducator, and commit to working in the employing
31 district after obtaining teacher certification.

32 (2) As part of the application, an eligible student must meet the
33 following conditions:

34 (a) Complete the free application for federal student aid (FAFSA)
35 or the Washington application for state financial aid;

36 (b) Agree to obtain a Washington state residency teacher
37 certificate;

1 (c) Commit to obtaining an endorsement in a subject or geographic
2 endorsement shortage area, as defined by the professional educator
3 standards board; and

4 (d) Commit to teach for five school years in an approved
5 education program with a need for a teacher with such an endorsement
6 at the time of hire.

7 (3) The office shall prioritize the following applicants:

8 (a) An applicant who is eligible for, but did not receive, the
9 state need grant established in chapter 28B.92 RCW;

10 (b) An applicant who has a family income below one hundred
11 seventy-five percent of median family income, adjusted for family
12 size, as documented by the free application for federal student aid
13 (FAFSA) or the Washington application for state financial aid, and
14 who:

15 (i) Can certify that neither parent or guardian completed a
16 postsecondary degree or certificate; or

17 (ii) Is from a traditionally underrepresented group among
18 teachers in Washington when compared to the common school population;
19 and

20 (c) An applicant who is completing a student teaching residency
21 in (i) a subject endorsement shortage area, or (ii) a district that
22 certifies that it will offer employment in a shortage area to the
23 student if the student successfully completes the residency and
24 obtains teacher certification.

25 (4)(a) An applicant selected for a teacher shortage conditional
26 grant who meets the eligibility requirements in subsections (1)(a)
27 and (2) of this section must:

28 (i) Receive a grant to cover the cost of resident undergraduate
29 tuition fees, defined in RCW 28B.15.020, for up to two academic years
30 of full-time study at an institution of higher education; or

31 (ii) Receive a grant to cover the cost of resident undergraduate
32 tuition fees, defined in RCW 28B.15.020, for up to two academic years
33 of full-time study at the most expensive regional university if
34 enrolled in an accredited teacher preparation program at a private,
35 not-for-profit institution of higher education.

36 (b) If a recipient of a conditional grant who qualified for the
37 grant under subsection (1)(a) of this section is unable to earn a
38 bachelor's degree after two years of full-time study due to the
39 unavailability of required courses, the recipient must be able to
40 receive a conditional grant for those required courses for up to two

1 additional quarters or semesters as long as he or she maintains
2 satisfactory academic progress and successfully completes a student
3 teaching residency.

4 (5) An applicant selected for a teacher shortage conditional
5 grant who meets the eligibility requirements in subsections (1)(b)
6 and (2) of this section must receive a grant to cover resident
7 graduate tuition fees, defined in RCW 28B.15.020, for up to two years
8 of full-time study at an institution of higher education plus an
9 additional grant of two thousand dollars per month for up to six
10 months, during the period that the student is completing a student
11 teaching residency.

12 (6) An applicant selected for a teacher shortage conditional
13 grant who meets the eligibility requirements in subsections (1)(c)
14 and (2) of this section must receive a grant to cover resident
15 graduate tuition fees, defined in RCW 28B.15.020, for up to two years
16 of full-time study at an institution of higher education plus an
17 additional grant of sixteen thousand five hundred dollars for each
18 year that the student is enrolled in the master's degree program or
19 completing a student teaching residency.

20 (7) In order to receive a teacher shortage conditional grant
21 under subsections (4) through (6) of this section, a student must
22 sign a contract to affirm his or her intent to graduate from a
23 teacher preparation program, obtain certification, obtain an
24 endorsement in a subject or geographic endorsement shortage area as
25 defined by the professional educator standards board, and teach for
26 five school years in an approved education program with a need for a
27 teacher with such an endorsement at the time of hire. The conditions
28 of the contract must include the following:

29 (a) If a student does not (i) obtain a Washington state residency
30 teaching certificate with an endorsement in a subject or geographic
31 endorsement shortage area as defined by the professional educator
32 standards board within six months of graduation and (ii) sign a
33 contract to teach in an approved education program with a need for a
34 teacher with such an endorsement within fifteen months of graduation,
35 then the conditional grant will be converted into a loan with
36 interest rates and repayment terms set by the office under this
37 subsection (7).

38 (b) If a student does not complete the contractual obligation of
39 five school years of teaching in an approved education program with a
40 need for a teacher with an endorsement in a subject or geographic

1 endorsement shortage area as defined by the professional educator
2 standards board, the conditional grant will be converted into a loan
3 with the following repayment requirements:

4 (i) For less than one school year of teaching completed, the loan
5 obligation is eighty-five percent of the conditional grant the
6 student received, plus interest and an equalization fee;

7 (ii) For less than two school years of teaching completed, the
8 loan obligation is seventy percent of the conditional grant the
9 student received, plus interest and an equalization fee;

10 (iii) For less than three school years of teaching completed, the
11 loan obligation is fifty-five percent of the conditional grant the
12 student received, plus interest and an equalization fee; and

13 (iv) For less than four school years of teaching completed, the
14 loan obligation is forty percent of the conditional grant the student
15 received, plus interest and an equalization fee.

16 (c) For a conditional grant that is converted into a loan under
17 (b) of this subsection, the terms and conditions of the loan must
18 follow the interest rate and repayment terms of the federal direct
19 subsidized loan program.

20 (8) A teacher shortage conditional grant received under
21 subsections (4) through (6) of this section must not result in a
22 reduction of federal or state grant aid, including Pell grants, state
23 need grants, college bound scholarships, or opportunity scholarships.

24 (9) By November 1, 2018, the office shall submit a report to the
25 appropriate committees of the legislature that recommends whether the
26 teacher shortage conditional grant program should be continued,
27 modified, or terminated, and that includes information about the
28 applicants to the program and the grantees of the program, in
29 accordance with RCW 43.01.036.

30 NEW SECTION. **Sec. 10.** A new section is added to chapter 28B.76
31 RCW to read as follows:

32 (1) Subject to funds appropriated specifically for this purpose,
33 the office shall administer a student teaching residency grant
34 program to provide additional funds to individuals completing student
35 teaching residencies at public schools in Washington.

36 (2) To qualify for the grant, recipients must be enrolled in a
37 teacher preparation program approved by the professional educator
38 standards board, be completing or about to start a student teaching

1 residency at a Title I school, and be eligible for the state need
2 grant established in chapter 28B.92 RCW.

3 (3) The office shall establish rules for administering the grants
4 under this section.

5 NEW SECTION. **Sec. 11.** The sum of three million six hundred
6 thousand dollars, or as much thereof as may be necessary, is
7 appropriated for the fiscal year ending June 30, 2017, from the
8 general fund to the student achievement council for the future
9 teachers conditional scholarship account created in RCW 28B.102.080.

10 NEW SECTION. **Sec. 12.** The sum of five hundred thousand dollars,
11 or as much thereof as may be necessary, is appropriated for the
12 fiscal year ending June 30, 2017, from the general fund to the
13 University of Washington. The appropriation in this section is
14 provided solely for the expansion of enrollments in the teacher
15 preparation programs at the University of Washington Bothell and
16 Tacoma sites.

17 NEW SECTION. **Sec. 13.** The sum of five hundred thousand dollars,
18 or as much thereof as may be necessary, is appropriated for the
19 fiscal year ending June 30, 2017, from the general fund to Washington
20 State University. The appropriation in this subsection is provided
21 solely for the expansion of enrollments in elementary education
22 teacher preparation programs.

23 NEW SECTION. **Sec. 14.** (1) The sum of one million eighty-nine
24 thousand dollars, or as much thereof as may be necessary, is
25 appropriated for the fiscal year ending June 30, 2017, from the
26 general fund to Western Washington University. The appropriation in
27 this subsection is provided solely for the expansion of enrollments
28 in teacher preparation programs with science, technology,
29 mathematics, and engineering endorsements.

30 (2) The sum of three hundred fifty-five thousand dollars, or as
31 much thereof as may be necessary, is appropriated for the fiscal year
32 ending June 30, 2017, from the general fund to Western Washington
33 University. The appropriation in this subsection is provided solely
34 for the expansion of enrollments in special education, elementary
35 education, and early childhood education teacher preparation
36 programs. Western Washington University is expected to enroll an

1 additional twenty-four students in the early childhood education
2 program, twenty-five students in the dual special education
3 elementary education program at the north Seattle site, and twenty-
4 five students in the dual special education elementary education
5 program at the Everett site.

6 NEW SECTION. **Sec. 15.** (1) The sum of one million eighty-nine
7 thousand dollars, or as much thereof as may be necessary, is
8 appropriated for the fiscal year ending June 30, 2017, from the
9 general fund to Central Washington University. The appropriation in
10 this subsection is provided solely for the expansion of enrollments
11 in teacher preparation programs with science, technology,
12 mathematics, and engineering endorsements.

13 (2) The sum of three hundred fifty-five thousand dollars, or as
14 much thereof as may be necessary, is appropriated for the fiscal year
15 ending June 30, 2017, from the general fund to Central Washington
16 University. The appropriation in this subsection is provided solely
17 for the expansion of enrollments in special education, elementary
18 education, and early childhood education teacher preparation
19 programs. Central Washington University is expected to enroll an
20 additional twenty-four students in the early childhood education
21 program, twenty-five students in the elementary education program at
22 the Moses Lake campus, and twenty-five students in the elementary
23 education program at the Yakima campus.

--- END ---