
SECOND SUBSTITUTE HOUSE BILL 2573

State of Washington

64th Legislature

2016 Regular Session

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

READ FIRST TIME 02/09/16.

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 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 professional educator standards board-approved teacher preparation
30 programs. The information must be disseminated statewide through
31 existing channels.

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

33 NEW SECTION. **Sec. 3.** (1) Subject to an appropriation
34 specifically provided for this purpose, the professional educator
35 standards board shall create and administer the recruitment
36 specialists grant program to provide funds to professional educator
37 standards board-approved teacher preparation programs to hire, or
38 contract with, recruitment specialists that focus on recruitment of

1 individuals who are from traditionally underrepresented groups among
2 teachers in Washington when compared to the common school population.

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

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

8 In addition to the postretirement employment options available in
9 RCW 41.32.802 or 41.32.862, and only until August 1, 2020, a teacher
10 in plan 2 or plan 3 who has retired under the alternate early
11 retirement provisions of RCW 41.32.765(3)(b) or 41.32.875(3)(b) may
12 be employed with an employer that has documented a shortage of
13 certificated substitute teachers for up to six hundred thirty hours
14 per school year without suspension of the retiree's benefit if: (1)
15 The retired teacher reenters employment more than one calendar month
16 after his or her accrual date and after the effective date of this
17 section, (2) the retired teacher is employed exclusively as a mentor
18 to teachers or an adviser to students in professional educator
19 standards board-approved teacher preparation programs, and (3) the
20 retired teacher has received appropriate training as defined by the
21 office of the superintendent of public instruction, such as national
22 board certification or other specialized training.

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

25 (1) By July 1, 2018, each institution of higher education with a
26 professional educator standards board-approved alternate route
27 teacher certification program must develop a plan describing how the
28 institution of higher education will partner with school districts in
29 the general geographic region of the school, or where its programs
30 are offered, regarding placement of resident teachers. The plans must
31 be developed in collaboration with school districts desiring to
32 partner with the institutions of higher education, and may include
33 use of unexpended federal or state funds to support residencies and
34 mentoring for students who are likely to continue teaching in the
35 district in which they have a supervised student teaching residency.

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

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

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

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

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

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

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

28 (b) School districts with a large influx of beginning classroom
29 teachers.

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

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

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

38 ~~((ii))~~ (b) Assignment of a trained and qualified mentor for the
39 first three years for beginning educators, with intensive support in

1 the first year and decreasing support over the following years
2 depending on the needs of the beginning educator;

3 ~~((iii))~~ (c) A goal to provide beginning teachers from
4 underrepresented populations with a mentor who has strong ties to
5 underrepresented populations;

6 (d) Professional development for beginning educators that is
7 designed to meet their unique needs for supplemental training and
8 skill development;

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

10 ~~((v))~~ (f) Release time for mentors and their designated
11 educators to work together, as well as time for educators to observe
12 accomplished peers; and

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

17 ~~((3))~~ (6) Subject to funds separately appropriated for this
18 specific purpose, the beginning educator support team components
19 under subsection ~~((2))~~ (3) of this section may be provided for
20 continuous improvement coaching to support educators on probation
21 under RCW 28A.405.100.

22 NEW SECTION. Sec. 7. (1) In fiscal year 2017, the office of the
23 superintendent of public instruction, in collaboration with the
24 professional educator standards board and institutions of higher
25 education with professional educator standards board-approved teacher
26 preparation programs, shall develop mentor training program goals for
27 the institutions to use in their teacher preparation program
28 curricula.

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

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

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

37 By June 15th of each year, a school district shall report to the
38 office of the superintendent of public instruction the number of

1 classroom teachers the district projects will be hired in the
2 following school year.

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

5 (1) Subject to an appropriation specifically provided for this
6 purpose, the office shall develop and administer the teacher shortage
7 conditional grant program as a subprogram within the future teachers
8 conditional scholarship and loan repayment program. The purpose of
9 the teacher shortage conditional grant program is to encourage
10 individuals to become teachers by providing financial aid to
11 individuals enrolled in professional educator standards-approved
12 teacher preparation programs.

13 (2) The office has the power and duty to develop and adopt rules
14 as necessary under chapter 34.05 RCW to administer the program
15 described in this section.

16 (3) As part of the rule-making process under subsection (2) of
17 this section, the office must collaborate with the professional
18 educator standards board, the Washington state school directors'
19 association, and the professional educator standards board-approved
20 teacher preparation programs to develop a framework for the teacher
21 shortage conditional grant program, including eligibility
22 requirements, contractual obligations, conditional grant amounts, and
23 loan repayment requirements.

24 (4)(a) In developing the eligibility requirements, the office
25 must consider: Whether the individual has a financial need, is a
26 first-generation college student, or is from a traditionally
27 underrepresented group among teachers in Washington; whether the
28 individual is completing an alternate route to teacher certification
29 program; whether the individual plans to obtain an endorsement in a
30 hard-to-fill subject, as defined by the professional educator
31 standards board; the characteristic of any geographic shortage area,
32 as defined by the professional educator standards board, that the
33 individual plans to teach in; and whether a school district has
34 committed to offering the individual employment once the individual
35 obtains a residency teacher certificate.

36 (b) In developing the contractual obligations, the office must
37 consider requiring the individual to: Obtain a Washington state
38 residency teacher certificate; teach in a subject or geographic
39 endorsement shortage area, as defined by the professional educator

1 standards board; and commit to teach for five school years in an
2 approved education program with a need for a teacher with such an
3 endorsement at the time of hire.

4 (c) In developing the conditional grant award amounts, the office
5 must consider whether the individual is: Enrolled in a public or
6 private institution of higher education, a resident, in a
7 baccalaureate or postbaccalaureate program, or in an alternate route
8 to teacher certification program. In addition, the award amounts must
9 not result in a reduction of the individual's federal or state grant
10 aid, including Pell grants, state need grants, college bound
11 scholarships, or opportunity scholarships.

12 (d) In developing the repayment requirements for a conditional
13 grant that is converted into a loan, the terms and conditions of the
14 loan must follow the interest rate and repayment terms of the federal
15 direct subsidized loan program. In addition, the office must consider
16 the following repayment schedule:

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

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

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

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

29 (5) By November 1, 2018, and November 1, 2020, the office shall
30 submit reports, in accordance with RCW 43.01.036, to the appropriate
31 committees of the legislature that recommend whether the teacher
32 shortage conditional grant program under this section should be
33 continued, modified, or terminated, and that include information
34 about the recipients of the grants under this program.

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

37 (1) Subject to funds appropriated specifically for this purpose,
38 the office shall administer a student teaching residency grant

1 program to provide additional funds to individuals completing student
2 teaching residencies at public schools in Washington.

3 (2) To qualify for the grant, recipients must be enrolled in a
4 professional educator standards board-approved alternate route to
5 teacher certification program, be completing or about to start a
6 student teaching residency at a Title I school, and demonstrate
7 financial need, as defined by the office and consistent with the
8 income criteria required to receive the state need grant established
9 in chapter 28B.92 RCW.

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

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