
SENATE BILL 6332

State of Washington

64th Legislature

2016 Regular Session

By Senators Litzow, McAuliffe, Rivers, Rolfes, Billig, Fain, Mullet, and Conway; by request of Superintendent of Public Instruction

Read first time 01/15/16. Referred to Committee on Early Learning & K-12 Education.

1 AN ACT Relating to the shortage of public school teachers and
2 substitute teachers; amending RCW 28A.410.250 and 28A.660.050; adding
3 a new section to chapter 28A.300 RCW; adding a new section to chapter
4 41.32 RCW; creating new sections; and making an appropriation.

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

6 NEW SECTION. **Sec. 1.** The legislature finds that public schools
7 in Washington are facing significant challenges in hiring new
8 teachers. This problem is a result of multiple factors, including low
9 beginning teacher pay, an increase in the number of retiring
10 teachers, more teachers leaving the profession in their early years
11 of teaching, a reduction in the in-state production of new teachers,
12 expansion of full-day kindergarten, and class-size reduction efforts.

13 The legislature further finds that having effective teachers is
14 essential to student success in school and life and that the teacher
15 and substitute shortage must be addressed through a comprehensive
16 initiative that includes, but is not limited to, increasing beginning
17 teacher salaries, providing hiring incentives, the implementation of
18 a teacher recruitment campaign, the creation of a statewide
19 depository for applications, providing assistance for smaller school
20 districts in recruiting and hiring teachers, reducing barriers for

1 out-of-state teachers, and providing school districts more
2 flexibility in hiring retired teachers as substitute teachers.

3 NEW SECTION. **Sec. 2.** When modifications are made to the salary
4 allocation schedule by the legislature to address the *McCleary*
5 supreme court education funding decision, the salary for beginning
6 teachers shall be increased, with adjustments for inflation, as
7 recommended in the "Compensation Technical Working Group Final
8 Report" dated June 30, 2012.

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

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

17 (1) Create a system for providing hiring bonuses to new teachers
18 from out-of-state and to new in-state teachers who are hired in rural
19 school districts, in high-poverty schools, and in schools with
20 identified equity gaps. The purpose of the hiring bonuses is to
21 provide an incentive for out-of-state teachers to teach in Washington
22 and for in-state teachers to teach in harder-to-staff schools. The
23 funds may be used for moving expenses, initial rental and housing
24 costs, and other expenses incurred by the new teacher in relocating
25 to a new community and establishing his or her classroom;

26 (2) Include a teacher recruitment component that targets
27 individuals with teaching certificates who are not employed as
28 teachers, undergraduate college students who have not chosen a major,
29 out-of-state teachers, military personnel and their spouses, and
30 other groups of individuals who may be interested in teaching in
31 Washington public schools;

32 (3) Contract for a statewide central depository for applications
33 of individuals interested in applying for certificated positions that
34 can be accessed by school districts in the state for purposes of
35 hiring teachers and other certificated positions;

36 (4) Enter into an agreement with the association of educational
37 service districts to develop a statewide system to provide
38 recruitment and hiring services to school districts. Small school

1 districts must be the primary focus of the hiring and recruitment
2 services provided by the educational service districts;

3 (5) Train high school teachers on the curriculum for the careers
4 in education course, which is a course designed to be taught to high
5 school students who are interested in becoming teachers;

6 (6) Create or enhance an existing web site that provides useful
7 information to individuals who are interested in teaching in
8 Washington; and

9 (7) Take other actions to increase the number of qualified
10 individuals who apply for teaching positions in Washington.

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

15 In addition to the postretirement employment options available in
16 RCW 41.32.802 or 41.32.862, a teacher in plan 2 or plan 3 who has
17 retired under the alternate early retirement provisions of RCW
18 41.32.765(3)(b) or 41.32.875(3)(b) may be employed with an employer
19 that has documented a shortage of certificated substitute teachers
20 without a suspension of the retiree's benefit if: (1) The retired
21 teacher reenters employment more than one calendar month after his or
22 her accrual date and after the effective date of this section, and
23 (2) the retired teacher is employed exclusively as a substitute
24 teacher as defined in RCW 41.32.010(48)(a) in an instructional
25 capacity, as opposed to other capacities identified in RCW
26 41.32.010(49).

27 **Sec. 5.** RCW 28A.410.250 and 2005 c 498 s 2 are each amended to
28 read as follows:

29 The agency responsible for educator certification shall adopt
30 rules for professional certification that:

31 (1) Provide maximum program choice for applicants, promote
32 portability among programs, and promote maximum efficiency for
33 applicants in attaining professional certification;

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

1 (3) Grant professional certification to any teacher who attains
2 certification from the national board for professional teaching
3 standards;

4 (4) Permit any teacher currently enrolled in or participating in
5 a program leading to professional certification to continue the
6 program under administrative rules in place when the teacher began
7 the program;

8 (5) Provide criteria for the approval of educational service
9 districts, beginning no later than August 31, 2007, to offer programs
10 leading to professional certification. The rules shall be written to
11 encourage institutions of higher education and educational service
12 districts to partner with local school districts or consortia of
13 school districts, as appropriate, to provide instruction for teachers
14 seeking professional certification;

15 (6) Encourage institutions of higher education to offer
16 professional certificate coursework as continuing education credit
17 hours. This shall not prevent an institution of higher education from
18 providing the option of including the professional certification
19 requirements as part of a master's degree program;

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

22 (8) Identify an expedited professional certification process for
23 out-of-state teachers who have five years or more of successful
24 teaching experience (~~to demonstrate skills and impact on student
25 learning commensurate with Washington requirements for professional
26 certification. The rules may require these teachers, within one year
27 of the time they begin to teach in the state's public schools, take a
28 course in or show evidence that they can teach to the state's
29 essential academic learning requirements~~). A professional
30 certificate shall be issued to these experienced out-of-state
31 teachers if:

32 (a) The teacher holds a valid teaching certificate issued by the
33 national board for professional teaching standards; or

34 (b) The teacher has a second-level teacher certificate from
35 another state; and

36 (9) Identify an evaluation process of approved programs that
37 includes a review of the program coursework and applicant coursework
38 load requirements, linkages of programs to individual teacher
39 professional growth plans, linkages to school district and school
40 improvement plans, and, to the extent possible, linkages to school

1 district professional enrichment and growth programs for teachers,
2 where such programs are in place in school districts. The agency
3 shall provide a preliminary report on the evaluation process to the
4 senate and house of representatives committees on education policy by
5 November 1, 2005. The board shall identify:

6 (a) A process for awarding conditional approval of a program that
7 shall include annual evaluations of the program until the program is
8 awarded full approval;

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

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

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

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

20 **Sec. 6.** RCW 28A.660.050 and 2015 3rd sp.s. c 9 s 2 are each
21 amended to read as follows:

22 Subject to the availability of amounts appropriated for these
23 purposes, the conditional scholarship programs in this chapter are
24 created under the following guidelines:

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

28 (a) To adopt necessary rules and develop guidelines to administer
29 the programs;

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

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

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

36 (a) The alternative route conditional scholarship program is
37 limited to interns of professional educator standards board-approved
38 alternative routes to teaching programs under RCW 28A.660.040. For
39 fiscal year 2011, priority must be given to fiscal year 2010

1 participants in the alternative route partnership program. In order
2 to receive conditional scholarship awards, recipients shall:

3 (i) Be accepted and maintain enrollment in alternative
4 certification routes through a professional educator standards board-
5 approved program;

6 (ii) Continue to make satisfactory progress toward completion of
7 the alternative route certification program and receipt of a
8 residency teaching certificate; and

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

16 (b) The pipeline for paraeducators conditional scholarship
17 program is limited to qualified paraeducators as provided by RCW
18 28A.660.042. In order to receive conditional scholarship awards,
19 recipients shall:

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

23 (ii) Continue to make satisfactory progress toward completion of
24 an associate of arts degree. This progress requirement is a condition
25 for eligibility into a route one program of the alternative routes to
26 teacher certification program for a mathematics, special education,
27 elementary, early childhood, or English as a second language
28 endorsement; and

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

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

39 (i) Individuals currently employed as teachers shall pursue an
40 endorsement in a subject or geographic endorsement shortage area, as

1 defined by the professional educator standards board, including but
2 not limited to((τ)) mathematics, science, special education,
3 bilingual education, English language learner, computer science
4 education, or environmental and sustainability education; or

5 (ii) Individuals who are certificated with an elementary
6 education endorsement shall pursue an endorsement in a subject or
7 geographic endorsement shortage area, as defined by the professional
8 educator standards board, including but not limited to((τ))
9 mathematics, science, special education, bilingual education, English
10 language learner, computer science education, or environmental and
11 sustainability education; and

12 (iii) Individuals shall use one of the pathways to endorsement
13 processes to receive an endorsement in a subject or geographic
14 endorsement shortage area, as defined by the professional educator
15 standards board, including but not limited to((τ)) mathematics,
16 science, special education, bilingual education, English language
17 learner, computer science education, or environmental and
18 sustainability education, which shall include passing an endorsement
19 test plus observation and completing applicable coursework to attain
20 the proper endorsement; and

21 (iv) Individuals shall receive no more than the annual amount of
22 the scholarship, not to exceed three thousand dollars, for the cost
23 of tuition, test fees, and educational expenses, including books,
24 supplies, and transportation for the endorsement pathway being
25 pursued.

26 (3) The Washington professional educator standards board shall
27 select individuals to receive conditional scholarships. In selecting
28 recipients, preference shall be given to eligible veterans or
29 national guard members. In awarding conditional scholarships to
30 support additional bilingual education or English language learner
31 endorsements, the board shall also give preference to teachers
32 assigned to schools required under state or federal accountability
33 measures to implement a plan for improvement, and to teachers
34 assigned to schools whose enrollment of English language learner
35 students has increased an average of more than five percent per year
36 over the previous three years.

37 (4) For the purpose of this chapter, a conditional scholarship is
38 a loan that is forgiven in whole or in part in exchange for service
39 as a certificated teacher employed in a Washington state K-12 public
40 school. The state shall forgive one year of loan obligation for every

1 two years a recipient teaches in a public school. Recipients who fail
2 to continue a course of study leading to residency teacher
3 certification or cease to teach in a public school in the state of
4 Washington in their endorsement area are required to repay the
5 remaining loan principal with interest.

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

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

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

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