
SENATE BILL 5596

State of Washington

69th Legislature

2025 Regular Session

By Senators Wellman, Harris, and Hasegawa

Read first time 01/30/25. Referred to Committee on Early Learning & K-12 Education.

1 AN ACT Relating to repealing the interstate teacher mobility
2 compact; amending RCW 28A.405.220; and repealing RCW 28A.420.005,
3 28A.420.010, 28A.420.020, 28A.420.030, 28A.420.040, 28A.420.050,
4 28A.420.060, 28A.420.070, 28A.420.080, 28A.420.090, 28A.420.100,
5 28A.420.110, and 28A.420.120.

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

7 **Sec. 1.** RCW 28A.405.220 and 2024 c 317 s 14 are each amended to
8 read as follows:

9 (1) Notwithstanding the provisions of RCW 28A.405.210, every
10 person employed by a school district in a teaching or other
11 nonsupervisory certificated position shall be subject to nonrenewal
12 of employment contract as provided in this section during the first
13 three years of employment by such district, unless: (a) The employee
14 has previously completed at least two years of certificated
15 employment in another school district in the state of Washington, in
16 which case the employee shall be subject to nonrenewal of employment
17 contract pursuant to this section during the first year of employment
18 with the new district; or (b) the employee has received an evaluation
19 rating below level 2 on the four-level rating system established
20 under RCW 28A.405.100 during the third year of employment, in which
21 case the employee shall remain subject to the nonrenewal of the

1 employment contract until the employee receives a level 2 rating; or
2 (c) the school district superintendent may make a determination to
3 remove an employee from provisional status if the employee has
4 received one of the top two evaluation ratings during the second year
5 of employment by the district. Employees as defined in this section
6 shall hereinafter be referred to as "provisional employees."

7 ~~(2) ((The superintendent of the school district may not renew the
8 employment contract of a provisional employee licensed under the
9 interstate teacher mobility compact in chapter 28A.420 RCW for a
10 third year if the provisional employee has not yet completed both the
11 issues of abuse course described in RCW 28A.410.035 and the equity-
12 based school practices requirements under RCW 28A.410.277.~~

13 ~~(3))~~ In the event the superintendent of the school district
14 determines that the employment contract of any provisional employee
15 should not be renewed by the district for the next ensuing term such
16 provisional employee shall be notified thereof in writing on or
17 before May 15th preceding the commencement of such school term, or if
18 the omnibus appropriations act has not passed the legislature by the
19 end of the regular legislative session for that year, then
20 notification shall be no later than June 15th, which notification
21 shall state the reason or reasons for such determination. Such notice
22 shall be served upon the provisional employee personally, or by
23 certified or registered mail, or by leaving a copy of the notice at
24 the place of his or her usual abode with some person of suitable age
25 and discretion then resident therein. The determination of the
26 superintendent shall be subject to the evaluation requirements of RCW
27 28A.405.100.

28 ~~((4))~~ (3) Every such provisional employee so notified, at his
29 or her request made in writing and filed with the superintendent of
30 the district within ten days after receiving such notice, shall be
31 given the opportunity to meet informally with the superintendent for
32 the purpose of requesting the superintendent to reconsider his or her
33 decision. Such meeting shall be held no later than ten days following
34 the receipt of such request, and the provisional employee shall be
35 given written notice of the date, time and place of meeting at least
36 three days prior thereto. At such meeting the provisional employee
37 shall be given the opportunity to refute any facts upon which the
38 superintendent's determination was based and to make any argument in
39 support of his or her request for reconsideration.

1 (~~(5)~~) (4) Within ten days following the meeting with the
2 provisional employee, the superintendent shall either reinstate the
3 provisional employee or shall submit to the school district board of
4 directors for consideration at its next regular meeting a written
5 report recommending that the employment contract of the provisional
6 employee be nonrenewed and stating the reason or reasons therefor. A
7 copy of such report shall be delivered to the provisional employee at
8 least three days prior to the scheduled meeting of the board of
9 directors. In taking action upon the recommendation of the
10 superintendent, the board of directors shall consider any written
11 communication which the provisional employee may file with the
12 secretary of the board at any time prior to that meeting.

13 (~~(6)~~) (5) The board of directors shall notify the provisional
14 employee in writing of its final decision within ten days following
15 the meeting at which the superintendent's recommendation was
16 considered. The decision of the board of directors to nonrenew the
17 contract of a provisional employee shall be final and not subject to
18 appeal.

19 (~~(7)~~) (6) This section applies to any person employed by a
20 school district in a teaching or other nonsupervisory certificated
21 position after June 25, 1976. This section provides the exclusive
22 means for nonrenewing the employment contract of a provisional
23 employee and no other provision of law shall be applicable thereto,
24 including, without limitation, RCW 28A.405.210 and chapter 28A.645
25 RCW.

26 NEW SECTION. **Sec. 2.** The following acts or parts of acts are
27 each repealed:

- 28 (1) RCW 28A.420.005 (Purpose) and 2024 c 317 s 1;
- 29 (2) RCW 28A.420.010 (Definitions) and 2024 c 317 s 2;
- 30 (3) RCW 28A.420.020 (Licensure under the compact) and 2024 c 317
31 s 3;
- 32 (4) RCW 28A.420.030 (Licensure not under the compact) and 2024 c
33 317 s 4;
- 34 (5) RCW 28A.420.040 (Teacher qualifications and requirements for
35 licensure under the compact) and 2024 c 317 s 5;
- 36 (6) RCW 28A.420.050 (Discipline—Adverse actions) and 2024 c 317 s
37 6;
- 38 (7) RCW 28A.420.060 (Establishment of commission) and 2024 c 317
39 s 7;

1 (8) RCW 28A.420.070 (Rule making) and 2024 c 317 s 8;
2 (9) RCW 28A.420.080 (Facilitating information exchange) and 2024
3 c 317 s 9;
4 (10) RCW 28A.420.090 (Oversight—Dispute resolution—Enforcement)
5 and 2024 c 317 s 10;
6 (11) RCW 28A.420.100 (Effectuation—Withdrawal—Amendment) and
7 2024 c 317 s 11;
8 (12) RCW 28A.420.110 (Construction—Severability) and 2024 c 317 s
9 12; and
10 (13) RCW 28A.420.120 (Consistent effect and conflict with other
11 state laws) and 2024 c 317 s 13.

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