

HOUSE BILL ANALYSIS

HB 3038

Title: An act relating to the performance pay incentive plan for exceptional teachers.

Brief Description: Creating the performance pay incentive plan program for teachers.

Sponsors: Representatives Radcliff, Carlson, DeBolt, D. Schmidt, Schoesler, Thomas, Parlette and Koster.

HOUSE COMMITTEE ON EDUCATION

Meeting Date: January 31, 2000

Bill Analysis Prepared by: Susan Morrissey (786-7111).

Background: Teachers in Washington's public schools have the right to collectively bargain over compensation issues. Historically, they have bargained salary schedules based on length of service and educational level. The state uses a statewide salary schedule to provide salary allocation dollars to school districts for teachers and other instructional staff. Most, but not all school districts have adopted the state salary schedule.

In addition to their base salaries, teachers may receive additional compensation for additional time and duties. In addition, through the Christa McAuliffe Award the state provides additional monetary awards for a few outstanding educators in each congressional district.

Summary: School district are authorized to participate in a performance pay incentive plan. Through the plan, the districts may offer incentive pay to about 25 percent of the districts' classroom teachers who choose to participate in the plan. Participating classroom teachers may receive one incentive pay of \$1,000 each year that they participate. School districts will attempt to select at least one classroom teacher in every building to participate each year. Participants will be selected by the school principal, in consultation with parents and educational staff. The selection criteria will include performance and evaluations, and, for middle and high school teachers, information provided through student surveys. The content of the surveys is described.

The decision to work toward incentive pay will be made at the beginning of a school year. Participating teachers may receive incentive pay at the end of the school year if the teachers have met criteria included in plans they have worked out with their principals. In addition to any other criteria in the plans, the teachers must achieve exceptional status on their second annual evaluation. The status will be based on the teachers' documentation of a positive impact on student learning. In addition, the teachers must

demonstrate skill or knowledge in one or more areas identified as important by their school districts. Additional elements of the plan are described.

The performance pay incentive plan is not part of basic education, is not subject to collective bargaining, and is not part of teacher compensation for the purpose of determining pension benefits. The plan will not be implemented in school districts that have a collective bargaining agreement in effect that would require bargaining over the plan. The plan will be in effect from the 2000-01 to the 2002-03 school years. The Institute for Public Policy will provide an interim report on the plan by December 1, 2002, and a final report one year later, to appropriate legislative committees.

Appropriation: None.

Fiscal Note: Requested.

Effective Date: Ninety days after adjournment of session in which bill is passed.