
HOUSE BILL 2472

State of Washington

64th Legislature

2016 Regular Session

By Representatives Santos, Sawyer, Reykdal, Kagi, Jinkins, Tharinger, Walkinshaw, Fey, Tarleton, Stanford, Kilduff, Sells, McBride, Bergquist, Ormsby, S. Hunt, and Goodman; by request of Governor Inslee

Read first time 01/13/16. Referred to Committee on Appropriations.

1 AN ACT Relating to improving the recruitment and retention of
2 qualified teachers by raising salaries and strengthening teacher
3 mentoring; creating new sections; and making appropriations.

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

5 NEW SECTION. **Sec. 1.** INTENT. (1) Washington has a chronic and
6 acute teacher shortage. School districts across the state have
7 struggled for years to find enough qualified teachers to fill
8 vacancies in special education, math, and science, and a shortage of
9 elementary teachers has emerged due, in part, to the state's recent
10 efforts to lower class sizes in early elementary grades. Compounding
11 the shortage is a failure to retain teachers once they enter the
12 profession. Fully half of all teachers leave within five years on the
13 job and twenty percent leave after their first year in the classroom.

14 (2) The legislature finds that attracting qualified college
15 graduates to the teaching profession, supporting them during their
16 first years on the job, and keeping them in the classroom for more
17 than five years, has strong positive effects on student learning.

18 (3) Therefore, the legislature intends to raise the minimum base
19 salary for beginning teachers to forty thousand dollars per year and
20 increase by at least 1 percent the salary for all other teachers. The
21 legislature further intends to support robust mentoring for beginning

1 teachers to keep them in the classroom and to help them meet the
2 needs of a diverse student population.

3 NEW SECTION. **Sec. 2.** BASIC EDUCATION EMPLOYEE COMPENSATION. (1)
4 The following calculations determine the salaries used in the state
5 allocations for certificated instructional, certificated
6 administrative, and classified staff units as provided in RCW
7 28A.150.380 and under section 502, chapter 4, Laws of 2015 3rd sp.
8 sess.:

9 (a) Salary allocations for certificated instructional staff units
10 are determined for each district by multiplying the district's
11 certificated instructional total base salary from section 4 of this
12 act by the district's average staff mix factor for certificated
13 instructional staff in that school year, computed using the table of
14 staff mix factors for certificated instructional staff in section 3
15 of this act; and

16 (b) Salary allocations for certificated administrative staff
17 units and classified staff units for each district are determined
18 based on the district's certificated administrative and classified
19 salary allocation amounts from section 4 of this act.

20 (2) Incremental fringe benefit factors are applied to salary
21 adjustments at a rate of 20.78 percent for school year 2016-17 for
22 certificated instructional and certificated administrative staff and
23 19.22 percent for the 2016-17 school year for classified staff.

24 (3)(a) Pursuant to RCW 28A.150.410, the following state-wide
25 salary allocation schedule for certificated instructional staff is
26 established for basic education salary allocations:

27 **Table Of Total Base Salaries For Certificated Instructional Staff**
28 **For School Year 2016-17**

29 *** Education Experience ***

30	Years									MA+90
31	of									OR
32	Service	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45</u>	<u>BA+90</u>	<u>BA+135</u>	<u>MA</u>	<u>MA+45</u>	<u>Ph.D.</u>
33	0	40,000	40,400	40,804	41,212	42,296	44,385	43,229	46,474	48,566
34	1	40,400	40,804	41,212	41,624	42,886	44,964	43,710	46,988	49,066
35	2	40,804	41,212	41,624	42,040	43,441	45,541	44,194	47,463	49,564
36	3	41,212	41,624	42,040	42,461	43,968	46,119	44,652	47,938	50,065

1	4	41,624	42,040	42,461	42,885	44,545	46,713	45,133	48,417	50,583
2	5	42,040	42,461	42,885	43,314	45,099	47,309	45,622	48,901	51,103
3	6	42,461	42,885	43,314	43,747	45,656	47,878	46,123	49,390	51,614
4	7	42,885	43,314	43,747	44,185	46,680	48,963	47,061	50,362	52,646
5	8	43,314	43,747	44,185	44,854	48,201	50,569	48,537	51,885	54,251
6	9		44,185	44,756	46,347	49,773	52,220	50,028	53,455	55,904
7	10			46,210	47,916	51,388	53,917	51,599	55,071	57,599
8	11				49,531	53,079	55,658	53,214	56,762	59,341
9	12				51,096	54,815	57,472	54,894	58,497	61,156
10	13					56,593	59,329	56,631	60,276	63,012
11	14					58,381	61,258	58,420	62,181	64,940
12	15					59,900	62,851	59,938	63,797	66,629
13	16 or more					61,098	64,107	61,137	65,073	67,961

14 (b) As used in this section, the column headings "BA+(N)" refer
15 to the number of credits earned since receiving the baccalaureate
16 degree.

17 (c) For credits earned after the baccalaureate degree but before
18 the masters degree, any credits in excess of forty-five credits may
19 be counted after the masters degree. Thus, as used in this
20 subsection, the column headings "MA+(N)" refer to the total of:

- 21 (i) Credits earned since receiving the masters degree; and
- 22 (ii) Any credits in excess of forty-five credits that were earned
23 after the baccalaureate degree but before the masters degree.

24 (4) For the purposes of this section:

- 25 (a) "BA" means a baccalaureate degree.
- 26 (b) "MA" means a masters degree.
- 27 (c) "PHD" means a doctorate degree.

28 (d) "Years of service" are calculated under the same rules
29 adopted by the superintendent of public instruction.

30 (e) "Credits" means college quarter hour credits and equivalent
31 in-service credits computed in accordance with RCW 28A.415.020 and
32 28A.415.023.

33 (5) No more than ninety college quarter-hour credits received by
34 any employee after the baccalaureate degree may be used to determine
35 compensation allocations under the state salary allocation schedule

1 established in this section and sections 3 and 4 of this act, or any
 2 replacement schedules and documents, unless:

- 3 (a) The employee has a masters degree; or
- 4 (b) The credits were used in generating state salary allocations
 5 before January 1, 1992.

6 (6) The salary allocation schedule established in this section is
 7 for allocation purposes only except as provided in RCW
 8 28A.400.200(2).

9 NEW SECTION. **Sec. 3.** STAFF MIX FACTORS. The staff mix factors
 10 for certificated instructional staff according to education and years
 11 of experience shall be as follows:

12 **Table of Staff Mix Factors For Certificated Instructional Staff**

13	Years										MA+90
14	of										OR
15	Service	BA	BA+15	BA+30	BA+45	BA+90	BA+135	MA	MA+45	Ph.D.	
16	0	1.00000	1.01000	1.02010	1.03030	1.05739	1.10964	1.08073	1.16185	1.21415	
17	1	1.01000	1.02010	1.03030	1.04060	1.07214	1.12410	1.09274	1.17471	1.22665	
18	2	1.02010	1.03030	1.04060	1.05101	1.08603	1.13852	1.10484	1.18657	1.23909	
19	3	1.03030	1.04060	1.05101	1.06152	1.09921	1.15297	1.11630	1.19844	1.25162	
20	4	1.04060	1.05101	1.06152	1.07214	1.11363	1.16781	1.12832	1.21042	1.26457	
21	5	1.05101	1.06152	1.07214	1.08286	1.12746	1.18274	1.14054	1.22253	1.27757	
22	6	1.06152	1.07214	1.08286	1.09369	1.14140	1.19695	1.15307	1.23475	1.29035	
23	7	1.07214	1.08286	1.09369	1.10462	1.16700	1.22407	1.17652	1.25904	1.31616	
24	8	1.08286	1.09369	1.10462	1.12135	1.20503	1.26422	1.21341	1.29712	1.35628	
25	9		1.10462	1.11890	1.15867	1.24432	1.30550	1.25071	1.33638	1.39759	
26	10			1.15524	1.19791	1.28469	1.34792	1.28997	1.37678	1.43998	
27	11				1.23829	1.32696	1.39145	1.33035	1.41905	1.48351	
28	12				1.27740	1.37037	1.43680	1.37234	1.46243	1.52889	
29	13					1.41483	1.48324	1.41577	1.50689	1.57530	
30	14					1.45953	1.53144	1.46051	1.55452	1.62350	
31	15					1.49750	1.57128	1.49846	1.59492	1.66572	
32	16 or more					1.52745	1.60267	1.52843	1.62683	1.69902	

1	06 098 Hockinson	40,000	66,247	33,746
2	06 101 La Center	40,000	67,123	33,746
3	06 103 Green Mountain	40,000	84,747	33,746
4	06 112 Washougal	40,000	61,409	33,830
5	06 114 Evergreen (Clark)	40,000	61,409	33,746
6	06 117 Camas	40,000	69,013	33,845
7	06 119 Battle Ground	40,000	63,802	33,746
8	06 122 Ridgefield	40,000	67,060	33,746
9	07 002 Dayton	40,000	61,409	33,746
10	07 035 Starbuck	40,000	61,409	33,746
11	08 122 Longview	40,000	61,409	33,746
12	08 130 Toutle Lake	40,000	72,592	33,915
13	08 401 Castle Rock	40,000	61,409	34,425
14	08 402 Kalama	40,000	62,444	33,746
15	08 404 Woodland	40,000	62,597	33,746
16	08 458 Kelso	40,000	61,720	33,746
17	09 013 Orondo	41,904	61,409	33,746
18	09 075 Bridgeport	40,000	67,079	34,154
19	09 102 Palisades	40,000	61,409	33,746
20	09 206 Eastmont	40,000	65,020	33,746
21	09 207 Mansfield	40,000	81,570	34,179
22	09 209 Waterville	40,000	62,709	33,746
23	10 003 Keller	40,000	61,409	33,746
24	10 050 Curlew	40,000	81,555	33,746
25	10 065 Orient	40,000	75,603	33,746
26	10 070 Inchelium	40,000	71,089	33,746
27	10 309 Republic	40,000	61,409	33,746
28	11 001 Pasco	40,000	61,499	33,750
29	11 051 North Franklin	40,000	63,316	33,746
30	11 054 Star	40,000	61,409	33,746
31	11 056 Kahlotus	40,000	61,774	33,746
32	12 110 Pomeroy	40,000	67,949	33,812

1	13 073 Wahluke	40,000	73,481	33,746
2	13 144 Quincy	40,000	62,609	33,760
3	13 146 Warden	40,000	65,060	33,746
4	13 151 Coulee-Hartline	40,000	69,837	33,746
5	13 156 Soap Lake	40,000	61,409	33,746
6	13 160 Royal	40,000	62,230	33,746
7	13 161 Moses Lake	40,000	62,984	33,746
8	13 165 Ephrata	40,000	61,409	33,746
9	13 167 Wilson Creek	40,000	87,003	33,746
10	13 301 Grand Coulee Dam	40,000	61,409	33,746
11	14 005 Aberdeen	40,000	62,463	33,746
12	14 028 Hoquiam	40,000	64,876	33,746
13	14 064 North Beach	40,000	71,107	33,746
14	14 065 McCleary	40,000	66,388	35,060
15	14 066 Montesano	40,000	62,032	33,746
16	14 068 Elma	40,000	62,030	34,786
17	14 077 Taholah	40,000	79,394	33,746
18	14 097 Quinault	40,000	62,705	33,998
19	14 099 Cosmopolis	40,000	62,232	33,746
20	14 104 Satsop	40,000	61,409	33,746
21	14 117 Wishkah Valley	40,000	79,382	34,633
22	14 172 Ocosta	40,000	61,646	33,950
23	14 400 Oakville	40,000	85,208	34,809
24	15 201 Oak Harbor	40,260	61,409	33,746
25	15 204 Coupeville	40,000	61,409	33,746
26	15 206 South Whidbey	40,000	62,181	34,151
27	16 020 Queets-Clearwater	40,000	64,029	33,997
28	16 046 Brinnon	40,000	61,409	33,746
29	16 048 Quilcene	40,000	85,822	33,746
30	16 049 Chimacum	40,000	63,969	34,498
31	16 050 Port Townsend	40,000	61,409	33,746
32	17 001 Seattle	40,269	63,466	38,948

1	17 210 Federal Way	40,000	61,409	33,746
2	17 216 Enumclaw	40,000	61,541	33,746
3	17 400 Mercer Island	40,000	66,951	34,028
4	17 401 Highline	40,000	66,153	33,746
5	17 402 Vashon Island	40,000	68,756	33,746
6	17 403 Renton	40,000	61,918	33,746
7	17 404 Skykomish	40,000	89,342	33,951
8	17 405 Bellevue	40,000	64,844	36,544
9	17 406 Tukwila	40,000	74,180	33,746
10	17 407 Riverview	40,000	65,993	33,746
11	17 408 Auburn	40,000	61,409	33,746
12	17 409 Tahoma	40,000	61,409	33,922
13	17 410 Snoqualmie Valley	40,000	61,409	33,746
14	17 411 Issaquah	40,000	63,192	33,746
15	17 412 Shoreline	40,000	66,836	35,402
16	17 414 Lake Washington	40,000	64,774	33,746
17	17 415 Kent	40,000	61,409	33,746
18	17 417 Northshore	41,662	61,409	34,221
19	18 100 Bremerton	40,000	62,384	34,944
20	18 303 Bainbridge Island	40,000	64,226	33,746
21	18 400 North Kitsap	40,000	61,615	34,252
22	18 401 Central Kitsap	40,000	61,409	33,746
23	18 402 South Kitsap	40,000	62,927	33,863
24	19 007 Damman	40,000	61,409	33,746
25	19 028 Easton	40,000	61,409	33,746
26	19 400 Thorp	40,000	61,529	34,618
27	19 401 Ellensburg	40,000	62,795	33,746
28	19 403 Kittitas	40,000	62,891	33,746
29	19 404 Cle Elum-Roslyn	40,000	66,090	33,750
30	20 094 Wishram	40,000	76,562	33,746
31	20 203 Bickleton	40,000	76,517	33,746
32	20 215 Centerville	40,000	61,409	33,746

1	20 400 Trout Lake	40,000	67,659	33,746
2	20 401 Glenwood	40,000	68,152	33,746
3	20 402 Klickitat	40,000	74,046	33,746
4	20 403 Roosevelt	40,000	61,409	33,746
5	20 404 Goldendale	40,000	61,409	33,746
6	20 405 White Salmon	40,000	69,268	33,746
7	20 406 Lyle	40,000	69,558	33,746
8	21 014 Napavine	40,000	71,146	33,805
9	21 036 Evaline	40,000	61,409	33,746
10	21 206 Mossyrock	40,000	68,287	33,746
11	21 214 Morton	40,000	65,950	33,991
12	21 226 Adna	40,000	71,907	33,746
13	21 232 Winlock	40,000	64,577	33,746
14	21 234 Boistfort	40,000	63,624	33,746
15	21 237 Toledo	40,000	64,126	33,746
16	21 300 Onalaska	40,000	62,926	33,746
17	21 301 Pe Ell	40,000	70,620	34,387
18	21 302 Chehalis	40,000	61,409	33,746
19	21 303 White Pass	40,000	61,993	33,746
20	21 401 Centralia	40,000	66,793	33,746
21	22 008 Sprague	40,000	69,973	33,887
22	22 009 Reardan-Edwall	40,000	62,815	33,746
23	22 017 Almira	40,000	79,678	33,746
24	22 073 Creston	40,000	79,036	33,746
25	22 105 Odessa	40,000	66,151	33,746
26	22 200 Wilbur	40,000	75,994	33,746
27	22 204 Harrington	40,000	89,342	33,746
28	22 207 Davenport	40,000	67,284	33,746
29	23 042 Southside	40,604	61,409	33,746
30	23 054 Grapeview	40,000	66,495	33,746
31	23 309 Shelton	40,000	64,192	33,857
32	23 311 Mary M. Knight	40,000	78,659	34,317

1	23 402 Pioneer	40,000	61,409	33,746
2	23 403 North Mason	40,000	61,409	33,769
3	23 404 Hood Canal	40,000	64,121	35,035
4	24 014 Nespelem	40,000	72,100	33,746
5	24 019 Omak	40,000	66,742	33,746
6	24 105 Okanogan	40,000	63,182	34,146
7	24 111 Brewster	40,000	62,457	33,819
8	24 122 Pateros	40,000	62,739	33,746
9	24 350 Methow Valley	40,000	75,723	33,954
10	24 404 Tonasket	40,000	64,600	33,746
11	24 410 Oroville	40,000	61,910	34,441
12	25 101 Ocean Beach	40,000	69,234	33,746
13	25 116 Raymond	40,000	63,945	33,746
14	25 118 South Bend	40,000	61,409	33,746
15	25 155 Naselle-Grays River Valley	40,000	73,314	33,746
16	25 160 Willapa Valley	40,000	61,409	33,746
17	25 200 North River	40,000	69,941	33,746
18	26 056 Newport	40,000	61,481	33,746
19	26 059 Cusick	40,000	77,582	33,746
20	26 070 Selkirk	40,000	61,409	33,746
21	27 001 Steilacoom Historical	40,000	63,520	33,933
22	27 003 Puyallup	40,806	61,409	33,746
23	27 010 Tacoma	40,000	61,409	37,018
24	27 019 Carbonado	40,000	74,990	33,746
25	27 083 University Place	40,000	61,409	33,746
26	27 320 Sumner	40,000	62,688	33,746
27	27 343 Dieringer	40,000	67,168	33,746
28	27 344 Orting	40,000	63,223	33,746
29	27 400 Clover Park	40,000	62,891	33,746
30	27 401 Peninsula	40,000	64,470	33,762
31	27 402 Franklin Pierce	40,000	66,470	33,746
32	27 403 Bethel	40,000	63,371	33,746

1	27 404 Eatonville	40,000	61,409	33,746
2	27 416 White River	40,000	61,448	33,746
3	27 417 Fife	40,000	64,145	33,746
4	28 010 Shaw Island	40,763	61,409	35,720
5	28 137 Orcas Island	40,000	61,409	33,834
6	28 144 Lopez Island	40,435	66,467	33,746
7	28 149 San Juan Island	40,000	65,050	33,746
8	29 011 Concrete	40,000	67,624	33,746
9	29 100 Burlington-Edison	40,000	62,159	33,746
10	29 101 Sedro-Woolley	40,000	61,409	33,849
11	29 103 Anacortes	40,000	63,341	33,746
12	29 311 La Conner	40,000	69,634	33,746
13	29 317 Conway	40,000	66,352	33,746
14	29 320 Mount Vernon	40,000	61,409	33,746
15	30 002 Skamania	40,000	77,447	35,933
16	30 029 Mount Pleasant	40,000	61,409	37,291
17	30 031 Mill A	40,000	61,409	34,246
18	30 303 Stevenson-Carson	40,000	62,192	33,746
19	31 002 Everett	41,985	66,227	35,519
20	31 004 Lake Stevens	40,000	68,649	33,746
21	31 006 Mukilteo	40,478	64,946	33,746
22	31 015 Edmonds	40,000	63,968	33,746
23	31 016 Arlington	40,000	62,115	33,746
24	31 025 Marysville	41,542	61,602	33,746
25	31 063 Index	40,000	61,409	33,746
26	31 103 Monroe	40,000	63,971	33,746
27	31 201 Snohomish	40,000	65,304	33,746
28	31 306 Lakewood	40,000	61,409	33,746
29	31 311 Sultan	40,000	61,409	33,746
30	31 330 Darrington	40,000	71,576	33,746
31	31 332 Granite Falls	40,000	61,528	33,746
32	31 401 Stanwood	40,000	61,409	33,746

1	32 081 Spokane	40,000	61,409	33,746
2	32 123 Orchard Prairie	40,000	61,409	33,746
3	32 312 Great Northern	40,000	61,409	33,746
4	32 325 Nine Mile Falls	40,000	67,776	33,746
5	32 326 Medical Lake	40,000	61,409	33,746
6	32 354 Mead	40,000	61,409	33,746
7	32 356 Central Valley	40,000	61,409	34,107
8	32 358 Freeman	40,000	61,409	33,804
9	32 360 Cheney	40,000	63,039	33,746
10	32 361 East Valley (Spokane)	40,000	61,409	33,746
11	32 362 Liberty	40,000	63,787	33,746
12	32 363 West Valley (Spokane)	40,000	67,392	33,746
13	32 414 Deer Park	40,000	62,846	33,746
14	32 416 Riverside	40,000	63,133	33,746
15	33 030 Onion Creek	40,000	61,409	33,746
16	33 036 Chewelah	40,000	61,409	34,377
17	33 049 Wellpinit	40,000	79,320	33,746
18	33 070 Valley	40,000	68,263	33,746
19	33 115 Colville	40,000	61,409	33,746
20	33 183 Loon Lake	40,000	61,409	33,746
21	33 202 Summit Valley	40,000	61,409	33,746
22	33 205 Evergreen (Stevens)	40,000	61,409	33,746
23	33 206 Columbia (Stevens)	40,000	89,342	33,746
24	33 207 Mary Walker	40,000	68,836	33,746
25	33 211 Northport	40,000	72,946	33,746
26	33 212 Kettle Falls	40,000	61,409	34,051
27	34 002 Yelm	40,000	65,047	33,746
28	34 003 North Thurston	40,000	61,561	33,746
29	34 033 Tumwater	40,000	65,364	33,746
30	34 111 Olympia	40,000	63,397	33,763
31	34 307 Rainier	40,000	65,333	33,746
32	34 324 Griffin	40,000	61,409	33,746

1	34 401 Rochester	40,000	61,409	33,746
2	34 402 Tenino	40,000	61,409	33,746
3	35 200 Wahkiakum	40,000	61,409	33,746
4	36 101 Dixie	40,000	67,431	33,746
5	36 140 Walla Walla	40,000	61,818	33,746
6	36 250 College Place	40,000	63,159	33,746
7	36 300 Touchet	40,000	63,620	33,746
8	36 400 Columbia (Walla Walla)	40,000	61,409	33,746
9	36 401 Waitsburg	40,000	74,918	33,746
10	36 402 Prescott	40,000	72,876	34,997
11	37 501 Bellingham	40,000	62,056	33,746
12	37 502 Ferndale	40,000	64,581	33,746
13	37 503 Blaine	40,000	64,768	34,164
14	37 504 Lynden	40,000	61,409	33,746
15	37 505 Meridian	40,000	61,409	33,746
16	37 506 Nooksack Valley	40,000	61,409	33,766
17	37 507 Mount Baker	40,000	61,409	33,746
18	38 126 Lacrosse	40,000	73,899	34,126
19	38 264 Lamont	40,000	68,984	33,746
20	38 265 Tekoa	40,000	82,390	33,746
21	38 267 Pullman	40,000	61,409	33,923
22	38 300 Colfax	40,000	61,781	33,746
23	38 301 Palouse	40,000	73,282	34,128
24	38 302 Garfield	40,000	71,724	33,746
25	38 304 Steptoe	40,000	61,409	34,209
26	38 306 Colton	40,000	74,267	33,746
27	38 308 Endicott	40,000	82,420	33,746
28	38 320 Rosalia	40,000	77,733	33,804
29	38 322 St. John	40,000	89,342	33,746
30	38 324 Oakesdale	40,000	80,400	33,746
31	39 002 Union Gap	40,000	67,912	33,746
32	39 003 Naches Valley	40,000	66,113	33,746

1	39 007 Yakima	40,000	67,396	33,821
2	39 090 East Valley (Yakima)	40,000	62,350	34,064
3	39 119 Selah	40,000	66,320	33,746
4	39 120 Mabton	40,000	70,258	34,810
5	39 200 Grandview	40,000	63,581	33,746
6	39 201 Sunnyside	40,000	61,409	33,746
7	39 202 Toppenish	40,000	66,435	33,746
8	39 203 Highland	40,000	67,205	33,746
9	39 204 Granger	40,000	65,609	33,746
10	39 205 Zillah	40,000	64,987	33,746
11	39 207 Wapato	40,000	63,992	33,746
12	39 208 West Valley (Yakima)	40,000	61,409	33,746
13	39 209 Mount Adams	40,000	66,743	33,746

14 NEW SECTION. **Sec. 5.** APPROPRIATION FOR THE SUPERINTENDENT OF
15 PUBLIC INSTRUCTION FOR SCHOOL EMPLOYEE COMPENSATION ADJUSTMENTS. (1)
16 The sum of seventy-one million seven hundred eighty thousand dollars,
17 or as much thereof as may be necessary, is appropriated for the
18 fiscal year ending June 30, 2017, from the education legacy trust
19 account to the superintendent of public instruction for school
20 employee compensation adjustments.

21 (2) The appropriation in this section is subject to the following
22 conditions and limitations:

23 (a) Additional salary adjustments as necessary to fund the base
24 salaries for certificated instructional staff as listed for each
25 district in section 4 of this act.

26 (b) Additional salary adjustments to certain districts as
27 necessary to fund the per full-time equivalent salary allocations for
28 certificated administrative staff as listed for each district in
29 section 4 of this act.

30 (c) Additional salary adjustments to certain districts as
31 necessary to fund the per full-time equivalent salary allocations for
32 classified staff as listed for each district in section 4 of this
33 act.

34 (d) The appropriation in this section includes associated
35 incremental fringe benefit allocations at 20.78 percent for the
36 2016-17 school year for certificated instructional and certificated

1 administrative staff and 19.22 percent for the 2016-17 school year
2 for classified staff.

3 (e) The appropriation in this section includes the increased or
4 decreased portion of salaries and incremental fringe benefits for all
5 relevant state-funded school programs in part V of chapter 4, Laws of
6 2015 3rd sp. sess. Changes for general apportionment (basic
7 education) are based on the salary allocation schedules and
8 methodology in sections 2, 3, and 4 of this act. Changes for special
9 education result from changes in each district's basic education
10 allocation per student. Changes for educational service districts and
11 institutional education programs are determined by the superintendent
12 of public instruction using the methodology for general apportionment
13 salaries and benefits in sections 2, 3, and 4 of this act.

14 (f) The appropriation in this section includes no salary
15 adjustments for substitute teachers.

16 (3) The rates specified in this section are subject to revision
17 each year by the legislature.

18 NEW SECTION. **Sec. 6.** APPROPRIATION FOR THE SUPERINTENDENT OF
19 PUBLIC INSTRUCTION FOR LOCAL EFFORT ASSISTANCE. (1) The sum of seven
20 million eight hundred twenty-three thousand dollars, or as much
21 thereof as may be necessary, is appropriated for the fiscal year
22 ending June 30, 2017, from the education legacy trust account to the
23 superintendent of public instruction for local effort assistance.

24 NEW SECTION. **Sec. 7.** APPROPRIATION FOR THE SUPERINTENDENT OF
25 PUBLIC INSTRUCTION FOR A BEGINNING EDUCATOR SUPPORT PROGRAM. (1) The
26 sum of five million dollars, or as much thereof as may be necessary,
27 is appropriated for the fiscal year ending June 30, 2017, from the
28 education legacy trust account to the superintendent of public
29 instruction for a beginning educator support program.

30 (2) The appropriation in this section is provided solely for a
31 beginning educator support program. The program shall prioritize
32 first year teachers in the mentoring program. Either school
33 districts, or regional consortia, or both may apply for grant
34 funding.

35 (3) The program provided by either a district, or a regional
36 consortia, or both shall include: A paid orientation; assignment of a
37 qualified mentor; development of a professional growth plan for each
38 beginning teacher aligned with professional certification; release

1 time for mentors and new teachers to work together; and teacher
2 observation time with accomplished peers. Funding may be used to
3 provide statewide professional development opportunities for mentors
4 and beginning educators.

5 NEW SECTION. **Sec. 8.** APPROPRIATION FOR THE WASHINGTON STATE
6 SCHOOL FOR THE BLIND. (1) The sum of forty four thousand dollars, or
7 as much thereof as may be necessary, is appropriated for the fiscal
8 year ending June 30, 2017, from the education legacy trust account to
9 the Washington state school for the blind.

10 (2) The appropriation in this section is sufficient to implement
11 the salary adjustments necessary to fund the base salaries for
12 certificated instructional staff and classified staff at the
13 Washington state school for the blind.

14 NEW SECTION. **Sec. 9.** APPROPRIATION FOR THE CENTER FOR CHILDHOOD
15 DEAFNESS AND HEARING LOSS. (1) The sum of twenty-three thousand
16 dollars, or as much thereof as may be necessary, is appropriated for
17 the fiscal year ending June 30, 2017, from the education legacy trust
18 account to the center for childhood deafness and hearing loss.

19 (2) The appropriation in this section is sufficient to implement
20 the salary adjustments necessary to fund the base salaries for
21 certificated instructional staff and classified staff at the center
22 for childhood deafness and hearing loss.

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