
ENGROSSED 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.410.250, 28A.415.265, and
3 28A.660.050; adding a new section to chapter 28A.300 RCW; adding a
4 new section to chapter 41.32 RCW; adding a new section to chapter
5 28B.10 RCW; adding a new section to chapter 28A.330 RCW; adding a new
6 section to chapter 28B.102 RCW; adding a new section to chapter
7 28B.76 RCW; creating new sections; 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 **Sec. 4.** RCW 28A.410.250 and 2005 c 498 s 2 are each amended to
5 read as follows:

6 The agency responsible for educator certification shall adopt
7 rules for professional certification that:

8 (1) Provide maximum program choice for applicants, promote
9 portability among programs, and promote maximum efficiency for
10 applicants in attaining professional certification;

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

14 (3) Grant professional certification to any teacher who attains
15 certification from the national board for professional teaching
16 standards;

17 (4) Permit any teacher currently enrolled in or participating in
18 a program leading to professional certification to continue the
19 program under administrative rules in place when the teacher began
20 the program;

21 (5) Provide criteria for the approval of educational service
22 districts, beginning no later than August 31, 2007, to offer programs
23 leading to professional certification. The rules shall be written to
24 encourage institutions of higher education and educational service
25 districts to partner with local school districts or consortia of
26 school districts, as appropriate, to provide instruction for teachers
27 seeking professional certification;

28 (6) Encourage institutions of higher education to offer
29 professional certificate coursework as continuing education credit
30 hours. This shall not prevent an institution of higher education from
31 providing the option of including the professional certification
32 requirements as part of a master's degree program;

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

35 (8) Identify an expedited professional certification process for
36 out-of-state teachers who have five years or more of successful
37 teaching experience ~~((to demonstrate skills and impact on student
38 learning commensurate with Washington requirements for professional
39 certification. The rules may require these teachers, within one year~~

1 ~~of the time they begin to teach in the state's public schools, take a~~
2 ~~course in or show evidence that they can teach to the state's~~
3 ~~essential academic learning requirements)), including a method to~~
4 ~~determine the comparability of rigor between the Washington~~
5 ~~professional certification process and the second-level teacher~~
6 ~~certification process of other states. A professional certificate~~
7 ~~must be issued to these experienced out-of-state teachers if the~~
8 ~~teacher holds: (a) A valid teaching certificate issued by the~~
9 ~~national board for professional teaching standards; or (b) a second-~~
10 ~~level teacher certificate from another state that has been determined~~
11 ~~to be comparable to the Washington professional certificate; and~~

12 (9) Identify an evaluation process of approved programs that
13 includes a review of the program coursework and applicant coursework
14 load requirements, linkages of programs to individual teacher
15 professional growth plans, linkages to school district and school
16 improvement plans, and, to the extent possible, linkages to school
17 district professional enrichment and growth programs for teachers,
18 where such programs are in place in school districts. The agency
19 shall provide a preliminary report on the evaluation process to the
20 senate and house of representatives committees on education policy by
21 November 1, 2005. The board shall identify:

22 (a) A process for awarding conditional approval of a program that
23 shall include annual evaluations of the program until the program is
24 awarded full approval;

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

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

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

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

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

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

16 NEW SECTION. **Sec. 6.** (1) Subject to an appropriation
17 specifically provided for this purpose, the professional educator
18 standards board shall coordinate meetings between the school
19 districts that do not have professional educator standards board-
20 approved alternate route teacher certification programs and the
21 nearest public or private institution of higher education with a
22 professional educator standards board-approved teacher preparation
23 program. The purpose of the meetings is to determine whether the
24 districts and institutions can partner to apply to the professional
25 educator standards board to operate an alternate route teacher
26 certification program.

27 (2) Subject to an appropriation specifically provided for this
28 purpose, an institution of higher education as defined in RCW
29 28B.10.016 that does not operate a professional educator standards
30 board-approved alternative route teacher certification program must
31 seek approval from the professional educator standards board to offer
32 an alternate route teacher certification program by submitting the
33 proposal developed under RCW 28A.410.290, or an updated version of
34 the proposal, by September 1, 2016. If approved, the institution of
35 higher education must implement an alternate route teacher
36 certification program according to a timeline suggested by the
37 professional educator standards board.

38 (3) This section expires July 1, 2017.

1 NEW SECTION. **Sec. 7.** A new section is added to chapter 28B.10
2 RCW to read as follows:

3 (1) By July 1, 2018, each institution of higher education with a
4 professional educator standards board-approved alternate route
5 teacher certification program must develop a plan describing how the
6 institution of higher education will partner with school districts in
7 the general geographic region of the school, or where its programs
8 are offered, regarding placement of resident teachers. The plans must
9 be developed in collaboration with school districts desiring to
10 partner with the institutions of higher education, and may include
11 use of unexpended federal or state funds to support residencies and
12 mentoring for students who are likely to continue teaching in the
13 district in which they have a supervised student teaching residency.

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

16 **Sec. 8.** RCW 28A.415.265 and 2013 2nd sp.s. c 18 s 401 are each
17 amended to read as follows:

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

23 (2)(a) The educator support program is established to provide
24 professional development and mentor support for beginning educators,
25 candidates in alternate route teacher programs under RCW 28A.660.040,
26 and educators on probation under RCW 28A.405.100, to be composed of
27 the beginning educator support team for beginning educators and
28 continuous improvement coaching for educators on probation, as
29 provided in this section.

30 ((2)(a)) (b) The superintendent of public instruction shall
31 notify school districts about the educator support program and
32 encourage districts to apply for program funds.

33 (3) Subject to funds appropriated for this specific purpose, the
34 office of the superintendent of public instruction shall allocate
35 funds for the beginning educator support team on a competitive basis
36 to individual school districts or consortia of districts. School
37 districts are encouraged to include educational service districts in
38 creating regional consortia. In allocating funds, the office of the
39 superintendent of public instruction shall give priority to:

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

4 (b) School districts with a large influx of beginning classroom
5 teachers.

6 (4) A portion of the appropriated funds may be used for program
7 coordination and provision of statewide or regional professional
8 development through the office of the superintendent of public
9 instruction.

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

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

14 ~~((ii))~~ (b) Assignment of a trained and qualified mentor for the
15 first three years for beginning educators, with intensive support in
16 the first year and decreasing support over the following years
17 depending on the needs of the beginning educator;

18 ~~((iii))~~ (c) A goal to provide beginning teachers from
19 underrepresented populations with a mentor who has strong ties to
20 underrepresented populations;

21 (d) Professional development for beginning educators that is
22 designed to meet their unique needs for supplemental training and
23 skill development;

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

25 ~~((v))~~ (f) Release time for mentors and their designated
26 educators to work together, as well as time for educators to observe
27 accomplished peers; and

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

32 ~~((3))~~ (6) Subject to funds separately appropriated for this
33 specific purpose, the beginning educator support team components
34 under subsection ~~((2))~~ (3) of this section may be provided for
35 continuous improvement coaching to support educators on probation
36 under RCW 28A.405.100.

37 NEW SECTION. Sec. 9. (1) In fiscal year 2017, the office of the
38 superintendent of public instruction, in collaboration with the
39 professional educator standards board and institutions of higher

1 education with professional educator standards board-approved teacher
2 preparation programs, shall develop mentor training program goals for
3 the institutions to use in their teacher preparation program
4 curricula.

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

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

11 NEW SECTION. **Sec. 10.** A new section is added to chapter 28A.330
12 RCW to read as follows:

13 By June 15th of each year, a school district shall report to the
14 office of the superintendent of public instruction the number of
15 classroom teachers the district projects will be hired in the
16 following school year.

17 **Sec. 11.** RCW 28A.660.050 and 2015 3rd sp.s. c 9 s 2 are each
18 amended to read as follows:

19 Subject to the availability of amounts appropriated for these
20 purposes, the conditional scholarship programs in this chapter are
21 created under the following guidelines:

22 (1) The programs shall be administered by the student achievement
23 council. In administering the programs, the council has the following
24 powers and duties:

25 (a) To adopt necessary rules and develop guidelines to administer
26 the programs;

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

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

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

33 (a) The alternative route conditional scholarship program is
34 limited to interns of professional educator standards board-approved
35 alternative routes to teaching programs under RCW 28A.660.040. For
36 fiscal year 2011, priority must be given to fiscal year 2010
37 participants in the alternative route partnership program. In order
38 to receive conditional scholarship awards, recipients shall:

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

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

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

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

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

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

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

33 (c) The educator retooling conditional scholarship program is
34 limited to current K-12 teachers. In order to receive conditional
35 scholarship awards:

36 (i) Individuals currently employed as teachers shall pursue an
37 endorsement in a subject or geographic endorsement shortage area, as
38 defined by the professional educator standards board, including but
39 not limited to((~~r~~)) mathematics, science, special education,
40 elementary education, early childhood education, bilingual education,

1 English language learner, computer science education, or
2 environmental and sustainability education; or

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

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

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

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

35 (4) For the purpose of this chapter, a conditional scholarship is
36 a loan that is forgiven in whole or in part in exchange for service
37 as a certificated teacher employed in a Washington state K-12 public
38 school. The state shall forgive one year of loan obligation for every
39 two years a recipient teaches in a public school. Recipients who fail
40 to continue a course of study leading to residency teacher

1 certification or cease to teach in a public school in the state of
2 Washington in their endorsement area are required to repay the
3 remaining loan principal with interest.

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

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

13 NEW SECTION. **Sec. 12.** A new section is added to chapter 28B.102
14 RCW to read as follows:

15 (1) Subject to an appropriation specifically provided for this
16 purpose, the office shall develop and administer the teacher shortage
17 conditional grant program as a subprogram within the future teachers
18 conditional scholarship and loan repayment program. The purpose of
19 the teacher shortage conditional grant program is to encourage
20 individuals to become teachers by providing financial aid to
21 individuals enrolled in professional educator standards-approved
22 teacher preparation programs.

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

26 (3) As part of the rule-making process under subsection (2) of
27 this section, the office must collaborate with the professional
28 educator standards board, the Washington state school directors'
29 association, and the professional educator standards board-approved
30 teacher preparation programs to develop a framework for the teacher
31 shortage conditional grant program, including eligibility
32 requirements, contractual obligations, conditional grant amounts, and
33 loan repayment requirements.

34 (4)(a) In developing the eligibility requirements, the office
35 must consider: Whether the individual has a financial need, is a
36 first-generation college student, or is from a traditionally
37 underrepresented group among teachers in Washington; whether the
38 individual is completing an alternate route to teacher certification
39 program; whether the individual plans to obtain an endorsement in a

1 hard-to-fill subject, as defined by the professional educator
2 standards board; the characteristic of any geographic shortage area,
3 as defined by the professional educator standards board, that the
4 individual plans to teach in; and whether a school district has
5 committed to offering the individual employment once the individual
6 obtains a residency teacher certificate.

7 (b) In developing the contractual obligations, the office must
8 consider requiring the individual to: Obtain a Washington state
9 residency teacher certificate; teach in a subject or geographic
10 endorsement shortage area, as defined by the professional educator
11 standards board; and commit to teach for five school years in an
12 approved education program with a need for a teacher with such an
13 endorsement at the time of hire.

14 (c) In developing the conditional grant award amounts, the office
15 must consider whether the individual is: Enrolled in a public or
16 private institution of higher education, a resident, in a
17 baccalaureate or postbaccalaureate program, or in an alternate route
18 to teacher certification program. In addition, the award amounts must
19 not result in a reduction of the individual's federal or state grant
20 aid, including Pell grants, state need grants, college bound
21 scholarships, or opportunity scholarships.

22 (d) In developing the repayment requirements for a conditional
23 grant that is converted into a loan, the terms and conditions of the
24 loan must follow the interest rate and repayment terms of the federal
25 direct subsidized loan program. In addition, the office must consider
26 the following repayment schedule:

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

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

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

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

39 (5) By November 1, 2018, and November 1, 2020, the office shall
40 submit reports, in accordance with RCW 43.01.036, to the appropriate

1 committees of the legislature that recommend whether the teacher
2 shortage conditional grant program under this section should be
3 continued, modified, or terminated, and that include information
4 about the recipients of the grants under this program.

5 NEW SECTION. **Sec. 13.** A new section is added to chapter 28B.76
6 RCW to read as follows:

7 (1) Subject to funds appropriated specifically for this purpose,
8 the office shall administer a student teaching residency grant
9 program to provide additional funds to individuals completing student
10 teaching residencies at public schools in Washington.

11 (2) To qualify for the grant, recipients must be enrolled in a
12 professional educator standards board-approved teacher preparation
13 program, be completing or about to start a student teaching residency
14 at a Title I school, and demonstrate financial need, as defined by
15 the office and consistent with the income criteria required to
16 receive the state need grant established in chapter 28B.92 RCW.

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

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