

# **Priority Ranking of WSSDA Legislative Proposals and Positions for the 2013 Legislative Session**

On September 22, 2012, delegates to WSSDA's annual Legislative Assembly approved 50 new proposals for consideration by the Washington State Legislature in 2012. Delegates also added five proposals as Standing Legislative Positions (SLPs), eliminated three SLPs, and amended two SLPs.

Per Assembly procedure, delegates concluded the meeting with an advisory vote to rank the proposals and Standing Legislative Positions in order of priority. The results of the advisory vote were considered by the WSSDA Legislative Committee, and priorities were adopted by the Board of Directors in October. Typically the Board adopts a "short list" of the top priorities for the legislative session, although all positions are used to guide the association on policy and budget issues.

The following proposals and positions are listed in order of priority according to the advisory ranking provided by Assembly delegates. Standing Legislative Positions (SLPs) are indicated by an index number (e.g., 7.1.4).

## **1. Full Funding of Basic Education (SLP 7.1.12)**

WSSDA shall initiate and/or support legislation that fully funds and implements all aspects of Washington's redefined program of Basic Education as outlined in ESHB 2261. (Chapter 548, Laws of 2009)

(Adopted 2012)

## **2. Sustainable Revenue for Education Funding**

WSSDA shall initiate and/or support legislation to implement a comprehensive, attainable, stable and sustainable funding plan for education in Washington State.

## **3. Prioritizing Funding of 2261 Requirements**

WSSDA shall initiate and/or support legislation to prioritize the phase-in of ESHB 2261 components in the following order:

- New transportation funding formula
- New finance structure for transparency
- All-day kindergarten
- Increased instructional hours
- Enhanced high school diploma requirements

## **4. All-Day Kindergarten (SLP 7.1.8)**

WSSDA shall initiate and/or support legislation for the funding of kindergarten for all districts that chose to offer full-day kindergarten at 1.0 FTE. Legislation will include provisions to change the space allocation formula for unhoused students to reflect full-time kindergarten.

(Adopted 1990; Amended 2004 and 2006)

### **5. Levy Equalization/Levy Lid (SLP 7.1.1)**

WSSDA shall initiate and/or support legislation which would increase the percent of levy impacted by levy equalization (local effort assistance) to 20 percent. WSSDA opposes raising or repealing the levy lid; however, if an increase in the levy lid were adopted by the Legislature, WSSDA supports requiring that levy equalization be fully funded and a commensurate increase in levy equalization be included.

(Adopted 1994; Amended 1999, 2005 and 2010)

### **6. Baseline MSOC Funding**

WSSDA shall initiate and/or support legislation that creates a system to allocate adequate revenue to School Districts for relief of the burden of maintenance, supplies and operating costs (MSOCs) with a required review by OSPI every four years of actual costs as submitted by school districts.

### **7. Transportation (SLP 7.1.3)**

WSSDA supports a school transportation funding formula that is based on actual operational costs. Such an operational formula will be designed to:

- Account for cost differentials between districts based on geography, congestion, safety and other factors;
- Eliminate underfunding based on once-per-year student rider counts;
- Address the under-utilization of vehicles for kindergarten routes and in rural areas;
- Provide funding for bus monitors when necessary, especially for high-need special education students;
- Permit districts to use funds for adult crossing guards when they are more cost-efficient than transporting students; and
- Allow districts to use bonds or multi-year levies to purchase student transportation equipment.

(Adopted 2001)

### **8. Charter Schools Under Locally Elected School Boards**

WSSDA shall initiate and/or support legislation that authorizes charter schools be formed only under the governance of existing locally elected Boards of School Directors.

### **9. Unfunded Mandates (SLP 7.2.1)**

WSSDA shall initiate and/or support a requirement that all legislation mandating K-12 programs or services provide full funding for all costs, including incidental, administrative and non-employee and other related costs of the programs or services. Additionally, if adequate funding is not provided to school districts to comply with currently mandated programs or services, those mandates should be eliminated.

(Adopted 2005; Amended 2009)

### **10. Early Learning**

WSSDA shall initiate and/or support legislation that promotes access to early learning within our public education system.

### **11. Removing Poor Performing Teachers**

WSSDA shall initiate and take action to cause the Washington State Legislature to change the applicable provisions of RCW 28A.405 to provide for a practical and efficient system for the non-renewal of certificated staff who do not meet the new evaluation criteria as defined in 28A.405.100. A longer probationary period would be acceptable, provided that:

1. The statute does not require the same timeline for employee-supervisor conferences and fully completed evaluation documents during the established probationary period.
2. The statutory appeal process ends with a decision by the Board of Directors after providing the employee an opportunity to present his/her information. The employee retains the right to appeal to a judge.

### **12. Employee Dismissal**

WSSDA shall initiate and/or support legislation that would change the extensive and burdensome “pre-termination due process rights” set forth in RCW 28A.405.310 to “post termination hearing rights,” and modify RCW 28A.405.300 and 28A.405.310 to allow school districts to provide a more cursory pre-termination due process, followed by a termination decision, followed by the post-termination hearing process set forth in RCW 28A.405.310.

### **13. Forest Revenue Apportionment Withholding**

WSSDA shall initiate and/or support legislation preventing the State from withholding moneys from the State’s monthly apportionment in the amount equal to state forest revenue or to the federal forest fees received by school districts from the federal government.

### **14. Teacher Seniority and Reductions in Force**

WSSDA shall initiate and/or support legislation that would support district consideration of variables, in addition to teacher seniority, when faced with a reduction in force due to declining enrollment or reduced state funding.

### **15. Curriculum Funding**

WSSDA shall initiate and/or support legislation to ensure the state fully funds the transition, implementation and execution of new assessments required by Common Core Standards, which include formative and year-end assessments.

### **16. Professional Development**

WSSDA shall initiate and/or support legislation that fully funds time and training costs for up to 80 hours of annual district directed/approved professional development and classroom preparation time for each certificated classroom teacher in Washington State.

### **17. Authorizing End of Course Exams**

WSSDA shall initiate and/or support legislation that ensures that high school students sit for end-of-course exams in each subject at the end of an actual course, regardless of the course completion sequence or grade level.

### **18. Revising the May 15 Deadline**

WSSDA shall initiate and/or support legislation that modifies the existing deadline for required written notice for non-renewal of certificated employee contracts to May 15th or thirty (30) days after adoption of the omnibus appropriations act by the Legislature, whichever is later.

### **19. Technology Funding (SLP 7.1.10)**

WSSDA shall initiate and/or support legislation which would fully fund the provision and maintenance of technology in school districts, as a part of basic education, to a statewide standard established by OSPI, in consultation with its K-12 technology advisory committee.

(Adopted 2010)

### **20. Alternative Learning Experience (ALE) Funding**

WSSDA shall initiate and/or support legislation that provides full, equal state apportionment funding to school districts that implement and provide educational services to Alternative Learning Education (ALE) students. The apportionment should be the same as that provided to students enrolled in regular General Education programs. In order to receive this funding, all ALE programs would require approval through an OSPI process that ensures district accountability in providing services to ALE students.

### **21. Exempting Fund Balance**

WSSDA shall initiate and/or support legislation that exempts district fund balances from supplanting shortfalls in state funding.

### **22. Special Education Funding (SLP 7.1.6)**

WSSDA shall initiate and/or support legislation which requires full funding for mandated Special Education (handicapped) programs and services; such programs and services should maximize assistance to children rather than to their various categorizations and assessments. Any state funding formula shall: recognize that costs will vary according to the needs of every child and, therefore, for every district, based upon the I.E.P. of each student; provide adequate funding for all of the required services for eligible special education students without imposing an artificial cap; exclude from any special education program enrollment funding caps students for whom districts do not receive an annual basic education allocation; and recognize that any funding formula based upon the assumption that every district has the same budget percentage costs for special education is inherently flawed and will not work.

(Adopted 1988; Amended 1990, 1996 and 2005)

### **23. MSOC Funding (SLP 7.1.2)**

WSSDA shall initiate and/or support legislation and appropriations which recognize that school districts' abilities to maintain and enhance quality educational opportunities, for a changing student population, are inhibited by the state's inadequate funding for maintenance, supplies and operating costs (MSOC). WSSDA supports enhanced MSOC funding. MSOC funding should be regularly increased recognizing inflationary costs.

(Adopted 2005; Amended 2010)

### **24. Delinking Assessments from Graduation Requirements**

WSSDA shall initiate and/or support legislation that removes state-mandated assessments as a graduation requirement.

### **25. Pension Funding (SLP 7.1.13)**

WSSDA shall initiate and/or support legislation or budget provisions requiring the state to adequately fund pension programs.

(Adopted 2012)

## **26. DREAM Act**

WSSDA shall initiate and/or support the enactment of the Development, Relief and Education of Alien Minors (DREAM) Act (S.729) and/or the American Dream Act (H.R.1751) allowing immigrant students a path toward becoming lawful U.S. residents.

## **27. Levy Rollbacks**

WSSDA shall initiate and/or support legislation which would ensure that no school district would lose levy authority if the districts' maintenance level budgets are reduced by the state.

## **28. Student Contact Time (SLP 7.3.7)**

WSSDA shall initiate and/or support legislation that allows school districts to meet the requirements of state law for funding purposes through the use of student contact time rather than student contact days without having to seek waivers from either SBE or OSPI.

(Adopted 2012)

## **29. Dropout Prevention**

WSSDA shall initiate and/or support legislation that provides prompt results for HSPE and/or EOC exams to allow students to use alternative pathways to graduation.

## **30. Retroactive Cuts and Reductions in Force**

WSSDA shall initiate and/or support legislation and policy to ensure that in the event the Washington State Legislature again chooses to make funding reductions to school districts during the academic year in which those committed funds were intended to be spent, then the Legislature must also via specific legislative action change the provisions contained in the applicable sections of RCW 28A.405 to create a clear, efficient and effective mechanism enabling school districts to terminate certificated contracts mid-year when state funding is reduced during that year. Any such employee reduction must not require bargaining action by the district and shall in no case exceed the total amount of funding allocation reductions from the Legislature for that school district.

## **31. Accountability through Local Governance**

WSSDA shall initiate and/or support legislation that promotes local control over restructuring efforts (school/district improvement). Specifically, all mandated corrective action shall be negotiated with and implemented by the locally elected school board. The local board may seek assistance and support from the Office of Superintendent of Public Instruction and/or the State Board of Education.

## **32. Average Daily Attendance (Unexcused Absence)**

WSSDA opposes any legislation that requires districts to use average daily attendance for student FTE funding.

## **33. Online Learning/Online Courses Funding**

WSSDA shall initiate and/or support legislation that recognizes online learning as a mainstream delivery system for education, one distinct from Alternative Learning Experience (ALE) programs and separately funded. Multidistrict online providers shall be subject to the same accountability standards and oversight as brick and mortar schools, with annual public disclosure of student achievement data, OSPI approval review scores, and participant feedback.

**34. School Director Involvement on Education Workgroups**

WSSDA shall initiate and/or support legislation ensuring that school directors are involved on all state government committees and working groups that affect public education as they relate to basic education, funding, school operations, and governance.

**35. State Board of Education Membership**

WSSDA shall initiate and/or support legislation to change the composition of the State Board of Education so that the majority is elected by school board directors.

**36. Kindergarten Preparedness**

WSSDA shall initiate and/or support policies or legislation that provides resources to support kindergarten preparedness.

**37. Health Care Bargaining (SLP 7.6.5)**

WSSDA shall initiate and/or support legislation which would exclude funding of health benefits from being negotiated in school district's collective bargaining agreements.

(Adopted 2010)

**38. Early Childhood Education (SLP 7.5.1)**

WSSDA shall initiate and/or support legislation which would provide funding for public early childhood education and assistance programs.

(Adopted 1991; Amended 2011)

**39. Increased Funding for High-Poverty Schools (SLP 7.1.5)**

WSSDA shall initiate and/or support state and federal legislation that would provide sufficient additional direct funding for each student that qualifies for Free and Reduced Price meals to significantly close the achievement – opportunity gap. An even higher level of funding should be provided to schools with high concentrations of students that qualify for Free and Reduced Price meals.

(Adopted 1991; Amended 2012)

**40. Public Records Act (SLP 7.3.6)**

WSSDA shall initiate and/or support legislation clarifying that any notes taken or electronic recordings made during an executive session are exempt from disclosure under the Public Records Act.

(Adopted 2012)

**41. Develop Process for Innovative Schools Within Current K-12 Governance System**

WSSDA shall initiate and/or support legislation that encourages and funds innovation within the existing K-12 governance structure.

**42. Career and College Ready Diploma**

WSSDA shall initiate and/or support legislation that makes school district implementation of the Career and College Ready Diploma (24 credits) voluntary until full funding of district costs for new credit requirements is provided.

#### **43. Funding WaKIDS Implementation**

WSSDA shall initiate and/or support legislation that ensures full funding to school districts for all costs, both in class and outside of class, associated with the implementation of WaKIDS as recommended by the work group identified in ESHB 2586.

#### **44. School Urgent Repair and Energy Efficiency Grants**

WSSDA shall initiate and/or support legislation that supports funding for the Washington Urgent Repair Grant Program, the Energy (Efficiency) Operational Savings Project Grants, and other capital budget funding programs that meet emerging or underfunded maintenance, repair and construction needs at school buildings.

#### **45. OSPI Investigations**

WSSDA shall initiate and/or support legislation that requires OSPI to complete all district personnel investigations within six months of the date they are filed.

#### **46. Career and Technical Education Funding (SLP 7.1.16)**

WSSDA shall initiate and/or support legislative action that will amply fund career and technical education for seventh through twelfth grade, including appropriate staff, equipment and minor facility remodeling.

(Adopted 2011)

#### **47. Alternative Routes to Teacher Certification (SLP 7.6.11)**

WSSDA shall initiate and/or support legislation that maintains or increases funding for alternative routes to teacher certification in state-identified shortage areas, particularly for those routes that allow paraeducators and other classified instructional employees to attain a teaching certificate.

(Adopted 2012)

#### **48. Impacts to Common School Funding Revenues**

WSSDA shall oppose legislation that negatively impacts funding revenues that are traditionally used to support common schools, such as impact fees, collection timing, and property tax capacity.

#### **49. School Construction (SLP 7.1.16)**

WSSDA supports “ample provision” for school construction through state policies that:

- Fund school construction needs when districts are determined eligible;
- Maintain a reliable system of funding that supports adequate planning at the local level;
- Provide specific sources of revenue to support and enhance state trust revenue;
- Give highest priority to projects that address un-housed student needs, either through
- new construction or remodeling
- Allocate square footage to meet current and future program needs;
- Recognize realistic construction costs including mandated green building costs; and
- Equalize funding for modernization of existing school facilities in lieu of abandonment and new construction.

(Adopted 2001; Amended 2008)

#### **50. Alternative Routes to Principal Certification**

WSSDA shall initiate and/or support legislation that allows school districts the option of hiring school principals who have not worked in a classroom, provided the person is enrolled in an

alternative route towards principal certification and meets experience and leadership requirements specified by the district.

**51. Requiring a Public Vote on Charter School Legislation**

WSSDA shall initiate and/or support legislation that would require a direct vote of the citizens of our state for any attempt to change the governance structure of any portion of our state’s public schools from a publicly elected board of directors to a governance structure without a publicly elected board of directors.

**52. School Construction Funding (SLP 7.1.17)**

WSSDA shall support an increase to the state’s funding formulas for school construction so that the allocation of square feet per student at least meets the national average and the cost per square foot allocation reflects actual costs. (Adopted 2005; Amended 2008)

**53. K-12 as an “Essential Public Facility”**

WSSDA shall initiate and/or support legislation that would classify K-12 education as an “essential public facility” under the Growth Management Act to allow for the logical placement of schools in rural areas to meet student needs.

**54. Creating Flexibility for School Districts to Encourage Retirement or Termination**

WSSDA shall initiate and/or support legislation to provide greater flexibility to districts than the current RCW 28A.400.220, which reads: “No school district board of directors or administrators may...allow any payment to any employee which is partially or fully conditioned on the termination or retirement of the employee...”

**55. Public Records Requests**

WSSDA shall initiate and/or support legislation that provides school districts with a reliable funding mechanism to respond to public records requests that take significant staff time to fulfill (in excess of three hours) through state funding or requestor reimbursement. In the absence of such a funding mechanism, the Legislature must give districts direction for dealing with such requests.

**56. Grandfathered Inequities**

WSSDA shall initiate and/or support legislation that removes grandfathered inequities in K-12 education levy lids.

**57. Consolidation/Erosion of School Districts (SLP 7.4.1)**

WSSDA believes that consolidation of local school districts should occur only through a process of voting by the affected citizens and not by legislative mandate. (Adopted 1982; Amended 1986 and 1994)

**58. Attorney/Client Privileges**

WSSDA shall initiate and/or support legislation to retain school district access to the same attorney/client and attorney work product privileges that protect all citizens. Because school districts are subject to civil litigations, it is essential to the protection of the taxpayers’ interests that communication between the districts’ officials and their attorney be protected by the privilege that extends to everyone. WSSDA opposes legislation that would erode the attorney/client privilege and current law related to the nondisclosure of attorney work product materials and other communication between the District and its legal counsel.



**59. Enrichment Programs**

WSSDA shall initiate and/or support legislation that supports full funding of enrichment programs, such as the AVID (Advancement Via Individual Determination) program, in secondary schools.

**60. Mandatory School Age**

WSSDA shall initiate and/or support legislation lowering the age for mandatory school attendance from eight to six.

**61. OSPI Authority for Graduation Requirements**

WSSDA shall initiate and/or support legislation that allows the Office of the Superintendent of Public Instruction (OSPI) to set minimum graduation requirements for students in the State of Washington.

**62. WSSDA Universal Membership and Dues**

WSSDA shall initiate and/or support legislation that maintains the current dues structure in statute and the association's state agency status.

**63. Education for Gifted (SLP 7.1.7)**

WSSDA shall initiate and/or support legislation which would assure funding for the education of gifted students at a level of 10 percent of the student population, place that funding within the basic education allocation system and set a minimum number of students to be funded in small school districts.

(Adopted 1987; Amended 2005)

**64. Enrollment Decline (SLP 7.1.15)**

WSSDA shall initiate and/or support legislation that would lessen the negative fiscal impact when districts are adversely impacted by a dramatic decline in student enrollment.

(Adopted 2010)

**65. Changing the Ethics Statute to Address Hiring Decisions**

WSSDA shall initiate and/or support legislation to amend RCW 42.23.030(11) to allow second class school districts with fewer than 1,000 students to hire the spouse of a school district officer as a certificated or classified employee.

**66. Immigration Status**

WSSDA opposes any legislation that would require school districts to inquire into the immigration status of a student or his/her family, or exclude students based on their actual or perceived immigration or citizenship status.

**67. Fiscal Note (SLP 7.1.19)**

WSSDA supports requiring identification of the local cost of compliance (fiscal notes) for any proposed state laws or administrative rules which would affect educational programs or services, as a means of avoiding unfunded mandates.

(Adopted 1978; Amended 2002)

**68. Assessment Delays**

WSSDA shall initiate and/or support legislation to delay by at least one year the current science graduation requirements to allow adequate time for new science standards to be fairly implemented.

### **69. Legal Notices/Website**

WSSDA shall initiate and/or support legislation allowing the use of a state or district website for school districts' required legal notices in lieu of newspaper notification.

### **70. Tax Reform (SLP 7.7.1)**

WSSDA shall initiate and/or support legislation to restructure the Washington State tax system to establish a stable, broad-based, flexible source of revenue for the State of Washington which is equitable and adequate, in order to ensure better educational funding as well as to provide other essential state services. This tax reform may include a tax on income.

(Adopted 1989)

### **71. Students in Residential Placement**

WSSDA shall initiate and/or support legislation mandating collaboration and coordination between school districts, OSPI, and those state agencies responsible for placing challenging students in residential placements to develop:

1. An agreement by all key agencies on how such students are placed in communities across the state;
2. Policy and procedures that mandate timely, collaborative district-agency planning before challenging students are actually moved into school districts; and
3. Mechanisms whereby fiscal resources are shared by agencies with those school districts charged with educating these students.

### **72. School Year (SLP 7.3.2)**

WSSDA shall initiate and/or support legislation which provides state-funded training and planning time for staff and more academic time for students, in the following manner:

- Provide for summer school programs;
- Substantially increase the length of the students' school year;
- Assure that staff has planning and in-service time in excess of the students' calendar year; and
- Provide financial flexibility and incentives for local districts to operate year-round instruction in any or all of their school buildings.

(Adopted 1988; Amended 1990, 1992 and 2005)

### **73. Exclude School Calendar from Mandatory Negotiations (SLP 7.3.3)**

WSSDA believes that the school calendar is a matter of public concern and should not be a mandatory subject of collective bargaining.

(Adopted 1979; Amended 2001)

### **74. Strikes and Labor Disputes (SLP 7.6.6)**

WSSDA is opposed to strikes as a means of settling disputes in public education. WSSDA strongly supports decisions by Washington courts that strikes by public employees are illegal. Participants in strikes should suffer economic losses or professional sanctions.

WSSDA is also opposed to mandatory binding arbitration as the means of resolving impasses in negotiations. It is against the public interest to give final authority over the schools' operations to an arbitrator, who has no continuing responsibility for implementing an arbitration award.

In order to minimize strikes, penalties should be imposed upon either party who fails to participate in impasse processes and other required procedures designed to promote agreement before the beginning of school.

When a local school district is faced with a strike, WSSDA recommends that the school board take the action, including injunctive relief, it deems necessary to fulfill its obligation to students and patrons. During a strike, WSSDA will provide services or assistance requested by the local school board.

(Adopted 2001)

**75. Truancy Becca Funding (SLP 7.2.2)**

WSSDA shall initiate and/or support legislation that: (1) provides adequate state compensation to school districts for additional secretarial and administrative time to monitor truanancies, send letters, prepare court documents and truancy petitions, attend court hearings and provide follow-up supervision for Becca compliance; or (2) eliminate the Becca law if the funding is not continually forthcoming.

(Adopted 2010)

**76. Open Public Meetings Act (SLP 7.3.1)**

WSSDA shall initiate and/or support legislation that maintains the current provisions of the Open Public Meetings Act, including without limitations those that allow for confidential executive sessions of the governing board for specified purposes, that allow for the presence of necessary individuals other than board members, and that do not require minutes, taping or any other record of the discussions that transpire in sessions.

(Adopted 2011)

**77. Authorizing Internal Appeal Prior to Public Records Penalties**

WSSDA shall initiate and/or support legislation that would allow public agencies to require a requestor to use an internal administrative appeal process within the agency itself prior to being able to seek daily penalties for a violation of the Public Records Act.

**78. Passage of School Finance Issues (SLP 7.1.18)**

WSSDA believes that passage of all school finance issues should be by a simple majority of the ballots cast on those issues.

(Adopted 1977; Amended 2000 and 2001)

**79. Retirement Incentives**

WSSDA shall initiate and/or support legislation that would allow the state to offer early retirement incentives for teachers statewide, provided that participation in the program is voluntary and that teachers are legally protected from pressure to participate.

**80. Special-Needs and At-Risk Students (SLP 7.1.4)**

WSSDA shall initiate and/or support legislation that will provide enhanced funding for programs for special needs and at-risk students and for those districts with proportionately higher numbers or higher costs of such students.

(Adopted 1990; Amended 2011)

**81. Full-Time-Equivalent Computation (SLP 7.1.9)**

WSSDA shall initiate and/or support legislation which would modify the method of computing a full-time-equivalent secondary student for the purpose of state apportionment for those students who are enrolled in more than twenty-five hours of instruction per week.

(Adopted 1987)

**82. Remote and Necessary Schools (SLP 7.1.11)**

WSSDA shall initiate and/or support legislation which continues to recognize the high-cost nature of providing educational programs and services to school plants designated as being remote and necessary. WSSDA supports the current concept of additional funding for these school plants until full funding of the requirements of ESHB 2261 is implemented.

(Adopted 1991; Amended 2012)

**83. Community Schools (SLP 7.3.4)**

WSSDA shall initiate and/or support legislation to encourage and incentivize cooperative partnerships and/or joint use of facilities with the local community, such as early learning providers, social service providers, community and technical colleges, and public baccalaureate institutions. The legislation should include revisions in the current calculation of “instructional space” so school districts are not penalized by the loss of any state construction funding due to the facilities partnership.

(Adopted 2011)

**84. Building Improvements (SLP 7.3.5)**

WSSDA shall initiate and/or support legislation to permit school districts in the state of Washington to make limited improvements of not more than 10 percent of the current value of the facility, such as energy retrofits, in existing facilities without requiring a review and/or upgrading of the entire building to meet current codes in other areas.

(Adopted 1992)

**85. Conditional Scholarships (SLP 7.5.2)**

WSSDA shall initiate and/or support legislation that provides policy change to link state conditional college scholarships and loan repayment with federal conditional scholarship and loan repayment programs. Both programs provide scholarship and loan repayment in exchange of teaching service in Washington state’s public K-12 schools in high need areas — including high-need areas of teaching, such as special education, math, science and teachers with bilingual abilities and high-need districts of the state. These two programs should be linked to maximize the benefit of state dollars.

(Adopted 2011)

**86. School Employee Salaries (SLP 7.6.1)**

WSSDA shall initiate and/or support legislation which would require parity for all educational employee groups whenever state salary increases are provided and which would assure the state of Washington of having salaries for education personnel that would allow them to remain competitive with other states and commensurate with comparable professions.

(Adopted 1988; Amended 1990)

**87. Salaries — Experience Recognition (SLP 7.6.2)**

WSSDA shall initiate and/or support legislation that would recognize employment as a registered nurse, occupational therapist, physical therapist, communication disorders specialist/speech

pathologist, audiologist, psychologist, social worker, counselor or career/technical education professional in a position which requires Washington state licensing, certification or a degree that is comparable to that required for Washington state teacher certification.  
(Adopted 2010)

**88. Administrators for Small Schools (SLP 7.6.3)**

WSSDA shall initiate and/or support legislation that would assure stable financial support for the proper and adequate administrative staffing in small schools and small school districts; preferably at least one administrator per district.  
(Adopted 1990)

**89. Bargaining Exclusions (SLP 7.6.4)**

WSSDA shall initiate and/or support legislation which makes nonnegotiable under RCW 41.59 (the Collective Bargaining Law) the final responsibilities of boards of directors found in RCW 28A.150.230 (the Basic Education Act).  
(Adopted 1989)

**90. Continuing Employment Contracts (SLP 7.6.7)**

WSSDA shall initiate and/or support legislation that will revise the continuing employment contract laws so that certificated employees contracts may have a term length of three years. With board approval, a contract can be extended for an additional one year after an annual review of the certificated employee's performance or non-renewed after three years with probable cause, solely at the discretion of the board.  
(Adopted 1999)

**91. Fiscal Nonrenewal Date (SLP 7.6.8)**

WSSDA shall initiate and/or support legislation to change the May 15 deadline for staff nonrenewal notification, due to fiscal reasons (such as enrollment decline or loss of revenue), to June 15 or 30 days after the governor signs the budget, whichever occurs last.  
(Adopted 1993)

**92. Principals, Transfer to Subordinate Positions (SLP 7.6.9)**

WSSDA shall initiate and/or support legislation which would permit districts to transfer principals to subordinate certificated positions on the same terms as other administrators.  
(Adopted 1994)

**93. Diversity Training (SLP 7.6.10)**

WSSDA shall initiate and/or support legislation and/or regulations that include an academic experience of diversity requirements of certification for all new teachers, administrators and educational staff associate preparation programs. Additionally, continuing education programs will offer diversity training classes.  
(Adopted 1995; Amended 2003)