

**INITIATIVE 779**

I, Sam Reed, Secretary of State of the State of Washington and custodian of its seal, hereby certify that, according to the records on file in my office, the attached copy of Initiative Measure No. 779 to the People is a true and correct copy as it was received by this office.

1       AN ACT Relating to rewarding outstanding teachers with additional  
2 compensation beyond that provided in the form of the annual salary that  
3 is determined by the respective district's salary schedule; and adding  
4 new sections to chapter 28A.400 RCW.

5 BE IT ENACTED BY THE PEOPLE OF THE STATE OF WASHINGTON:

6       NEW SECTION.   **Sec. 1.** Sections 1 through 4 of this act provide  
7 both affirmation to outstanding public school teachers, and an  
8 incentive for all teachers to strive to reach perfection in regard to  
9 their teaching skills. In the past, those teachers who have performed  
10 in an outstanding manner have received insufficient recognition in the  
11 form of any special financial remuneration. Sections 1 through 4 of  
12 this act apply only to regular classroom teachers, and not to  
13 counselors, administrators, or other staff members who are not assigned  
14 to work daily with a specific group of students. The determination of  
15 teacher excellence shall be made by parents or guardians of the  
16 students, in conjunction with the students themselves. The concept of  
17 giving parents or guardians and students a voice in the awarding of  
18 rewards for teacher excellence could give those parents or guardians

1 and students a feeling of involvement in education that they have not  
2 had before.

3 NEW SECTION. **Sec. 2.** No later than May 15th of each year, an  
4 evaluation questionnaire shall be mailed to the parent or guardian of  
5 each student in the public schools, except that no questionnaires may  
6 be sent regarding any teacher who elects not to participate in the  
7 bonus program. In regard to the teachers who do choose to participate  
8 in the bonus program, one questionnaire shall be mailed for each  
9 student that the teacher has instructed during the last quarter of the  
10 school year. The name of the teacher shall be printed on each  
11 questionnaire. The following statement must be printed on the  
12 questionnaire: "This teacher is a good teacher." Directly following  
13 the statement shall be listed the following choices, from which the  
14 parent or guardian shall circle one:

- 15 (4) Strongly agree
- 16 (3) Agree
- 17 (2) No opinion
- 18 (1) Disagree
- 19 (0) Strongly disagree

20 Before selecting the preferred response, the parent or guardian  
21 should discuss the selection and the reasons for it with his or her  
22 child. The questionnaire must contain an optional section, in which  
23 the parent or guardian may state the reason for the selection. This  
24 section could be helpful to the principal in counseling the teacher.  
25 The child's name shall be printed on the questionnaire. The parent or  
26 guardian shall print his or her name on the questionnaire, and he or  
27 she must sign it for verification purposes only.

28 The parent or guardian must return the questionnaire in a stamped,  
29 self-addressed envelope that has been included in the envelope  
30 containing the questionnaire that was sent to the parent or guardian.  
31 The return must be received by the school principal by May 25th in  
32 order for the individual response to count in the computation of the  
33 teacher's overall rating.

34 NEW SECTION. **Sec. 3.** On or about May 26th of each year, the  
35 school principal or his or her evaluation assistant, who are both sworn  
36 to secrecy in regard to the nature of the responses by parents or  
37 guardians, shall open the returned questionnaire envelopes, group the

1 questionnaires according to teachers named on them, and compute the  
2 average rating for each teacher. However, the lowest ten percent of  
3 the ratings for each teacher shall not be used in these computations.  
4 No one except the principal or his or her evaluation assistant may  
5 examine the completed questionnaires, with the exception that all  
6 questionnaires shall be kept on file for one year, so that an auditor  
7 may examine them if such action is requested in writing by any  
8 interested individual. In most cases, the principal's evaluation  
9 assistant shall be his or her secretary working on paid overtime.

10 NEW SECTION. **Sec. 4.** The amount of each school year-end teacher  
11 bonus shall be determined by the following method:

12 If the teacher's overall rating is 3.0, that teacher will receive  
13 a bonus amounting to five percent of the average teacher's salary in  
14 the state for that year, prorated to the respective teacher's full-time  
15 equivalent percentage.

16 For each 0.1 increment above 3.0 that comprises the teacher's  
17 overall rating, the teacher shall receive an additional 0.5 percent of  
18 the average teacher's salary in the state for that year, prorated to  
19 the respective teacher's full-time equivalent percentage.

20 NEW SECTION. **Sec. 5.** The year-end teacher bonuses shall be mailed  
21 to the respective teachers no earlier than one day after school is out  
22 at the end of the school year.

23 NEW SECTION. **Sec. 6.** No person other than the principal, or his  
24 or her evaluation assistant, and the respective teacher may be informed  
25 of the individual teacher's overall rating for the year.

26 NEW SECTION. **Sec. 7.** No later than May 30th of each year, each  
27 school district shall submit to the state treasurer an invoice for the  
28 total amount of the year-end bonuses to be paid to the teachers in that  
29 district. The invoice will be accompanied by a list of the respective  
30 year-end bonuses for all of the teachers in that district. The state  
31 treasurer's office may audit all evaluation questionnaires and  
32 associated bonus calculations in order to confirm the legitimacy of  
33 each bonus.

34 No later than May 30th of each year, each school district shall  
35 submit to the state treasurer an invoice for the cost of printing,

1 mailing, and processing the evaluation questionnaires regarding the  
2 teachers who participate in the bonus program, and for the estimated  
3 cost of preparing and mailing the bonus checks.

4       Upon the processing and approval of the invoices in this section,  
5 the state treasurer shall transfer those funds to the respective school  
6 districts.

7       NEW SECTION.   **Sec. 8.** Sections 1 through 7 of this act are each  
8 added to chapter 28A.400 RCW.

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