

CERTIFICATION OF ENROLLMENT
ENGROSSED SECOND SUBSTITUTE HOUSE BILL 1303

55th Legislature
1997 Regular Session

Passed by the House April 26, 1997
Yeas 66 Nays 32

**Speaker of the
House of Representatives**

Passed by the Senate April 18, 1997
Yeas 25 Nays 24

President of the Senate

Approved

Governor of the State of Washington

CERTIFICATE

I, Timothy A. Martin, Chief Clerk of the House of Representatives of the State of Washington, do hereby certify that the attached is **ENGROSSED SECOND SUBSTITUTE HOUSE BILL 1303** as passed by the House of Representatives and the Senate on the dates hereon set forth.

Chief Clerk

FILED

**Secretary of State
State of Washington**

ENGROSSED SECOND SUBSTITUTE HOUSE BILL 1303

AS AMENDED BY THE SENATE

Passed Legislature - 1997 Regular Session

State of Washington 55th Legislature 1997 Regular Session

By House Committee on Appropriations (originally sponsored by Representatives Hickel, Johnson, Talcott, Smith, Backlund, McMorris, Radcliff, Thompson, Clements, Sheahan, B. Thomas, D. Schmidt, L. Thomas, Huff, Crouse, Robertson, Schoesler, Pennington, Cooke, Sullivan, Mitchell, Kastama, Dyer, Cairnes, Sump, Sterk, McDonald and Koster)

Read first time 03/05/97.

1 AN ACT Relating to education; amending RCW 28A.405.100, 41.59.935,
2 and 28A.630.945; adding new sections to chapter 28A.320 RCW; adding a
3 new section to chapter 28A.150 RCW; adding a new section to chapter
4 28A.155 RCW; adding a new section to chapter 28A.165 RCW; adding a new
5 section to chapter 28A.175 RCW; adding a new section to chapter 28A.180
6 RCW; adding a new section to chapter 28A.185 RCW; adding a new section
7 to chapter 28A.220 RCW; adding a new section to chapter 28A.225 RCW;
8 adding a new section to chapter 28A.230 RCW; adding a new section to
9 chapter 28A.235 RCW; adding a new section to chapter 28A.300 RCW;
10 adding a new section to chapter 28A.305 RCW; adding a new section to
11 chapter 28A.330 RCW; adding a new section to chapter 28A.400 RCW;
12 adding a new section to chapter 28A.405 RCW; adding a new section to
13 chapter 28A.600 RCW; adding a new section to chapter 28A.640 RCW;
14 creating new sections; and providing expiration dates.

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

16 NEW SECTION. **Sec. 1.** As we face a more complex society and
17 increasing demands are placed on schools and the educational services
18 they provide for children, it is important that school districts are
19 provided with flexibility to determine how best to work within their

1 communities to ensure students are meeting high academic standards. It
2 is the intent of the legislature to allow schools to approach their
3 educational mission with both increased flexibility and accountability
4 that will assist them in better meeting the needs of the students in
5 their district.

6 NEW SECTION. **Sec. 2.** A new section is added to chapter 28A.320
7 RCW to read as follows:

8 (1) As provided in sections 3 through 20 of this act, the board of
9 directors of each school district may grant waivers, or partial
10 waivers, of state laws and rules to schools within the district. The
11 school board shall grant waivers in accordance with this section.

12 (2) To apply for waivers, a school principal must prepare an
13 application to the board of directors that identifies which laws and
14 rules are being requested for waiver and the rationale for the request.
15 The rationale must identify how granting the waivers will improve
16 student learning or the delivery of education services in the school.
17 The application must include evidence that the school's teachers,
18 classified employees, site council, parents, and students, as
19 appropriate, are committed to working cooperatively in implementing the
20 waiver.

21 (3) The school board shall provide for public review and comment
22 regarding the waiver request.

23 (4) The duration, renewal, and rescission of the waivers shall be
24 determined by the school district board of directors. The renewal of
25 a waiver shall be subject to the review process by the superintendent
26 of public instruction and the state board of education as provided in
27 subsection (7) of this section.

28 (5) The following may not be waived:

29 (a) Laws and rules pertaining to health, safety, and civil rights;

30 (b) Provisions of the basic education act relating to certificated
31 instructional staff ratios, RCW 28A.150.100, except for waivers
32 provided in accordance with RCW 28A.630.945; goals, RCW 28A.150.210;
33 funding allocations, formulas, and definitions, RCW 28A.150.250 and
34 28A.150.260, except for waivers provided in accordance with RCW
35 28A.150.250; and salary and compensation minimum amounts and
36 limitations, RCW 28A.400.200;

37 (c) The essential academic learning requirements being developed by
38 the commission on student learning in RCW 28A.630.885;

1 (d) The assessment, accountability, and reporting requirements in
2 RCW 28A.230.190, the fourth grade standardized test; RCW 28A.230.230,
3 the eighth grade standardized test; RCW 28A.230.240, the eleventh grade
4 standardized test; RCW 28A.630.885, assessment requirements as
5 developed by the commission on student learning; and RCW 28A.320.205,
6 the annual performance report;

7 (e) Requirements in RCW 28A.150.220 pertaining to the total number
8 of program hours that must be offered, except for waivers provided in
9 accordance with RCW 28A.305.140;

10 (f) State and federal financial reporting and auditing
11 requirements;

12 (g) State constitutional requirements; and

13 (h) Certification and other requirements in chapter 28A.410 RCW.

14 (6) A school district may not include provisions in a collective
15 bargaining agreement that limit the district's authority to grant
16 waivers under this section.

17 (7) School district boards of directors granting waivers to state
18 laws and rules shall certify to the superintendent of public
19 instruction that they have a waiver review process in effect and shall
20 transmit to the superintendent of public instruction and the state
21 board of education a list of laws and rules that have been waived in
22 accordance with this section and a description of the process used in
23 considering the waivers. The superintendent of public instruction and
24 the state board of education shall review the waivers of state laws and
25 rules within their respective jurisdictions. The waivers shall be
26 approved by the superintendent of public instruction or the state board
27 of education, as appropriate, if the school district board of directors
28 complied with the requirements of this section. The superintendent of
29 public instruction or state board of education, as appropriate, shall
30 approve or deny the waiver request, in whole or in part, within forty
31 calendar days of receiving the list of waivers. If the district
32 receives no response from either the superintendent of public
33 instruction or the state board of education after forty days, the
34 waiver shall be deemed uncontested. If a waiver is contested by the
35 superintendent of public instruction or the state board of education,
36 either as appropriate, may make recommendations to the district that
37 will assist the district in accomplishing the goal sought through the
38 waiver. The state board of education may delegate the responsibility

1 for reviewing and approving or denying the waivers to its staff if an
2 appeal procedure to the board is provided.

3 (8) School district boards of directors granting waivers shall
4 report annually to the superintendent of public instruction the impact
5 on student learning or delivery of education services resulting from
6 the waivers granted.

7 (9) The superintendent of public instruction and state board of
8 education shall report to the legislature by November 1, 2000, the laws
9 and rules that have been waived in accordance with this section.

10 (10) This section expires June 30, 1999.

11 NEW SECTION. **Sec. 3.** A new section is added to chapter 28A.150
12 RCW to read as follows:

13 (1) Schools may obtain, in accordance with section 2 of this act,
14 waivers from the statutory requirements in this chapter that pertain to
15 the instructional program, operation, and management of schools.
16 Waivers also may be obtained, in accordance with section 2 of this act,
17 from any rules of the state board of education and superintendent of
18 public instruction adopted to implement the statutory requirements.

19 (2) This section expires June 30, 1999.

20 NEW SECTION. **Sec. 4.** A new section is added to chapter 28A.155
21 RCW to read as follows:

22 (1) Schools may obtain, in accordance with section 2 of this act,
23 waivers from the statutory requirements in this chapter that pertain to
24 the instructional program, operation, and management of schools, except
25 that the statutory requirements of RCW 28A.155.105 and RCW 28A.155.115
26 may not be waived. Waivers also may be obtained, in accordance with
27 section 2 of this act, from any rules of the state board of education
28 and superintendent of public instruction adopted to implement the
29 statutory requirements, except that any rules adopted to implement RCW
30 28A.155.105 and RCW 28A.155.115 may not be waived. School districts
31 may not waive the district's obligation to meet all federal statutes
32 applicable to the education of individuals with disabilities.

33 (2) This section expires June 30, 1999.

34 NEW SECTION. **Sec. 5.** A new section is added to chapter 28A.165
35 RCW to read as follows:

1 (1) Schools may obtain, in accordance with section 2 of this act,
2 waivers from the statutory requirements in this chapter that pertain to
3 the instructional program, operation, and management of schools.
4 Waivers also may be obtained, in accordance with section 2 of this act,
5 from any rules of the state board of education and superintendent of
6 public instruction adopted to implement the statutory requirements.

7 (2) This section expires June 30, 1999.

8 NEW SECTION. **Sec. 6.** A new section is added to chapter 28A.175
9 RCW to read as follows:

10 (1) Schools may obtain, in accordance with section 2 of this act,
11 waivers from the statutory requirements in this chapter that pertain to
12 the instructional program, operation, and management of schools.
13 Waivers also may be obtained, in accordance with section 2 of this act,
14 from any rules of the state board of education and superintendent of
15 public instruction adopted to implement the statutory requirements.

16 (2) This section expires June 30, 1999.

17 NEW SECTION. **Sec. 7.** A new section is added to chapter 28A.180
18 RCW to read as follows:

19 (1) Schools may obtain, in accordance with section 2 of this act,
20 waivers from the statutory requirements in this chapter that pertain to
21 the instructional program, operation, and management of schools.
22 Waivers also may be obtained, in accordance with section 2 of this act,
23 from any rules of the state board of education and superintendent of
24 public instruction adopted to implement the statutory requirements.

25 (2) This section expires June 30, 1999.

26 NEW SECTION. **Sec. 8.** A new section is added to chapter 28A.185
27 RCW to read as follows:

28 (1) Schools may obtain, in accordance with section 2 of this act,
29 waivers from the statutory requirements in this chapter that pertain to
30 the instructional program, operation, and management of schools.
31 Waivers also may be obtained, in accordance with section 2 of this act,
32 from any rules of the state board of education and superintendent of
33 public instruction adopted to implement the statutory requirements.

34 (2) This section expires June 30, 1999.

1 NEW SECTION. **Sec. 9.** A new section is added to chapter 28A.220
2 RCW to read as follows:

3 (1) Schools may obtain, in accordance with section 2 of this act,
4 waivers from the statutory requirements in this chapter that pertain to
5 the instructional program, operation, and management of schools.
6 Waivers also may be obtained, in accordance with section 2 of this act,
7 from any rules of the state board of education and superintendent of
8 public instruction adopted to implement the statutory requirements.

9 (2) This section expires June 30, 1999.

10 NEW SECTION. **Sec. 10.** A new section is added to chapter 28A.225
11 RCW to read as follows:

12 (1) Schools may obtain, in accordance with section 2 of this act,
13 waivers from the statutory requirements in this chapter that pertain to
14 the instructional program, operation, and management of schools.
15 Waivers also may be obtained, in accordance with section 2 of this act,
16 from any rules of the state board of education and superintendent of
17 public instruction adopted to implement the statutory requirements.

18 (2) This section expires June 30, 1999.

19 NEW SECTION. **Sec. 11.** A new section is added to chapter 28A.230
20 RCW to read as follows:

21 (1) Schools may obtain, in accordance with section 2 of this act,
22 waivers from the statutory requirements in this chapter that pertain to
23 the instructional program, operation, and management of schools.
24 Waivers also may be obtained, in accordance with section 2 of this act,
25 from any rules of the state board of education and superintendent of
26 public instruction adopted to implement the statutory requirements.

27 (2) This section expires June 30, 1999.

28 NEW SECTION. **Sec. 12.** A new section is added to chapter 28A.235
29 RCW to read as follows:

30 (1) Schools may obtain, in accordance with section 2 of this act,
31 waivers from the statutory requirements in this chapter that pertain to
32 the instructional program, operation, and management of schools.
33 Waivers also may be obtained, in accordance with section 2 of this act,
34 from any rules of the state board of education and superintendent of
35 public instruction adopted to implement the statutory requirements.

36 (2) This section expires June 30, 1999.

1 NEW SECTION. **Sec. 13.** A new section is added to chapter 28A.300
2 RCW to read as follows:

3 (1) Schools may obtain, in accordance with section 2 of this act,
4 waivers from the statutory requirements in this chapter that pertain to
5 the instructional program, operation, and management of schools.
6 Waivers also may be obtained, in accordance with section 2 of this act,
7 from any rules of the state board of education and superintendent of
8 public instruction adopted to implement the statutory requirements.

9 (2) This section expires June 30, 1999.

10 NEW SECTION. **Sec. 14.** A new section is added to chapter 28A.305
11 RCW to read as follows:

12 (1) Schools may obtain, in accordance with section 2 of this act,
13 waivers from the statutory requirements in this chapter that pertain to
14 the instructional program, operation, and management of schools.
15 Waivers also may be obtained, in accordance with section 2 of this act,
16 from any rules of the state board of education and superintendent of
17 public instruction adopted to implement the statutory requirements.

18 (2) This section expires June 30, 1999.

19 NEW SECTION. **Sec. 15.** A new section is added to chapter 28A.320
20 RCW to read as follows:

21 (1) Schools may obtain, in accordance with section 2 of this act,
22 waivers from the statutory requirements in this chapter that pertain to
23 the instructional program, operation, and management of schools.
24 Waivers also may be obtained, in accordance with section 2 of this act,
25 from any rules of the state board of education and superintendent of
26 public instruction adopted to implement the statutory requirements. No
27 waivers may be obtained from section 2 of this act.

28 (2) This section expires June 30, 1999.

29 NEW SECTION. **Sec. 16.** A new section is added to chapter 28A.330
30 RCW to read as follows:

31 (1) Schools may obtain, in accordance with section 2 of this act,
32 waivers from the statutory requirements in this chapter that pertain to
33 the instructional program, operation, and management of schools.
34 Waivers also may be obtained, in accordance with section 2 of this act,
35 from any rules of the state board of education and superintendent of
36 public instruction adopted to implement the statutory requirements.

1 (2) This section expires June 30, 1999.

2 NEW SECTION. **Sec. 17.** A new section is added to chapter 28A.400
3 RCW to read as follows:

4 (1) Schools may obtain, in accordance with section 2 of this act,
5 waivers from the statutory requirements in this chapter that pertain to
6 the instructional program, operation, and management of schools.
7 Waivers also may be obtained, in accordance with section 2 of this act,
8 from any rules of the state board of education and superintendent of
9 public instruction adopted to implement the statutory requirements.

10 (2) This section expires June 30, 1999.

11 NEW SECTION. **Sec. 18.** A new section is added to chapter 28A.405
12 RCW to read as follows:

13 (1) Schools may obtain, in accordance with section 2 of this act,
14 waivers from the statutory requirements in this chapter that pertain to
15 the instructional program, operation, and management of schools.
16 Waivers also may be obtained, in accordance with section 2 of this act,
17 from any rules of the state board of education and superintendent of
18 public instruction adopted to implement the statutory requirements.

19 (2) This section expires June 30, 1999.

20 NEW SECTION. **Sec. 19.** A new section is added to chapter 28A.600
21 RCW to read as follows:

22 (1) Schools may obtain, in accordance with section 2 of this act,
23 waivers from the statutory requirements in this chapter that pertain to
24 the instructional program, operation, and management of schools.
25 Waivers also may be obtained, in accordance with section 2 of this act,
26 from any rules of the state board of education and superintendent of
27 public instruction adopted to implement the statutory requirements.

28 (2) This section expires June 30, 1999.

29 NEW SECTION. **Sec. 20.** A new section is added to chapter 28A.640
30 RCW to read as follows:

31 (1) Schools may obtain, in accordance with section 2 of this act,
32 waivers from the statutory requirements in this chapter that pertain to
33 the instructional program, operation, and management of schools.
34 Waivers also may be obtained, in accordance with section 2 of this act,

1 from any rules of the state board of education and superintendent of
2 public instruction adopted to implement the statutory requirements.

3 (2) This section expires June 30, 1999.

4 **Sec. 21.** RCW 28A.405.100 and 1994 c 115 s 1 are each amended to
5 read as follows:

6 (1) The superintendent of public instruction shall establish and
7 may amend from time to time minimum criteria for the evaluation of the
8 professional performance capabilities and development of certificated
9 classroom teachers and certificated support personnel. For classroom
10 teachers the criteria shall be developed in the following categories:
11 Instructional skill; classroom management, professional preparation and
12 scholarship; effort toward improvement when needed; the handling of
13 student discipline and attendant problems; and interest in teaching
14 pupils and knowledge of subject matter.

15 Every board of directors shall, in accordance with procedure
16 provided in RCW 41.59.010 through 41.59.170, 41.59.910 and 41.59.920,
17 establish evaluative criteria and procedures for all certificated
18 classroom teachers and certificated support personnel. The evaluative
19 criteria must contain as a minimum the criteria established by the
20 superintendent of public instruction pursuant to this section and must
21 be prepared within six months following adoption of the superintendent
22 of public instruction's minimum criteria. The district must certify to
23 the superintendent of public instruction that evaluative criteria have
24 been so prepared by the district.

25 Except as provided in subsection (5) of this section, it shall be
26 the responsibility of a principal or his or her designee to evaluate
27 all certificated personnel in his or her school. During each school
28 year all classroom teachers and certificated support personnel,
29 hereinafter referred to as "employees" in this section, shall be
30 observed for the purposes of evaluation at least twice in the
31 performance of their assigned duties. Total observation time for each
32 employee for each school year shall be not less than sixty minutes.
33 Following each observation, or series of observations, the principal or
34 other evaluator shall promptly document the results of the observation
35 in writing, and shall provide the employee with a copy thereof within
36 three days after such report is prepared. New employees shall be
37 observed at least once for a total observation time of thirty minutes
38 during the first ninety calendar days of their employment period.

1 (~~Every~~) At any time after October 15th, an employee whose work is
2 judged unsatisfactory based on district evaluation criteria shall be
3 notified in writing of (~~stated~~) the specific areas of deficiencies
4 along with a (~~suggested specific and~~) reasonable program for
5 improvement (~~on or before February 1st of each year~~)). During the
6 period of probation, the employee may not be transferred from the
7 supervision of the original evaluator. Improvement of performance or
8 probable cause for nonrenewal must occur and be documented by the
9 original evaluator before any consideration of a request for transfer
10 or reassignment as contemplated by either the individual or the school
11 district. A probationary period of sixty school days shall be
12 established (~~beginning on or before February 1st and ending no later~~
13 than May 1st)). The establishment of a probationary period does not
14 adversely affect the contract status of an employee within the meaning
15 of RCW 28A.405.300. The purpose of the probationary period is to give
16 the employee opportunity to demonstrate improvements in his or her
17 areas of deficiency. The establishment of the probationary period and
18 the giving of the notice to the employee of deficiency shall be by the
19 school district superintendent and need not be submitted to the board
20 of directors for approval. During the probationary period the
21 evaluator shall meet with the employee at least twice monthly to
22 supervise and make a written evaluation of the progress, if any, made
23 by the employee. The evaluator may authorize one additional
24 certificated employee to evaluate the probationer and to aid the
25 employee in improving his or her areas of deficiency; such additional
26 certificated employee shall be immune from any civil liability that
27 might otherwise be incurred or imposed with regard to the good faith
28 performance of such evaluation. The probationer may be removed from
29 probation if he or she has demonstrated improvement to the satisfaction
30 of the principal in those areas specifically detailed in his or her
31 initial notice of deficiency and subsequently detailed in his or her
32 improvement program. Lack of necessary improvement (~~shall be~~) during
33 the established probationary period, as specifically documented in
34 writing with notification to the probationer and shall constitute
35 grounds for a finding of probable cause under RCW 28A.405.300 or
36 28A.405.210.

37 (~~The establishment of a probationary period shall not be deemed to~~
38 ~~adversely affect the contract status of an employee within the meaning~~
39 ~~of RCW 28A.405.300.))~~

1 Immediately following the completion of a probationary period that
2 does not produce performance changes detailed in the initial notice of
3 deficiencies and improvement program, the employee may be removed from
4 his or her assignment and placed into an alternative assignment for the
5 remainder of the school year. This reassignment may not displace
6 another employee nor may it adversely affect the probationary
7 employee's compensation or benefits for the remainder of the employee's
8 contract year. If such reassignment is not possible, the district may,
9 at its option, place the employee on paid leave for the balance of the
10 contract term.

11 (2) Every board of directors shall establish evaluative criteria
12 and procedures for all superintendents, principals, and other
13 administrators. It shall be the responsibility of the district
14 superintendent or his or her designee to evaluate all administrators.
15 Such evaluation shall be based on the administrative position job
16 description. Such criteria, when applicable, shall include at least
17 the following categories: Knowledge of, experience in, and training in
18 recognizing good professional performance, capabilities and
19 development; school administration and management; school finance;
20 professional preparation and scholarship; effort toward improvement
21 when needed; interest in pupils, employees, patrons and subjects taught
22 in school; leadership; and ability and performance of evaluation of
23 school personnel.

24 (3) Each certificated employee shall have the opportunity for
25 confidential conferences with his or her immediate supervisor on no
26 less than two occasions in each school year. Such confidential
27 conference shall have as its sole purpose the aiding of the
28 administrator in his or her assessment of the employee's professional
29 performance.

30 (4) The failure of any evaluator to evaluate or supervise or cause
31 the evaluation or supervision of certificated employees or
32 administrators in accordance with this section, as now or hereafter
33 amended, when it is his or her specific assigned or delegated
34 responsibility to do so, shall be sufficient cause for the nonrenewal
35 of any such evaluator's contract under RCW 28A.405.210, or the
36 discharge of such evaluator under RCW 28A.405.300.

37 (5) After an employee has four years of satisfactory evaluations
38 under subsection (1) of this section, a school district may use a short
39 form of evaluation, a locally bargained evaluation emphasizing

1 professional growth, an evaluation under subsection (1) of this
2 section, or any combination thereof. The short form of evaluation
3 shall include either a thirty minute observation during the school year
4 with a written summary or a final annual written evaluation based on
5 the criteria in subsection (1) of this section and based on at least
6 two observation periods during the school year totaling at least sixty
7 minutes without a written summary of such observations being prepared.
8 However, the evaluation process set forth in subsection (1) of this
9 section shall be followed at least once every three years unless this
10 time is extended by a local school district under the bargaining
11 process set forth in chapter 41.59 RCW. The employee or evaluator may
12 require that the evaluation process set forth in subsection (1) of this
13 section be conducted in any given school year. No evaluation other
14 than the evaluation authorized under subsection (1) of this section may
15 be used as a basis for determining that an employee's work is
16 unsatisfactory under subsection (1) of this section or as probable
17 cause for the nonrenewal of an employee's contract under RCW
18 28A.405.210 unless an evaluation process developed under chapter 41.59
19 RCW determines otherwise.

20 (6) This section expires June 30, 1999.

21 **Sec. 22.** RCW 41.59.935 and 1990 c 33 s 571 are each amended to
22 read as follows:

23 (1) Nothing in this chapter shall be construed to grant employers
24 or employees the right to reach agreements regarding:

25 (a) Salary or compensation increases in excess of those authorized
26 in accordance with RCW 28A.150.410 and 28A.400.200; or

27 (b) Limiting the employer's authority to grant waivers under
28 section 2 of this act.

29 (2) This section expires June 30, 1999.

30 **Sec. 23.** RCW 28A.630.945 and 1995 c 208 s 1 are each amended to
31 read as follows:

32 (1) The state board of education, where appropriate, or the
33 superintendent of public instruction, where appropriate, may grant
34 waivers to districts from the provisions of statutes or rules relating
35 to: The length of the school year; student-to-teacher ratios; and
36 other administrative rules that in the opinion of the state board of
37 education or the opinion of the superintendent of public instruction

1 may need to be waived in order for a district to implement a plan for
2 restructuring its educational program or the educational program of
3 individual schools within the district.

4 (2) School districts may use the application process in RCW
5 28A.305.140 or 28A.300.138 to apply for the waivers under subsection
6 (1) of this section.

7 ~~(3) ((The joint select committee on education restructuring shall
8 study which waivers of state laws or rules are necessary for school
9 districts to implement education restructuring. The committee shall
10 study whether the waivers are used to implement specific essential
11 academic learning requirements and student learning goals. The
12 committee shall study the availability of waivers under the schools for
13 the twenty first century program created by chapter 525, Laws of 1987,
14 and the use of those waivers by schools participating in that program.
15 The committee shall also study the use of waivers authorized under RCW
16 28A.305.140. The committee shall report its findings to the
17 legislature by December 1, 1997)) This section expires June 30, 1999.~~

18 NEW SECTION. **Sec. 24.** The superintendent of public instruction,
19 in collaboration with school district personnel and the state board of
20 education, shall conduct a study to identify additional actions that
21 can be taken to increase flexibility for individual schools and school
22 districts. The study shall review the superintendent of public
23 instruction's rule-making process, the granting of waivers from
24 provisions of collective bargaining agreements, and other policies and
25 practices that reduce school and school district flexibility. The
26 study shall be submitted to the education committees of the senate and
27 house of representatives by December 1, 1997.

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