



Washington Office of Superintendent of
PUBLIC INSTRUCTION

REPORT TO THE LEGISLATURE

Physical, Social, and Emotional Support Staff

2025

Authorizing Legislation: RCW 28A.300.476

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EXECUTIVE SUMMARY

House Bill 1664 (2022) increased allocations for specific types of personnel in the prototypical school funding model. HB 1664 also required that funding, up to the combined minimum allocations, for nurses, social workers, psychologists, counselors, classified staff providing student and staff safety, and parent involvement coordinators through the prototypical school funding model may be allocated only to the extent of and proportionate to a school district's demonstrated actual ratios of full-time equivalent physical, social, and emotional support staff (PSES staff) to full-time equivalent students.

In accordance with RCW 28A.300.476, the Office of Superintendent of Public Instruction (OSPI) must submit to the appropriate committees of the legislature biennially a report analyzing the implementation of RCW 28A.150.260 (5)(b), related to physical, social, and emotional support staff. This report must be completed in 2025, 2027, and 2029. This requirement expires after the 2029 biennial report.

INTRODUCTION

The 2022 legislature passed House Bill 1664 (HB 1664), which increased allocations for specific types of personnel in the prototypical school funding model. HB 1664 also required that funding, up to the combined minimum allocations, for nurses, social workers, psychologists, counselors, classified staff providing student and staff safety, and parent involvement coordinators through the prototypical school funding model may be allocated only to the extent of and proportionate to a school district's demonstrated actual ratios of full-time equivalent physical, social, and emotional support staff (PSES staff) to full-time equivalent students.

"Physical, social, and emotional support staff" include nurses, social workers, psychologists, counselors, classified staff providing student and staff safety, parent involvement coordinators, and other school district employees and contractors who provide physical, social, and emotional support to students as defined by the Superintendent of Public Instruction (SPI). OSPI established rules in WAC 392-122-440 that further defines which staff can be included in districts' calculations for PSES compliance. School districts are required to prioritize funding allocated for PSES staff who hold a valid educational staff associate (ESA) certificate appropriate for the staff's role.

STATUS

The following tables represent the data required for biennial reporting to the Legislature.

Table 1: Total state allocated PSES compared to reported SY 2023–24

Total state allocated PSES FTE	Total PSES reported staff
4,488.839	6,805.893

52 LEAs will not meet PSES compliance for SY 2023–24 for a total of (21.080) FTE allocated units deducted from their prototypical allocation. State level breakdown by position type is shown in Table 2.

Table 2: State level breakdown by position type SY 2023-24

School Year 2023–24 Compliance					
Job Title / Position		Actual Staffing		Apportionment	
Orientation & Mobility Specialist		4.922			
Counselor		2,521.434		2,721.971	
Occupational Therapist		148.218			
Social Worker		157.329		355.551	
Speech, Language Pathway/Audio		378.536			
Psychologist		288.028		120.567	
Nurse		643.881		987.428	
Physical Therapist		53.744			
Behavior Analyst		14.964			
Contractor ESA		68.273			
Total Certificated Staff		4,279.329		4,185.517	
Family Engagement Coordinator		113.499		112.332	
Pupil Management & Safety		1,573.193		190.990	
Health/Related Services		839.872			
Total Classified Staff		2,526.564		303.322	
ALL PSES Staff		6,805.893		4,488.839	
Compliance Results as of June 2024:		Statewide, 52 LEAs did not meet PSES compliance			
Unit Deduction	(21.080)	CIS Staff	(20.027)	CLS Staff	(1.053)

As of the date of this report, data is still preliminary for SY 2024–25. As of March 1, 2025, OSPI estimates an approximate 5,403.853 full-time equivalent (FTE) physical, social, emotional, and support staff allocation for school year 2024–25. Statewide, local education agencies reported a total of 6,963.21 FTEs serving students in these PSES roles.

Table 3: Total state allocated PSES compared to reported SY 2024–25

Total state allocated PSES FTE	Total PSES reported staff
5,403.853	6,963.210

As of March 1, 2025, there are 120 LEAs that will not meet PSES compliance for SY 2024–25 for a total of (105.017) FTE allocated units deducted from their prototypical allocation. State level breakdown by position type is shown in Table 4.

Table 4: State level breakdown by position type SY 2024–25

School Year 2024–25 Compliance					
Job Title / Position		Actual Staffing		Apportionment	
Orientation & Mobility Specialist		5.747			
Counselor		2,523.735		3,043.527	
Occupational Therapist		147.710			
Social Worker		182.654		498.366	
Speech, Language Pathway/Audio		379.808			
Psychologist		291.774		167.309	
Nurse		652.644		1,392.697	
Physical Therapist		54.051			
Behavior Analyst		25.301			
Contractor ESA		44.766			
Total Certificated Staff		4,308.190		5,101.896	
Family Engagement Coordinator		122.019		111.981	
Pupil Management & Safety		1,646.161		189.976	
Health/Related Services		886.840			
Total Classified Staff		2,655.020		301.957	
ALL PSES Staff		6,805.893		5,403.853	
Compliance Results as of March 2025:		Statewide, 120 LEAs are not meeting PSES compliance			
Unit Deduction	(105.017)	CIS Staff	(100.818)	CLS Staff	(4.199)

Table 5: State level actual data by position type over time

Certificated Instructional Staff (Actual)			
Job Title / Position	2022–23 (Final)	2023–24 (Final)	2024–25 (Preliminary)
Orientation & Mobility Specialist	4.366	4.922	5.747
Counselor	2,438.05	2,521.43	2,523.74
Occupational Therapist	146.047	148.218	147.71
Social Worker	159.442	157.329	182.654
Speech, Language Pathway/Audio	373.251	378.536	379.808
Psychologist	283.033	288.028	291.774
Nurse	588.785	643.881	652.644
Physical Therapist	52.985	53.744	54.051
Behavior Analyst	23.772	14.964	25.301
Contractor ESA	56.776	68.273	44.766

Classified Staff Positions (Actual)			
Job Title / Position	2022–23 (Final)	2023–24 (Final)	2024–25 (Preliminary)
Family Engagement Coordinator	103.995	113.499	122.019
Pupil Management & Safety	1,586.52	1,573.19	1,646.16
Health/Related Services	836.305	839.872	886.84
All Positions (Actual)			
Job Title / Position	2022–23 (Final)	2023–24 (Final)	2024–25 (Preliminary)
Total Certificated Staff	4,126.51	4,279.33	4,308.19
Total Classified Staff	2,526.82	2,526.56	2,655.02
ALL PSES Staff	6,653.33	6,805.89	6,805.89

REFERENCES

The information used to calculate these values are found in the state allocation extract detail as calculated by OSPI and the Personnel Summary Reports, as reported by school districts. A district detail of the above table is available here: https://ospi.k12.wa.us/sites/default/files/2025-02/psescmplianclegislative2025_finalsy2023-24.xlsx.

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