



Fully Funding Required School Mascot Changes *2022 Supplemental Operating Budget Decision Package*

Agency/Program Recommendation Summary

In 2021, the Legislature passed House Bill 1356, requiring K–12 public schools currently using Native American names, images, and symbols as mascots to discontinue use of these elements by January 1, 2022. These schools must replace uniforms, equipment, and elements of facilities featuring the old mascot name and/or imagery. Costs can range from tens of thousands to hundreds of thousands of dollars per school. The Legislature provided some grant funding in 2021; however, the funding is not sufficient to cover costs for all impacted schools. The Office of Superintendent of Public Instruction requests funding to continue the grant program and provide all impacted schools with funding to make required changes.

Package Description

What is the problem, opportunity, or priority you are addressing with the request?

House Bill (HB) 1356, signed into law in 2021, requires K–12 public schools that currently use Native American names, images, and symbols as mascots to discontinue use of these elements by January 1, 2022. The schools must then replace uniforms, equipment, materials, and elements of facilities that use the old mascot name and/or imagery. These costs can range from tens of thousands to hundreds of thousands of dollars per school. In July 2021, an estimated 38 Washington schools reported use of Native American names, images, and symbols as school mascots. The \$1.6 million in grant funding appropriated by the Legislature in 2021 is not sufficient for all the changes needed. Without additional state funds, school districts will need to cover the costs out of their budgets, which may lead to cutting funding from other important programs.

What is your proposed solution?

The Office of Superintendent of Public Instruction (OSPI) is requesting an additional \$4,500,000 to fully fund the grant program established by HB 1356. These additional funds will ensure all 38 schools with Native American mascots or imagery have the resources needed to update their materials and comply with the law. This proposed amount includes a contingency to account for unforeseen expenses, higher than expected costs, and the possibility that additional schools will need access to these funds. By fully funding this requirement, schools can comply with the requirements of HB 1356 in a timely manner without dipping into funds budgeted for other programs, which would diminish the educational services and supports provided to the students and educators in those schools. By funding these changes through an OSPI-run grant program, schools will be able to seek reimbursement for actual costs associated with changing their mascots, ensuring spending will correspond to actual need and not assumed costs.

What are you purchasing and how does it solve the problem?

The grant funds will be used by schools to purchase replacements or updates to sports uniforms, equipment, leader boards, elements of facilities, and other materials that include a discontinued mascot or imagery changed in response to HB 1356.

What alternatives did you explore and why was this option chosen?

HB 1356 requires public schools that currently use Native American names, images, and symbols as mascots to discontinue use of these elements. The costs associated with mascot changes are unavoidable, and if schools do not receive funds to cover these expenses, they will need to reallocate funding from different parts of their budgets to cover costs in order to comply with the law. A direct, up-front payment to schools would not work for two main reasons:

1. The decision that a mascot needs to change falls to local tribes, and following a tribal consultation process, many schools may be able to keep some or all elements of their current mascot.
2. The actual cost of changing a mascot will be unique to each school, and real costs will only be fully known when schools undergo the actual changes.

A continuation of the grant program administered by OSPI will allow for funding to be responsive to the actual costs associated with mascot changes connected to HB 1356, with any unspent funds returned to the state. The grant program also adds a level of accountability around schools' use of these funds.

Performance Measures

Performance outcomes:

With an additional investment by the Legislature, all of Washington's schools who currently use Native American names, images, and symbols as mascots will have the funding needed to undergo a meaningful consultation process with neighboring tribes and update uniforms, equipment, materials, and elements of facilities that use the old mascot name and/or imagery as necessary.

Fiscal Details (Funding, FTEs, Revenue, Objects)

Operating Expenditures	FY 2022	FY 2023	FY 2024	FY 2025
Fund 001-1	0	4,500,000	0	0
Total Expenditures	0	4,500,000	0	0
Biennial Totals	4,500,000		0	
Staffing	FY 2022	FY 2023	FY 2024	FY 2025
FTEs	0	0	0	0
Average Annual	0		0	
Object of Expenditure	FY 2022	FY 2023	FY 2024	FY 2025
Obj.N	0	4,500,000	0	0

Assumptions and Calculations

Expansion or alteration of a current program or service:

This request is an expansion – and completion – of the grant program established by the Legislature in HB 1356. The grant program will launch in early 2022, and the 2021 Legislature appropriated \$1.6 million for the program across fiscal years 2022 and 2023.

Detailed assumptions and calculations:

To learn how much was needed in additional funds, OSPI surveyed school districts about anticipated costs related to HB 1356. This self-reported amount (\$4.5 million) is in addition to the \$1.6 million appropriated by the Legislature in the 2021 Operating Budget. The total amount of anticipated costs to districts is included in Appendix A: Anticipated Costs to Districts Impacted by HB 1356, with an additional contingency amount to prevent OSPI's having to request additional funding to accommodate expenses not accounted for in the self-reported numbers.

Workforce assumptions:

This request has no impact on staffing.

How is your proposal impacting equity in the state?

HB 1356 and this request will support the strengthening of government-to-government relations by encouraging school districts to engage in consultation with local tribes, and removing discriminatory names, images, and symbols from schools. Use of Native American names, images, and symbols as school mascots has resulted in oversimplified cultural appropriation and racist stereotypes in our public schools. The presence of these mascots perpetuates colonial trauma among Native American students and families, and harms non-Native students by making them complicit in perpetuating this trauma and cultural appropriation. Eliminating the use of these mascots will increase a sense of belonging among Native students and reinforce pride in their cultural identities. Students who feel included and whose sense of self is strong and positive perform better as students, and as grown citizens. Eliminating exposure of non-Native students to these mascots will encourage inclusivity and create space in which they can explore authentically the cultures, traditions, histories, and identities of fellow citizens who are members of Native American tribes and Alaska Native communities. Conversations around mascot changes may, and in some cases under the requirements of the law must, involve a formal tribal consultation process, facilitating engagement between school districts and tribes. The state taking on the cost of this much needed change mitigates inequities faced by communities who inherited these mascots by eliminating the need to divert funding to choose and implement new mascots, and removes concerns around cost as a barrier to school districts engaging in tribal consultation.

Strategic and Performance Outcomes

Strategic framework:

This request is most closely related to Superintendent Reykdal's strategic goal, "Rigorous Learner-Centered Options in Every Community." Culturally responsive and anti-racist curriculum is most effectively taught in culturally responsive and anti-racist classrooms and schools.

Other Collateral Connections

Intergovernmental:

This funding has no direct impact on tribes or governmental agencies apart from public schools. However, by removing funding concerns by fully funding the law, this request will support opportunities for government-to-government consultation between tribes and school districts in response to HB 1356.

Stakeholder response:

OSPI anticipates support across stakeholders, including unions, school boards, communities, tribes, and tribal councils.

Legal or administrative mandates:

This request is connected to the school mascot changes mandated by HB 1356, passed during the 2021 Legislative Session.

Changes from current law:

None.

State workforce impacts:

None.

State facilities impacts:

Facilities impact will vary from school to school. Schools using mascots found inappropriate under HB 1356 may need to address superficial structural elements such as gym floors, bleachers, signs, etc. to display the new mascot.

Puget Sound recovery:

N/A

Other Documents

Reference documents:

Appendix A: Anticipated Costs to Districts Impacted by HB 1356 lists the results of OSPI's survey to districts around anticipated costs connected to mascot changes. This table shows the impacted districts and types of anticipated costs, along with the individual and total dollar amounts.

Information technology (IT) addendum:

Does this decision package include funding for any IT-related costs, including hardware, software (including cloud-based services), contracts, or IT staff?

- No
- Yes