

HB 1248 -- TEACHER TENURE

SPONSOR: Wood

This bill revises the law on teacher tenure applicable to teachers hired on or after July 1, 2015. All certificated staff hired will be at-will employees unless they enter a contract that meets the following requirements:

(1) The school district must determine a percentage of its evaluation system, approved by the Department of Elementary and Secondary Education, to be based on student performance which will be used in retaining, promoting, demoting, dismissing, removing, discharging, and setting compensation, modifying or terminating contracts and placing teachers on leave;

(2) The adoption of the student performance percentage does not interfere with a school district's ability to take personnel actions for a list of specified causes;

(3) If a teacher sues for a personnel action not covered by the list of causes, he or she must establish that the school district did not use the evaluation information properly; and

(4) Districts must develop an appeals process for evaluations.

The adoption of performance-based information does not otherwise affect staff bargaining and organizing rights.

If a teacher receives an evaluation of effective or highly effective, he or she must be offered a contract unless a staff reduction is in force. After five consecutive years of effective or highly effective evaluations, a teacher must be awarded a three-year contract. During that contract, an evaluation below effective waives the length of contract requirement until the teacher completes another five consecutive years of effective or highly effective evaluations.