

HB 1534 -- CONDITIONS OF TEACHER EMPLOYMENT

SPONSOR: Spencer

This bill makes the following changes in the laws regarding the conditions of teacher employment:

(1) Raises the minimum teacher salary, beginning in school year 2016-17 to \$28,000 for a new teacher and removes the exclusion on counting supplements for extra duties;

(2) Adds suspension for not attaining 60 percent of the maximum salary calculation as a reason for a change in the contract of a teacher who has an indefinite contract, commonly referred to as tenure, and similarly revises the wording of the indefinite contract and provisions relating to how an indefinite contract may be modified;

(3) Requires a teacher whose tenure has been suspended for not attaining the required percentage of salary to achieve two consecutive years of the required percentage in order to have tenure restored;

(4) Establishes a formula for calculating teacher salary, resulting in a percentage by which the maximum salary is multiplied, based on the following factors:

- (a) Level of education;
- (b) Service;
- (c) Principal evaluation and self-evaluation;
- (d) Test results;
- (e) Specialized teaching;
- (f) Continuing or extended education; and
- (g) Extra duties;

(5) Assigns extra salary weight to two levels of student growth in achievement on assessments;

(6) Establishes a procedure to resolve disputes relating to salary computation;

(7) Establishes an evaluation schedule that includes unannounced visits and that sets 30 minutes as the minimum for observation;

(8) Requires school districts to create and adopt a performance-based compensation system that includes results of state and district-wide assessments, supported by pre- and post-testing; and

(9) Requires that districts develop questions for the teacher self-evaluations along with procedures for their review by administrators.