

## HB 1925 -- TEACHER CONTRACTS, EVALUATIONS AND SALARIES

SPONSOR: Roeber

This bill changes the laws regarding teacher tenure. Teachers first employed on or after August 28, 2018 will not be eligible for tenure. Instead, such teachers will receive an annual contract.

The bill also changes the laws regarding teacher evaluations. Districts must evaluate teachers annually using the evaluation system developed by the Department of Elementary and Secondary Education. Teachers must be evaluated using multiple fair, rigorous, transparent, and valid measures. Districts may use a model evaluation form developed by the department, or a district evaluation form using the standards in the department's evaluation system. Multiple measures of student achievement must count for at least 30% of the overall evaluation.

The bill also requires the department to develop a resource bank to reflect research and experience in implementing performance evaluation systems. The department may provide technical assistance to districts in developing performance evaluation systems.

The bill also requires school districts to adopt a performance salary schedule for all teachers by July 1, 2019. The salary schedule must review teacher performance as determined by the annual evaluation, and may provide annual salary adjustments based upon teacher performance. The performance salary schedule may not use advanced degrees in setting a salary schedule except for advanced degrees in the employee's area of certification or expertise.

The bill also allows districts to develop additional salary schedules based on assignment to a Title I school, based on teaching in a subject area for which the department has determined there is a shortage of teachers, or to reflect the supply and demand of the teacher labor market.

This bill is similar to SB 27 (2015).