

HB 1388 -- Teacher Tenure

Sponsor: Aull

This bill changes the laws regarding teacher tenure in all school districts except the City of St. Louis. In its main provisions, the bill:

(1) Revises the definition of "permanent teacher" from a teacher who has been employed in the same school district for five successive years to a teacher who has been employed in the same school district for at least three successive years and who has been designated by the school district board as a permanent teacher;

(2) Revises the definition of "probationary teacher" from a teacher who has been employed in the same school district from five successive years of less to a teacher who has been employed in the school district for less than seven successive years without being granted permanent status. The bill also allows a school district to waive a second year of the probationary period of a teacher who has been employed by another school district for two or more years. The current requirement to waive one year is unchanged;

(3) Requires a performance improvement plan to be created for any probationary teacher who completes five successive years of teaching without being granted tenure. The plan will continue until the earlier of a grant of tenure or the completion of the seventh year without the granting of tenure;

(4) Clarifies that a probationary teacher in his or her first and second years is automatically rehired unless he or she receives a notice of termination; and

(5) Requires each district to align its teacher evaluation standards with the standards for teaching adopted by the State Board of Education within the Department of Elementary and Secondary Education.