

HCS HB 1526 -- SCHOOL PERSONNEL (Dieckhaus)

COMMITTEE OF ORIGIN: Committee on Elementary and Secondary Education

This substitute changes the laws regarding school personnel.

ALL SCHOOL DISTRICTS EXCEPT ST. LOUIS CITY

The last-in, first-out provisions governing reductions in the teacher force are revised to remove the requirement that untenured teachers must be laid off before any tenured teacher is laid off. The decision cannot be based on seniority, years of service, or the amount of a teacher's salary. Individual performance of a teacher must count for at least 70%, and significant schoolwide contributions, creation and implementation of a tutoring program, creation of school enrichment programs, and relevant training are positive factors, while misconduct, criminal conduct, or excessive unexcused absences are negative. Each teacher and principal contract and collective bargaining agreement must authorize the use of evaluation results for decisions made under these provisions.

ST. LOUIS CITY SCHOOL EMPLOYEES

The substitute changes the laws regarding the St. Louis school district as follows:

- (1) Adds incompetency to the causes for which a teacher can be dismissed;
- (2) Repeals a provision which specifies that a notification regarding removal for specified causes received by an employee during a vacation period will be considered as received on the first day of the following school term;
- (3) Changes the time period for the notice of pending charges of incompetency or inefficiency from at least one semester to at least 30 days;
- (4) Requires the teacher and the superintendent, or his or her representative, to meet and confer to resolve a notification of incompetency or inefficiency;
- (5) Repeals the provision prohibiting a new teacher appointment after a reduction in force while teachers 70 years of age or younger and who are qualified and on leave of absence are available;
- (6) Limits a leave of absence to not more than three years

unless extended by the board and specifies that a leave cannot impair the tenure of a teacher; and

(7) Repeals the "last in, first out" policy for laying off noncertificated employees.