

FISCAL NOTE

September 14, 2017

Bill No:	HB 1495	Printer's No:	1905	Sponsor:	Bloom (R)
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COST / (SAVINGS)

Fund (s)	2017-18	2018-19
General Fund	\$ 50,000	\$ 50,000

SUMMARY: The bill would amend the Public School Code to allow teacher furloughs for economic reasons and to end the process of teacher layoffs based solely on seniority.

ANALYSIS: The bill would amend the Public School Code to allow school boards to suspend or furlough teachers for economic reasons. The bill would prohibit school districts from using a teacher's salary as the basis for a decision to suspend. When a school board decides to suspend teachers, it must also suspend an equal percentage of administrative staff as the necessary number of teachers suspended. This rule may be waived by the Secretary of Education and a school board may exempt any five administrative staff positions from the suspension requirements, including the school district business manager.

The following conditions must be met for a school board to suspend teachers for economic reasons:

- The school board must approve suspensions by a majority vote at a public school board meeting
- No later than 60 days prior to the adoption of a final budget, the school board must adopt a resolution of intent to suspend employees in the following fiscal year

The Legislative Budget and Finance Committee would conduct a study after the 2021-2022 school year analyzing the effectiveness of the provisions of the bill and their use by school boards. A report of the study would be provided to the Governor and the majority and minority chairpersons of the Senate and House of Representatives Education Committees by December 31, 2022.

Teachers would be suspended in the following order:

- Each teacher receiving consecutive unsatisfactory ratings on their two most recent annual performance evaluations
- Each teacher receiving one unsatisfactory rating and one satisfactory rating on their two most recent annual performance evaluations
- Each teacher receiving consecutive satisfactory ratings with one rating of needs improvement on their two most recent annual performance evaluations
- Each teacher receiving consecutive satisfactory ratings of both proficient or distinguished on their two most recent annual performance evaluations

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Furloughed teachers would be reinstated in the reverse order of how they were suspended and based on seniority within each group.

New collective bargaining agreements may not provide for suspending, reinstating or realigning professional employees based on seniority and any current contract provisions of these terms would be discontinued in any new or renewed contract or during the period of status quo following an expired contract.

The bill would reduce the filing time-period for aggrieved professional employees to appeal to the Secretary of Education from 30 days to 15 days.

The act would take effect immediately.

FISCAL IMPACT: The bill would have a fiscal impact of \$50,000 in operating costs to process an increase in administrative appeals.