

# HOUSE RESEARCH

## Bill Summary

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**Authors:** Erickson and others

**Subject:** Clarifying statutory requirements affecting teachers and principals

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### Overview

Proposes to clarify and amend provisions governing probationary teachers, the length of a probationary period for continuing contract teachers who transfer to a different school district, the probationary period for licensed teachers who are hired internally as school principals or assistant principals, and the ability of a school superintendent to make certain judgments about which teachers are placed on an unrequested leave of absence.

- 1 Probationary period.** (a) For teachers generally, changes from one year to three years the probationary period for continuing contract teachers who transfer to another school district; imposes a subsequent two-year probationary period on school principals. Requires a school board to adopt a plan for at least three written periodic evaluations of probationary teachers during a school year.  
  
(d) Requires a probationary teacher to complete 120 days of teaching service each year during the probationary period.

Makes this section effective June 30, 2011, and applicable to all probationary teacher employment contracts ratified or modified after that date.

- 2 Probationary period for principals hired internally.** For teachers generally, directs a school board to require a two-year probationary period for a licensed teacher employed in the district who is subsequently employed in that district as a school principal or assistant principal and a two-year probationary period for a licensed assistant principal employed in the district who is subsequently employed in that district as a school principal. Declares that a licensed teacher who is subsequently employed as a school principal or assistant principal retains the teacher's continuing contract status as a licensed teacher while completing the probationary period under this subdivision.

Makes this section effective June 30, 2011, and applicable to all contracts for internally hired school principals and assistant principals ratified or modified after that date.

- 3 Unrequested leave of absence.** (a) For teachers generally, allows a school superintendent to exempt from the effects of the unrequested leave of absence statute those teachers who teach in a Montessori or language immersion program, provide instruction in an advanced placement course or program, or hold a K-12 instrumental vocal classroom music license and currently serve as a choir, band, or

orchestra director and who, in the superintendent's judgment, meet a unique need in delivering curriculum. Requires that within the Montessori or language immersion program a teacher be placed on unrequested leave of absence in the inverse order in which they were employed.

Makes this section effective June 30, 2011, and applicable to all collective bargaining agreements ratified or modified after that date.

- 4** **Words, terms, and phrases.** Amends the definition of "demote" to mean to reduce the compensation a person actually receives in the new position. Strikes language that defines "demote" to mean to reduce in rank or to transfer to a lower branch of the service or a position carrying a lower salary.

Makes this section immediately effective.

- 5** **Probationary period; discharge or demotion.** For teachers in first class city school districts, requires a school board to adopt a plan for at least three written periodic evaluations of probationary teachers during a school year.

(d) Requires a probationary teacher to complete 120 days of teaching service each year during the probationary period.

Makes this section immediately effective.

- 6** **Probationary period for principals hired internally.** For teachers in first class city school districts, declares that a licensed teacher who is subsequently employed as a school principal or assistant principal retains the teacher's continuing contract status as a licensed teacher while completing the probationary period under this subdivision and has the right to return to the teacher's previous position or an equivalent position.

Makes this section immediately effective.

- 7** **Decision, when rendered.** Strikes language prohibiting a school board in a first class city school district from discharging a teacher for inefficiency in teaching or managing a school except during the school year, and then only if charges are filed at least four months before the end of the school year.

Makes this section immediately effective.

- 8** **Services terminated by discontinuance or lack of pupils; preference given.** (a) Requires a first class city school district, when discontinuing teaching positions, to first consider teachers for other teaching positions in the district for which the teachers are qualified before discontinuing the teachers in the inverse order of their employment unless there is a different negotiated plan.

(b) Gives the superintendent in a first class city school district the ability to exempt from the order for terminating teachers those teachers who teach in a Montessori or language immersion program or provide instruction in an advanced placement course and who in the superintendent's judgment meet a unique need in delivering curriculum. Requires that within the Montessori or language immersion program teachers be discontinued based on the inverse order in which they were employed.