



VALUE GREAT LOUISIANA EDUCATORS: SUPPORT HB 974/SB 603

TENURE

- Teachers hired after July 1, 2012 will receive tenure after being rated “highly effective” for five consecutive years.
- Current teachers rated effective and highly effective will continue to retain tenure.
- Current teachers rated ineffective (a rating of 1 on a scale of 1 through 5) will move from tenured to probationary status.
- Teachers who revert to probationary status may regain tenure by reversing that rating through the grievance procedure or by receiving five consecutive “highly effective” ratings.
- A tenured teacher will not be removed from his or her position, except in cases such as charges of poor performance, neglect of duty or incompetency.
- Upon dismissal, a tenured teacher will be granted a hearing by a panel composed of the Superintendent, the principal, and the teacher’s peer. Additionally teachers retain the ability to appeal to civil court.

House Bill 974/Senate Bill 603 is co-sponsored by Reps. Steve Carter and Chuck Kleckley and Sens. John A. Alario, Jr. and Conrad Appel. Stand for Children is supporting these bills as part of our **Valuing Great Louisiana Teachers** campaign because we believe they will give Louisiana educators the recognition they deserve for changing lives.

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SUPERINTENDENTS

- For any district with a letter grade of C, D, or F, the Superintendent contract will include performance goals for student achievement and graduation rates.
- Local school boards will determine the number of schools to be opened, their location, and the number of personnel. The District Superintendent will have the authority to employ teachers and establish their salaries.
- The District Superintendent will have the authority to hire and place all personnel. The local public school board will establish procedures that require the Superintendent to:
 - Delegate to principals all decisions regarding hiring or placement of teachers, subject to the approval of the Superintendent.
 - Consult with teachers prior to making decisions regarding hiring or placement of a principal at the school where the teachers are employed.
- All employment decisions will be based upon performance, effectiveness, and qualifications.
- Districts retain the right to use seniority when making decisions regarding hiring, assignment, or dismissal of teachers, however it is prohibited from being the primary criterion.

JOB REDUCTION DUE TO BUDGET CUTS

- During times of Reduction in Force (RIF), decisions regarding job retention will be based on demand, performance, and effectiveness as determined by COMPASS.