

**REVENUE: No revenue impact**

**FISCAL: Minimal fiscal impact, no statement issued**

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<b>Action:</b>	Do Pass as Amended and Be Printed Engrossed
<b>Vote:</b>	10 - 0 - 0
<b>Yeas:</b>	Barton, Fagan, Holvey, Kennemer, Matthews, Thatcher, Thompson, Weidner, Witt, Doherty
<b>Nays:</b>	0
<b>Exc.:</b>	0
<b>Prepared By:</b>	Jan Nordlund, Administrator
<b>Meeting Dates:</b>	3/11, 4/8, 4/10

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**WHAT THE MEASURE DOES:** Requires school districts, when reducing teaching positions, to make every reasonable effort to combine teaching positions in a manner that allows teachers to remain qualified as long as the teachers have competence for combined positions. Allows school district to transfer teacher to different subject or grade level when making staff reductions only if teacher has competence for new subject or grade level. Deletes competence as factor to be determined when retaining a teacher with less seniority. Modifies definition of “competence” to mean ability to teach subject or grade level based on: 1) teaching experience in subject or grade level in past 10 years, educational attainments related to subject or grade level, or willingness to obtain additional training or education related to subject or grade level; or 2) terms of applicable collective bargaining agreement. Declares emergency, effective July 1, 2013.

**ISSUES DISCUSSED:**

- Beaverton School District’s layoff of 200 teachers and transfer of 350 teachers in 2012
- Existing authority to consider competence of teacher
- Seniority and licensure are only mandatory factors to consider when reducing teaching staff
- Whether Legislative Assembly should mandate process or allow school board discretion

**EFFECT OF COMMITTEE AMENDMENT:** Replaces the original measure.

**BACKGROUND:** When a school district is reducing staff due to lack of funds to continue its educational program at its anticipated level, or as a result of the elimination or adjustment of classes due to an administrative decision, current law requires the district to determine whether the retained teachers hold proper licenses to fill the remaining positions and to determine the seniority of teachers to be retained. Under current law, if a district wishes to retain a teacher with less seniority, the district must determine if the teacher to be retained has more merit or competence than the teacher with more seniority.

House Bill 2692-A gives greater weight to teacher competence by allowing a school district to transfer a teacher only if the teacher is competent in the subject or grade level and to combine teaching positions only if the teachers have competence for the combined positions.

Under current law, “competence” is defined as the ability to teach a subject or grade level based on recent teaching experience within the last five years, or educational attainment, or both, but it is not solely determined by a teaching license. House Bill 2692-A modifies the definition so that last 10 years of teaching experience is considered and the teachers’ willingness to obtain additional education or training is considered. “Merit” is defined as the measurement of the teacher’s ability and effectiveness against the ability and effectiveness of another teacher. House Bill 2692-A retains the current statutory definition of merit.

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***This summary has not been adopted or officially endorsed by action of the committee.***