

Teacher Standards and Practices Commission
SB 487 Background and Implementation
March 22, 2015

SB 487

SB 487 Summary (TSPC Provided):

Directs school district to forward documentation relating to charges resulting in teacher's termination for failure to meet performance standards or goals to Teacher Standards and Practices Commission for disclosure to potential educational employers.

A teacher shall have the right to attach the teacher's response, or other relevant documents, to any document that is forwarded to the commission.

The amendments would apply to terminations occurring on or after the effective date of the Act (July 1, 2015).

SB 487 Background:

Currently the Commission investigates allegations of educator misconduct, and only investigates employment-related competency of an educator that rises to the level of "gross neglect of duty." Employment issues related to competency are currently handled by the Fair Dismissal Appeals Board within the Oregon Department of Education. Occasionally, issues of extreme incompetency are reported to both the FDAB and TSPC and may result in sanctions against the educator's license.

SB 487 Implementation:

Under SB 487, TSPC would need to develop and implement a statewide *standard* for employment competency. This would be a significant endeavor for the Commission.

Educator employment records are governed, in part, by disclosure rules set forth in district collective bargaining agreements. The disclosure regulations vary between districts. Under the proposed statutory language, the Commission is required to release an educator's employment records to prospective employers. This requirement may cause the Commission to inadvertently release locally-protected records.

SB 487 would also require the Commission to increase its investigation staff due to an expected increase in caseload. (The Commission is required to open an investigation on all received information.) The increase in investigation caseload may increase the amount of time to investigate and sanction misconduct that relates to student and public safety without a significant increase in Commission investigative staffing. The Commission estimates that it would require 2-3 additional FTE to implement SB 487 without affecting current investigation responsibilities.