**A** **BILL**

TO AMEND ARTICLE 5, TITLE 59, CHAPTER 25 OF THE 1976 CODE, RELATING TO THE EMPLOYMENT AND DISMISSAL OF TEACHERS, BY ADDING SECTION 59‑25‑425, TO PROVIDE THAT EACH SCHOOL DISTRICT SHALL ADOPT A WRITTEN REDUCTION IN FORCE POLICY, AND TO PROVIDE FOR THE FACTORS THAT MUST BE CONSIDERED WHEN CREATING THE REDUCTION IN FORCE POLICY.

Be it enacted by the General Assembly of the State of South Carolina:

SECTION 1. Article 5, Chapter 25, Title 59 of the 1976 Code is amended by adding:

“Section 59‑25‑425. (A) Each local school district shall adopt a written reduction in force policy that will govern the order in which teachers will be dismissed in the event of a reduction in force.

(B) Beginning with the 2015‑2016 academic year, a reduction in force policy may not include seniority or length of service as the most significant factor.

(C) Beginning with the 2016‑2017 academic year, or the first academic year for which teacher evaluation results, including statistically reliable measures of student growth, are available, a reduction in force policy shall comply with the following:

(1) Teacher effectiveness, as demonstrated through summative performance ratings, shall be the most significant factor in district reduction in force policies.

(2) Seniority or length of service may not be a factor in district reduction in force policies, but may be considered in the event of a tie between teachers.

(3) Other factors, including but not limited to, teacher leadership roles, subject areas, and attendance may be included in district reduction in force policies at the discretion of the department and the local school district.”

SECTION 2. This act takes effect upon approval by the Governor.

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