COMMITTEE REPORT

April 16, 2014

**S. 1144**

Introduced by Senator Thurmond

S. Printed 4/16/14--S.

Read the first time March 20, 2014.

**THE COMMITTEE ON EDUCATION**

To whom was referred a Bill (S. 1144) 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, etc., respectfully

**REPORT:**

That they have duly and carefully considered the same and recommend that the same do pass with amendment:

Amend the bill, as and if amended, Section 59‑25‑425(C), as contained in SECTION 1, by deleting the subsection in its entirety and inserting:

/ (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, must be the most significant factor in district reduction in force policies.

(2) Factors used by the reduction in force policies of a district may include but must not be limited to the:

(a) senitority or length of service of an employee; or

(b) contract level or employment status of an employee.

(3) Teacher compensation may not be a factor in district reduction in force policies.

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

Renumber sections to conform.

Amend title to conform.

JOHN E. COURSON for Committee.

**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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