

Talking Points on HB 400 by Representative Eissler

HB 400 provides additional flexibility and cost savings for school districts while allowing them to recognize and reward teaching excellence.

1. It reduces election and public notice expenses for school districts.
2. It changes the date by which school districts must notify teachers of renewal or nonrenewal of their contract from 45 days before the last day of instruction to the last day of instruction.
3. Under current law, a school district that undergoes a necessary reduction in force must terminate certain contractual employees in reverse order of seniority. This bill removes that requirement—allowing districts to keep their most effective teachers.
4. It simplifies the appeals process when a teacher is terminated—saving time and money.
5. The bill requires districts to adopt a plan for teacher compensation to reward teaching excellence. The district must consider provisions to pay a bonus to classroom teachers who (a) effectively improve student achievement, (b) serve as mentors, (c) assume additional responsibilities in addition to teaching, and (d) serve in subjects or schools with a shortage of qualified teachers. The plan must also be designed with input from the district's teachers, base compensations on annual evaluations focused on student achievement, and be designed to recruit, reward, and retain effective teachers.
6. It provides flexibility and cost savings in the classroom by allowing up to 25 students per classroom in grades K-4. However, it also preserves the current 22-1 limit in the district as a whole.
7. The bill saves money on remediation by removing the current 10-1 student/teacher ratio in accelerated instruction classes.
8. The bill repeals the state's minimum salary schedule for teachers, but grandfathers those teachers who were employed on January 1, 2011. This upholds our promise to existing teachers but allows us to base teacher pay on factors other than seniority in the future.

Please support HB 400.