

## **Due Process Rights of Teachers**

**Sub. for HB 2191** allows school districts to offer employment contracts to teachers for one or up to two additional years (that is, a fourth or a fourth and fifth year contract) at the end of the teacher's probationary period, thus extending until the sixth year of employment the ability of the teacher to attain due process rights. (Prior law stated that a new teacher in a school district, area vocational-technical school, or community college cannot attain due process rights in less than three years; there was no provision in prior law to extend that time.)

Any teacher offered a contract under the provisions of the bill will be evaluated and a plan of assistance will be written to assist the teacher in meeting areas needing improvement as noted in the evaluation. Before signing or rejecting the contract, a teacher will have not less than 48 hours from the time the contract is offered to review and consider the contract and plan of assistance.

In addition, the bill requires school districts to annually file a report with the State Board of Education and the House and Senate Committees on Education, containing information regarding numbers of teachers offered due process rights.

The provisions of the bill related to the additional two years of probationary employment and the reporting requirements expire on July 1, 2016.