

FEB 11 1998

EDUCATION

HOUSE FILE *2225*
BY GRUNDBERG

Passed House, Date _____ Passed Senate, Date _____
Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____
Approved _____

A BILL FOR

1 An Act relating to the determination of evaluation criteria for
2 personnel of school districts and use of the evaluations in
3 teacher termination proceedings.

4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25

HF 2225

1 Section 1. Section 279.14, Code 1997, is amended to read
2 as follows:

3 279.14 EVALUATION CRITERIA AND PROCEDURES.

4 The board shall establish evaluation criteria and shall
5 implement evaluation procedures. If an exclusive bargaining
6 representative has been certified, the board shall negotiate
7 in good faith with respect to evaluation procedures pursuant
8 to chapter 20. However, notwithstanding section 20.9, the
9 determination of the substantive criteria for evaluations and
10 the standards of performance expected of district personnel
11 shall be reserved as an exclusive right of the board as
12 employer, in addition to the rights enumerated in section
13 20.7. Objections to the use of or content of an evaluation in
14 a teacher's termination proceeding conducted pursuant to
15 section 279.16, shall be presented in a statement to the
16 board. The grievance procedures of section 20.18 shall not
17 apply in the case of a termination of a teacher's contract
18 that is based upon the use of an evaluation in accordance with
19 this section.

20 EXPLANATION

21 This bill gives the board of directors of a school district
22 the exclusive right as an employer to determine the
23 substantive criteria for evaluations and the standards of
24 performance expected of district personnel and,
25 notwithstanding Code chapter 20, relating to collective
26 bargaining, to remove board determination of evaluation
27 procedures from the scope of negotiations in collective
28 bargaining. The bill also requires teachers, if they object
29 to the use of or content of an evaluation, to present the
30 board with a statement containing the objections at the
31 private teacher termination hearing conducted by the board at
32 the teacher's request. The bill nullifies the grievance
33 procedures of Code chapter 20 in the case of a termination of
34 a teacher's contract that is based upon the use of an
35 evaluation in accordance with this section.