

ASSEMBLY BILL

No. 1184

Introduced by Assembly Member Campos

February 27, 2015

An act relating to school employees.

LEGISLATIVE COUNSEL'S DIGEST

AB 1184, as introduced, Campos. School employees: San Jose Unified School District.

Existing law establishes a system of public elementary and secondary schools in this state pursuant to which school districts operate schools and employ certificated personnel to provide instruction to pupils. Existing law establishes procedures for the hiring of these employees, and authorizes school districts to negotiate, and enter into, collective bargaining agreements with entities representing employees. Existing law requires every employee of a school district with an average daily attendance of 250 or more to be classified as and become a permanent employee of the school district if the employee has been employed by the school district for 2 complete consecutive school years in a position requiring certification qualifications and is reelected for the next succeeding school year to a position requiring certification qualifications.

This bill would express the Legislature's intent to enact legislation that would facilitate implementation of an innovative teacher evaluation program that would provide for a 3rd year of probationary status for teachers in the San Jose School District, created in partnership through the negotiations process by the San Jose Unified School District and the San Jose Teachers Association.

Vote: majority. Appropriation: no. Fiscal committee: no.
State-mandated local program: no.

The people of the State of California do enact as follows:

1 SECTION 1. (a) It is the intent of the Legislature to enact
2 legislation that would facilitate implementation of an innovative
3 teacher evaluation program created in partnership through the
4 negotiations process by the San Jose Unified School District and
5 the San Jose Teachers Association. The Legislature recognizes
6 that the San Jose Unified School District’s and the San Jose
7 Teachers Association’s request for a minimal amount of flexibility
8 in the establishment of an employee’s right to permanent status is
9 sound, reasonable, and appropriate for the limited circumstances
10 in which it is sought; specifically, the unique and longstanding
11 state of labor relations between the leadership of the San Jose
12 Unified School District and the San Jose Teachers Association.

13 (b) It is further the intent of the Legislature to enact legislation
14 that would grant the jointly negotiated and monitored evaluation
15 program the opportunity to provide for a third year of probationary
16 status for teachers when recommended by the contractually
17 designated joint oversight panel. The Legislature recognizes the
18 parties’ negotiated contract language ensures that the option for a
19 third year of probation could only be considered in lieu of
20 nonreelection when it is in the best interest of fairness,
21 transparency, and outstanding education in the San Jose Unified
22 School District.

O