

1 ENGROSSED HOUSE
2 BILL NO. 1380

By: Holland, Derby, Kern,
Newell, Osborn, Tibbs,
Nelson and Denney of the
House

4 and

5 Ford of the Senate

6
7
8 An Act relating to schools; amending 70 O.S. 2001,
9 Sections 6-101.3, as amended by Section 8, Chapter
10 434, O.S.L. 2003 and 6-101.3, as last amended by
11 Section 8, Chapter 291, O.S.L. 2010 (70 O.S. Supp.
12 2010, Section 6-101.3), which relate to teacher
13 contract definitions; modifying certain definitions;
14 deleting certain definitions; amending 70 O.S. 2001,
15 Sections 6-101.26, as last amended by Section 2,
16 Chapter 112, O.S.L. 2006, 6-101.26, as last amended
17 by Section 12, Chapter 291, O.S.L. 2010 and 6-101.29
18 (70 O.S. Supp. 2010, Section 6-101.26), which relate
19 to the Teacher Due Process Act of 1990; updating
20 statutory language; deleting obsolete language;
21 deleting career teacher pretermination hearing
22 procedures and requirements; deleting right to trial
23 de novo; deleting requirement to extend suspensions
24 until completion of a trial de novo; repealing 70
O.S. 2001, Sections 6-101.27 and 6-101.27, as amended
by Section 13, Chapter 291, O.S.L. 2010 (70 O.S.
Supp. 2010, Section 6-101.27), which relate to a
teacher's right to a trial de novo; providing an
effective date; and declaring an emergency.

21 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

22 SECTION 1. AMENDATORY 70 O.S. 2001, Section 6-101.3, as
23 amended by Section 8, Chapter 434, O.S.L. 2003 (70 O.S. Supp. 2010,
24 Section 6-101.3), is amended to read as follows:

1 Section 6-101.3 As used in Section 6-101 et seq. of this title:

2 1. "Administrator" means a duly certified person who devotes a
3 majority of time to service as a superintendent, elementary
4 superintendent, principal, supervisor, vice principal or in any
5 other administrative or supervisory capacity in the school district;

6 2. "Dismissal" means the discontinuance of the teaching service
7 of an administrator or teacher during the term of a written
8 contract, as provided by law;

9 3. "Nonreemployment" means the nonrenewal of ~~an administrator's~~
10 ~~or teacher's~~ the contract of an administrator or teacher upon
11 expiration of the contract;

12 4. "Career teacher" means a teacher who has completed three (3)
13 or more consecutive complete school years in such capacity in one
14 school district under a written teaching contract;

15 5. "~~Probationary teacher~~ Teacher hearing" means the hearing
16 before a local board of education after a recommendation for
17 dismissal or nonreemployment of a ~~probationary~~ teacher has been made
18 but before any final action is taken on ~~said~~ the recommendation,
19 held for the purpose of affording ~~such~~ the teacher all rights
20 guaranteed by the United States Constitution and the Constitution of
21 Oklahoma under such circumstances and for enabling the board to
22 determine whether to approve or disapprove the recommendation;

23 6. "~~Career teacher pretermination hearing~~" means ~~the informal~~
24 ~~proceeding before the local board of education held for the purpose~~

1 ~~of providing a meaningful opportunity to invoke the discretion of~~
2 ~~the decision maker after a recommendation for dismissal or~~
3 ~~nonreemployment of a career teacher has been made but before any~~
4 ~~final action is taken on the recommendation in order to ensure that~~
5 ~~the career teacher is afforded the essential pretermination due~~
6 ~~process requirements of notice and an opportunity to respond;~~

7 7. "Probationary teacher" means a teacher who has completed
8 fewer than three (3) consecutive complete school years in such
9 capacity in one school district under a written teaching contract;

10 ~~8. 7.~~ "Suspension" or "suspended" means the temporary
11 discontinuance of ~~an administrator's or teacher's~~ the services of an
12 administrator or teacher, as provided by law; and

13 ~~9. 8.~~ "Teacher" means a duly certified or licensed person who
14 is employed to serve as a counselor, librarian or school nurse or in
15 any instructional capacity; ~~an.~~ An administrator shall be
16 considered a teacher only with regard to service in an
17 instructional, nonadministrative capacity.

18 SECTION 2. AMENDATORY 70 O.S. 2001, Section 6-101.3, as
19 last amended by Section 8, Chapter 291, O.S.L. 2010 (70 O.S. Supp.
20 2010, Section 6-101.3), is amended to read as follows:

21 Section 6-101.3 As used in Section 6-101 et seq. of this title:

22 1. "Administrator" means a duly certified person who devotes a
23 majority of time to service as a superintendent, elementary
24

1 superintendent, principal, supervisor, vice principal or in any
2 other administrative or supervisory capacity in the school district;

3 2. "Dismissal" means the discontinuance of the teaching service
4 of an administrator or teacher during the term of a written
5 contract, as provided by law;

6 3. "Nonreemployment" means the nonrenewal of ~~an administrator's~~
7 ~~or teacher's~~ the contract of an administrator or teacher upon
8 expiration of the contract;

9 4. "Career teacher" means a teacher who:

10 a. for teachers employed by a school district during the
11 2011-12 school year, has completed three (3) or more
12 consecutive complete school years as a teacher in one
13 school district under a written continuing or
14 temporary teaching contract, or

15 b. for teachers employed for the first time by a school
16 district under a written continuing or temporary
17 teaching contract on or after July 1, 2012:

18 (1) has completed three (3) consecutive complete
19 school years as a teacher in one school district
20 under a written continuing or temporary teaching
21 contract and has achieved a rating of "superior"
22 as measured pursuant to the Oklahoma Teacher and
23 Leader Effectiveness Evaluation System (TLE) as
24 set forth in Section 6 of this act for at least

1 two (2) of the three (3) school years, with no
2 rating below "effective",

3 (2) has completed four (4) consecutive complete
4 school years as a teacher in one school district
5 under a written continuing or temporary teaching
6 contract, has averaged a rating of at least
7 "effective" as measured pursuant to the TLE for
8 the four-year period, and has received a rating
9 of at least "effective" for the last two (2)
10 years of the four-year period, or

11 (3) has completed four (4) or more consecutive
12 complete school years in one school district
13 under a written continuing or temporary teaching
14 contract and has not met the requirements of
15 subparagraph a or b of this paragraph, only if
16 the principal of the school at which the teacher
17 is employed submits a petition to the
18 superintendent of the school district requesting
19 that the teacher be granted career status, the
20 superintendent agrees with the petition, and the
21 school district board of education approves the
22 petition. The principal shall specify in the
23 petition the underlying facts supporting the
24 granting of career status to the teacher;

1 5. "~~Probationary teacher~~ Teacher hearing" means the hearing
2 before a school district board of education after a recommendation
3 for dismissal or nonreemployment of a ~~probationary~~ teacher has been
4 made but before any final action is taken on ~~said~~ the
5 recommendation, held for the purpose of affording ~~such~~ the teacher
6 all rights guaranteed by the United States Constitution and the
7 Constitution of Oklahoma under ~~such~~ circumstances and for enabling
8 the board to determine whether to approve or disapprove the
9 recommendation;

10 6. "~~Career teacher pretermination hearing~~" means the informal
11 proceeding before the school district board of education held for
12 the purpose of providing a meaningful opportunity to invoke the
13 discretion of the decision maker after a recommendation for
14 dismissal or nonreemployment of a career teacher has been made but
15 before any final action is taken on the recommendation in order to
16 ensure that the career teacher is afforded the essential
17 pretermination due process requirements of notice and an opportunity
18 to respond;

19 7. "Probationary teacher" means a teacher who:

20 a. for teachers employed by a school district during the
21 2011-12 school year, has completed fewer than three
22 (3) consecutive complete school years as a teacher in
23 one school district under a written teaching contract,
24 or

1 b. for teachers employed for the first time by a school
2 district under a written teaching contract on or after
3 July 1, 2012, has not met the requirements for career
4 teacher as provided in paragraph 4 of this section;

5 ~~8.~~ 7. "Suspension" or "suspended" means the temporary
6 discontinuance of ~~an administrator's or teacher's~~ the services of an
7 administrator or teacher, as provided by law; and

8 ~~9.~~ 8. "Teacher" means a duly certified or licensed person who
9 is employed to serve as a counselor, librarian or school nurse or in
10 any instructional capacity; an administrator shall be considered a
11 teacher only with regard to service in an instructional,
12 nonadministrative capacity.

13 SECTION 3. AMENDATORY 70 O.S. 2001, Section 6-101.26, as
14 last amended by Section 2, Chapter 112, O.S.L. 2006 (70 O.S. Supp.
15 2010, Section 6-101.26), is amended to read as follows:

16 Section 6-101.26 A. Whenever a board of education receives a
17 recommendation from the superintendent for the dismissal or
18 nonreemployment of a teacher, the board or individual designated by
19 the board shall mail a copy of the recommendation to the teacher by
20 certified mail, restricted delivery, return receipt requested, by
21 personal delivery to the teacher with a signed acknowledgement of
22 receipt, or by delivery by a process server. By the same means, the
23 board shall notify the teacher of the right to a hearing before the
24 board and the date, time and place set by the board for the hearing,

1 which shall be held within the school district not sooner than
2 twenty (20) days or later than sixty (60) days after receipt of
3 notice by the teacher, the date on the personal receipt by hand-
4 delivery to the teacher, or the date of delivery by a process
5 server. The notice shall specify the statutory grounds upon which
6 the recommendation is based upon for a career teacher or shall
7 specify the cause upon which the recommendation is based upon for a
8 probationary teacher. The notice shall also specify the underlying
9 facts supporting the recommendation. At the hearing, the teacher
10 shall be entitled to all rights guaranteed under the circumstances
11 by the United States Constitution and the Constitution of Oklahoma.

12 ~~B. The career teacher pretermination hearing shall be conducted~~
13 ~~by the district board as follows:~~

14 ~~1. The superintendent or designee shall, in person or in~~
15 ~~writing, specify the statutory ground upon which the recommendation~~
16 ~~is based. The superintendent or designee shall also specify the~~
17 ~~underlying facts and provide an explanation of the evidence~~
18 ~~supporting the recommendation for the dismissal or nonreemployment~~
19 ~~of the career teacher; and~~

20 ~~2. The career teacher or designee shall have the opportunity to~~
21 ~~present reasons, either in person or in writing, why the proposed~~
22 ~~action should not be taken.~~

23 ~~C. Only after the career teacher has a meaningful opportunity~~
24 ~~to respond to the recommendation for dismissal or nonreemployment at~~

1 ~~the pretermination hearing shall the board decide whether to accept~~
2 ~~or reject the recommendation of the superintendent. The vote made~~
3 ~~by the board shall be made in an open meeting. The board shall also~~
4 ~~notify the career teacher of its decision, including the basis for~~
5 ~~the decision, by certified mail, restricted delivery, return receipt~~
6 ~~requested or substitute process as provided by law. If the decision~~
7 ~~is to accept the recommendation of the superintendent, the board~~
8 ~~shall include notification of the right of the career teacher to~~
9 ~~petition for a trial de novo in the district court within ten (10)~~
10 ~~days of receipt of notice of the decision. At the pretermination~~
11 ~~hearing the burden of proof shall be upon the superintendent or~~
12 ~~designee and the standard of proof shall be by the preponderance of~~
13 ~~the evidence. The career teacher shall receive any compensation or~~
14 ~~benefits to which such teacher is otherwise entitled until such time~~
15 ~~as the teacher's case is adjudicated at a trial de novo if the~~
16 ~~career teacher petitions for the trial de novo. Such compensation~~
17 ~~and benefits shall not be provided during any further appeal~~
18 ~~process.~~

19 ~~D.~~ The ~~probationary~~ teacher hearing shall be conducted by the
20 district board according to procedures established by the State
21 Board of Education.

22 ~~E.~~ C. Only after due consideration of the evidence and
23 testimony presented at the hearing shall the district board decide
24 whether to dismiss or nonreemploy the ~~probationary~~ teacher. The

1 vote of the board shall be made in an open meeting. The board shall
2 also notify the ~~probationary~~ teacher of the decision, including the
3 basis for the decision, by certified mail, restricted delivery,
4 return receipt requested, or substitute process as provided by law.
5 The decision of the board regarding a probationary teacher shall be
6 final and nonappealable. At the hearing the burden of proof shall
7 be upon the superintendent or designee, and the standard of proof
8 shall be by the preponderance of the evidence. The ~~probationary~~
9 teacher shall receive any compensation or benefits to which the
10 teacher is otherwise entitled until ~~such time as~~ the decision of the
11 board becomes final. If the hearing for a ~~probationary~~ teacher is
12 for nonreemployment, such compensation and benefits may be continued
13 only until the end of the current contract of the teacher.

14 SECTION 4. AMENDATORY 70 O.S. 2001, Section 6-101.26, as
15 last amended by Section 12, Chapter 291, O.S.L. 2010 (70 O.S. Supp.
16 2010, Section 6-101.26), is amended to read as follows:

17 Section 6-101.26 A. Whenever a board of education receives a
18 recommendation from the superintendent for the dismissal or
19 nonreemployment of a teacher, the board or individual designated by
20 the board shall mail a copy of the recommendation to the teacher by
21 certified mail, restricted delivery, return receipt requested, by
22 personal delivery to the teacher with a signed acknowledgement of
23 receipt, or by delivery by a process server. By the same means, the
24 board shall notify the teacher of the right to a hearing before the

1 board and the date, time and place set by the board for the hearing,
2 which shall be held within the school district not sooner than
3 twenty (20) days or later than sixty (60) days after receipt of
4 notice by the teacher, the date on the personal receipt by hand-
5 delivery to the teacher, or the date of delivery by a process
6 server. The notice shall specify the statutory grounds upon which
7 the recommendation is based upon for a career teacher or shall
8 specify the cause upon which the recommendation is based upon for a
9 probationary teacher. The notice shall also specify the underlying
10 facts supporting the recommendation. At the hearing, the teacher
11 shall be entitled to all rights guaranteed under the circumstances
12 by the United States Constitution and the Constitution of Oklahoma.

13 ~~B. The career teacher pretermination hearing shall be conducted~~
14 ~~by the district board as follows:~~

15 ~~1. The superintendent or designee shall, in person or in~~
16 ~~writing, specify the statutory ground upon which the recommendation~~
17 ~~is based. The superintendent or designee shall also specify the~~
18 ~~underlying facts and provide an explanation of the evidence~~
19 ~~supporting the recommendation for the dismissal or nonreemployment~~
20 ~~of the career teacher; and~~

21 ~~2. The career teacher or designee shall have the opportunity to~~
22 ~~present reasons, either in person or in writing, why the proposed~~
23 ~~action should not be taken.~~

24

1 ~~C. Only after the career teacher has a meaningful opportunity~~
2 ~~to respond to the recommendation for dismissal or nonreemployment at~~
3 ~~the pretermination hearing shall the board decide whether to accept~~
4 ~~or reject the recommendation of the superintendent. The vote made~~
5 ~~by the board shall be made in an open meeting. The board shall also~~
6 ~~notify the career teacher of its decision, including the basis for~~
7 ~~the decision, by certified mail, restricted delivery, return receipt~~
8 ~~requested or substitute process as provided by law. If the decision~~
9 ~~is to accept the recommendation of the superintendent, the board~~
10 ~~shall include notification of the right of the career teacher to~~
11 ~~petition for a trial de novo in the district court within ten (10)~~
12 ~~days of receipt of notice of the decision. At the pretermination~~
13 ~~hearing the burden of proof shall be upon the superintendent or~~
14 ~~designee and the standard of proof shall be by the preponderance of~~
15 ~~the evidence. The career teacher shall receive any compensation or~~
16 ~~benefits to which the teacher is entitled as provided in Section 6-~~
17 ~~101.27 of this title. Such compensation and benefits shall not be~~
18 ~~provided during any further appeal process.~~

19 ~~D.~~ The probationary teacher hearing shall be conducted by the
20 district board according to procedures established by the State
21 Board of Education.

22 ~~E.~~ C. Only after due consideration of the evidence and
23 testimony presented at the hearing shall the district board decide
24 whether to dismiss or nonreemploy the probationary teacher. The

1 vote of the board shall be made in an open meeting. The board shall
2 also notify the ~~probationary~~ teacher of the decision, including the
3 basis for the decision, by certified mail, restricted delivery,
4 return receipt requested, or substitute process as provided by law.
5 The decision of the board regarding a ~~probationary~~ teacher shall be
6 final and nonappealable. At the hearing the burden of proof shall
7 be upon the superintendent or designee, and the standard of proof
8 shall be by the preponderance of the evidence. The ~~probationary~~
9 teacher shall receive any compensation or benefits to which the
10 teacher is otherwise entitled until ~~such time as~~ the decision of the
11 board becomes final. If the hearing for a ~~probationary~~ teacher is
12 for nonreemployment, such compensation and benefits may be continued
13 only until the end of the current contract of the teacher.

14 SECTION 5. AMENDATORY 70 O.S. 2001, Section 6-101.29, is
15 amended to read as follows:

16 Section 6-101.29 Whenever the superintendent of a school
17 district has reason to believe that cause exists for the dismissal
18 of a teacher and is of the opinion that the immediate suspension of
19 the teacher would be in the best interests of the children in the
20 district, the superintendent or the local board of education upon
21 receiving recommendation for suspension from the superintendent may
22 suspend the teacher without notice or hearing. However, the
23 suspension shall not deprive the teacher of any compensation or
24 other benefits to which otherwise entitled. ~~Such suspension shall~~

1 ~~extend to such time as the teacher's case is adjudicated at a trial~~
2 ~~de novo for a career teacher but such extension shall not include~~
3 ~~time for any further appeal process.~~ Within ten (10) days' time
4 after ~~such~~ the suspension becomes effective, the local board of
5 education shall initiate a hearing for dismissal pursuant to law.

6 However, in a case involving a criminal charge or indictment,
7 ~~such~~ the suspension may extend ~~to such time as~~ until the ~~teacher's~~
8 case for the teacher is finally adjudicated at trial. ~~Provided,~~
9 ~~however, such~~ The extension shall not include any appeal process.

10 SECTION 6. REPEALER 70 O.S. 2001, Section 6-101.27, is
11 hereby repealed.

12 SECTION 7. REPEALER 70 O.S. 2001, Section 6-101.27, as
13 amended by Section 13, Chapter 291, O.S.L. 2010 (70 O.S. Supp. 2010,
14 Section 6-101.27), is hereby repealed.

15 SECTION 8. This act shall become effective July 1, 2011.

16 SECTION 9. It being immediately necessary for the preservation
17 of the public peace, health and safety, an emergency is hereby
18 declared to exist, by reason whereof this act shall take effect and
19 be in full force from and after its passage and approval.

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1 Passed the House of Representatives the 8th day of March, 2011.

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4 Presiding Officer of the House of
Representatives

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6 Passed the Senate the ____ day of _____, 2011.

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9 Presiding Officer of the Senate