

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

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

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

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

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

13 3. "Nonreemployment" means the nonrenewal of ~~an administrator's~~
14 ~~or teacher's~~ the contract of an administrator or teacher upon
15 expiration of the contract;

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

19 5. "~~Probationary teacher~~ Teacher hearing" means the hearing
20 before a local board of education after a recommendation for
21 dismissal or nonreemployment of a ~~probationary~~ teacher has been made
22 but before any final action is taken on ~~said~~ the recommendation,
23 held for the purpose of affording ~~such~~ the teacher all rights

1 guaranteed by the United States Constitution and the Constitution of
2 Oklahoma under such circumstances and for enabling the board to
3 determine whether to approve or disapprove the recommendation;

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

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

15 ~~8. 7. "Suspension" or "suspended" means the temporary~~
16 ~~discontinuance of an administrator's or teacher's the services of an~~
17 ~~administrator or teacher, as provided by law; and~~

18 ~~9. 8. "Teacher" means a duly certified or licensed person who~~
19 ~~is employed to serve as a counselor, librarian or school nurse or in~~
20 ~~any instructional capacity; ~~an.~~ An administrator shall be~~
21 ~~considered a teacher only with regard to service in an~~
22 ~~instructional, nonadministrative capacity.~~

1 SECTION 2. AMENDATORY 70 O.S. 2001, Section 6-101.3, as
2 last amended by Section 8, Chapter 291, O.S.L. 2010 (70 O.S. Supp.
3 2010, Section 6-101.3), is amended to read as follows:

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

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

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

12 3. "Nonreemployment" means the nonrenewal of ~~an administrator's~~
13 ~~or teacher's~~ the contract of an administrator or teacher upon
14 expiration of the contract;

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

16 a. for teachers employed by a school district during the
17 2011-12 school year, has completed three (3) or more
18 consecutive complete school years as a teacher in one
19 school district under a written continuing or
20 temporary teaching contract, or

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

1 (1) has completed three (3) consecutive complete
2 school years as a teacher in one school district
3 under a written continuing or temporary teaching
4 contract and has achieved a rating of "superior"
5 as measured pursuant to the Oklahoma Teacher and
6 Leader Effectiveness Evaluation System (TLE) as
7 set forth in Section 6 of this act for at least
8 two (2) of the three (3) school years, with no
9 rating below "effective",

10 (2) has completed four (4) consecutive complete
11 school years as a teacher in one school district
12 under a written continuing or temporary teaching
13 contract, has averaged a rating of at least
14 "effective" as measured pursuant to the TLE for
15 the four-year period, and has received a rating
16 of at least "effective" for the last two (2)
17 years of the four-year period, or

18 (3) has completed four (4) or more consecutive
19 complete school years in one school district
20 under a written continuing or temporary teaching
21 contract and has not met the requirements of
22 subparagraph a or b of this paragraph, only if
23 the principal of the school at which the teacher
24

1 is employed submits a petition to the
2 superintendent of the school district requesting
3 that the teacher be granted career status, the
4 superintendent agrees with the petition, and the
5 school district board of education approves the
6 petition. The principal shall specify in the
7 petition the underlying facts supporting the
8 granting of career status to the teacher;

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

18 6. "~~Career teacher pretermination hearing~~" ~~means the informal~~
19 ~~proceeding before the school district board of education held for~~
20 ~~the purpose of providing a meaningful opportunity to invoke the~~
21 ~~discretion of the decision maker after a recommendation for~~
22 ~~dismissal or nonreemployment of a career teacher has been made but~~
23 ~~before any final action is taken on the recommendation in order to~~

1 ~~ensure that the career teacher is afforded the essential~~
2 ~~pretermination due process requirements of notice and an opportunity~~
3 ~~to respond.~~

4 ~~7.~~ "Probationary teacher" means a teacher who:

5 a. for teachers employed by a school district during the
6 2011-12 school year, has completed fewer than three
7 (3) consecutive complete school years as a teacher in
8 one school district under a written teaching contract,
9 or

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

14 ~~8.~~ 7. "Suspension" or "suspended" means the temporary
15 discontinuance of ~~an administrator's or teacher's~~ the services of an
16 administrator or teacher, as provided by law; and

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

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

4 Section 6-101.26 A. Whenever a board of education receives a
5 recommendation from the superintendent for the dismissal or
6 nonreemployment of a teacher, the board or individual designated by
7 the board shall mail a copy of the recommendation to the teacher by
8 certified mail, restricted delivery, return receipt requested, by
9 personal delivery to the teacher with a signed acknowledgement of
10 receipt, or by delivery by a process server. By the same means, the
11 board shall notify the teacher of the right to a hearing before the
12 board and the date, time and place set by the board for the hearing,
13 which shall be held within the school district not sooner than
14 twenty (20) days or later than sixty (60) days after receipt of
15 notice by the teacher, the date on the personal receipt by hand-
16 delivery to the teacher, or the date of delivery by a process
17 server. The notice shall specify the statutory grounds upon which
18 the recommendation is based upon for a career teacher or shall
19 specify the cause upon which the recommendation is based upon for a
20 probationary teacher. The notice shall also specify the underlying
21 facts supporting the recommendation. At the hearing, the teacher
22 shall be entitled to all rights guaranteed under the circumstances
23 by the United States Constitution and the Constitution of Oklahoma.

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

3 1. ~~The superintendent or designee shall, in person or in~~
4 ~~writing, specify the statutory ground upon which the recommendation~~
5 ~~is based. The superintendent or designee shall also specify the~~
6 ~~underlying facts and provide an explanation of the evidence~~
7 ~~supporting the recommendation for the dismissal or nonreemployment~~
8 ~~of the career teacher; and~~

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

12 C. ~~Only after the career teacher has a meaningful opportunity~~
13 ~~to respond to the recommendation for dismissal or nonreemployment at~~
14 ~~the pretermination hearing shall the board decide whether to accept~~
15 ~~or reject the recommendation of the superintendent. The vote made~~
16 ~~by the board shall be made in an open meeting. The board shall also~~
17 ~~notify the career teacher of its decision, including the basis for~~
18 ~~the decision, by certified mail, restricted delivery, return receipt~~
19 ~~requested or substitute process as provided by law. If the decision~~
20 ~~is to accept the recommendation of the superintendent, the board~~
21 ~~shall include notification of the right of the career teacher to~~
22 ~~petition for a trial de novo in the district court within ten (10)~~
23 ~~days of receipt of notice of the decision. At the pretermination~~

1 ~~hearing the burden of proof shall be upon the superintendent or~~
2 ~~designee and the standard of proof shall be by the preponderance of~~
3 ~~the evidence. The career teacher shall receive any compensation or~~
4 ~~benefits to which such teacher is otherwise entitled until such time~~
5 ~~as the teacher's case is adjudicated at a trial de novo if the~~
6 ~~career teacher petitions for the trial de novo. Such compensation~~
7 ~~and benefits shall not be provided during any further appeal~~
8 ~~process.~~

9 ~~D.~~ The ~~probationary~~ teacher hearing shall be conducted by the
10 district board according to procedures established by the State
11 Board of Education.

12 ~~E.~~ C. Only after due consideration of the evidence and
13 testimony presented at the hearing shall the district board decide
14 whether to dismiss or nonreemploy the ~~probationary~~ teacher. The
15 vote of the board shall be made in an open meeting. The board shall
16 also notify the ~~probationary~~ teacher of the decision, including the
17 basis for the decision, by certified mail, restricted delivery,
18 return receipt requested, or substitute process as provided by law.
19 The decision of the board regarding a probationary teacher shall be
20 final and nonappealable. At the hearing the burden of proof shall
21 be upon the superintendent or designee, and the standard of proof
22 shall be by the preponderance of the evidence. The ~~probationary~~
23 teacher shall receive any compensation or benefits to which the

1 teacher is otherwise entitled until ~~such time as~~ the decision of the
2 board becomes final. If the hearing for a ~~probationary~~ teacher is
3 for nonreemployment, such compensation and benefits may be continued
4 only until the end of the current contract of the teacher.

5 SECTION 4. AMENDATORY 70 O.S. 2001, Section 6-101.26, as
6 last amended by Section 12, Chapter 291, O.S.L. 2010 (70 O.S. Supp.
7 2010, Section 6-101.26), is amended to read as follows:

8 Section 6-101.26 A. Whenever a board of education receives a
9 recommendation from the superintendent for the dismissal or
10 nonreemployment of a teacher, the board or individual designated by
11 the board shall mail a copy of the recommendation to the teacher by
12 certified mail, restricted delivery, return receipt requested, by
13 personal delivery to the teacher with a signed acknowledgement of
14 receipt, or by delivery by a process server. By the same means, the
15 board shall notify the teacher of the right to a hearing before the
16 board and the date, time and place set by the board for the hearing,
17 which shall be held within the school district not sooner than
18 twenty (20) days or later than sixty (60) days after receipt of
19 notice by the teacher, the date on the personal receipt by hand-
20 delivery to the teacher, or the date of delivery by a process
21 server. The notice shall specify the statutory grounds upon which
22 the recommendation is based upon for a career teacher or shall
23 specify the cause upon which the recommendation is based upon for a

1 probationary teacher. The notice shall also specify the underlying
2 facts supporting the recommendation. At the hearing, the teacher
3 shall be entitled to all rights guaranteed under the circumstances
4 by the United States Constitution and the Constitution of Oklahoma.

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

7 ~~1. The superintendent or designee shall, in person or in~~
8 ~~writing, specify the statutory ground upon which the recommendation~~
9 ~~is based. The superintendent or designee shall also specify the~~
10 ~~underlying facts and provide an explanation of the evidence~~
11 ~~supporting the recommendation for the dismissal or nonreemployment~~
12 ~~of the career teacher; and~~

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

16 ~~C. Only after the career teacher has a meaningful opportunity~~
17 ~~to respond to the recommendation for dismissal or nonreemployment at~~
18 ~~the pretermination hearing shall the board decide whether to accept~~
19 ~~or reject the recommendation of the superintendent. The vote made~~
20 ~~by the board shall be made in an open meeting. The board shall also~~
21 ~~notify the career teacher of its decision, including the basis for~~
22 ~~the decision, by certified mail, restricted delivery, return receipt~~
23 ~~requested or substitute process as provided by law. If the decision~~

1 ~~is to accept the recommendation of the superintendent, the board~~
2 ~~shall include notification of the right of the career teacher to~~
3 ~~petition for a trial de novo in the district court within ten (10)~~
4 ~~days of receipt of notice of the decision. At the pretermination~~
5 ~~hearing the burden of proof shall be upon the superintendent or~~
6 ~~designee and the standard of proof shall be by the preponderance of~~
7 ~~the evidence. The career teacher shall receive any compensation or~~
8 ~~benefits to which the teacher is entitled as provided in Section 6~~
9 ~~101.27 of this title. Such compensation and benefits shall not be~~
10 ~~provided during any further appeal process.~~

11 D. The probationary teacher hearing shall be conducted by the
12 district board according to procedures established by the State
13 Board of Education.

14 E. C. Only after due consideration of the evidence and
15 testimony presented at the hearing shall the district board decide
16 whether to dismiss or nonreemploy the probationary teacher. The
17 vote of the board shall be made in an open meeting. The board shall
18 also notify the probationary teacher of the decision, including the
19 basis for the decision, by certified mail, restricted delivery,
20 return receipt requested, or substitute process as provided by law.
21 The decision of the board regarding a probationary teacher shall be
22 final and nonappealable. At the hearing the burden of proof shall
23 be upon the superintendent or designee, and the standard of proof

1 shall be by the preponderance of the evidence. The ~~probationary~~
2 teacher shall receive any compensation or benefits to which the
3 teacher is otherwise entitled until ~~such time as~~ the decision of the
4 board becomes final. If the hearing for a ~~probationary~~ teacher is
5 for nonreemployment, such compensation and benefits may be continued
6 only until the end of the current contract of the teacher.

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

9 Section 6-101.29 Whenever the superintendent of a school
10 district has reason to believe that cause exists for the dismissal
11 of a teacher and is of the opinion that the immediate suspension of
12 the teacher would be in the best interests of the children in the
13 district, the superintendent or the local board of education upon
14 receiving recommendation for suspension from the superintendent may
15 suspend the teacher without notice or hearing. However, the
16 suspension shall not deprive the teacher of any compensation or
17 other benefits to which otherwise entitled. ~~Such suspension shall~~
18 ~~extend to such time as the teacher's case is adjudicated at a trial~~
19 ~~de novo for a career teacher but such extension shall not include~~
20 ~~time for any further appeal process.~~ Within ten (10) days' time
21 after ~~such~~ the suspension becomes effective, the local board of
22 education shall initiate a hearing for dismissal pursuant to law.

23

24

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

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

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

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

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

15
16 COMMITTEE REPORT BY: COMMITTEE ON COMMON EDUCATION, dated 03-02-2011
17 - DO PASS, As Amended and Coauthored.