

# ADVOCATE

## **EFFECTS OF TENURE LEGISLATION ON REVISED SCHOOL CODE**

The September *Advocate* examined how the four-bill package that limits collective bargaining and changes how teachers are evaluated and dismissed in Michigan changed the Teachers' Tenure Act. This issue will examine the changes to the Revised School Code.

Under the new laws, PA 100, PA 101, PA 102 and PA 103 of 2011, school employees lost many rights. Educators will no longer be allowed to collectively bargain teacher placement and teachers at all levels can now be fired for almost any reason. The new laws changed the Teachers' Tenure Act, the Revised School Code, and the Public Employment Relations Act (PERA).

Public Act 102 amends the Revised School Code by prohibiting bargaining and requiring school boards to adopt policies. The policies must:

Prohibit using seniority as the primary or determining factor for layoffs and recalls.

Require that a district cannot retain an "ineffective" teacher over a teacher rated higher.

Base teacher "effectiveness" on individual performance (evidence of student growth), significant accomplishments and contributions, and relevant special training.

Require that all teacher ratings be highly effective, effective, minimally effective, or ineffective

Require an annual year-end evaluation for all teachers which must include the following:

- a. In 2013-14, at least 25% of the year-end evaluation must be based on student growth and assessment data. This must account for 50% of the evaluation by 2015-16.
- b. First year teachers must have a mid-year progress report.
- c. Classroom observations.
- d. First year teachers are encouraged to be assigned a mentor.
- e. A provision that a teacher rated as "ineffective" on 3 consecutive year-end evaluations must be dismissed.
- f. A provision that a teacher rated as "highly effective" on 3 consecutive year-end evaluations may be evaluated every two years rather than every year.

Be posted on the school's website.

These policies only apply to teachers covered by the Teacher Tenure Act. The policies also do not apply when there is a collective bargaining agreement in effect on July 19, 2011. In such a case, these policies do not apply until after the expiration of that collective bargaining agreement.

If you have any specific questions please contact your UniServ office. Make sure to also visit the MEA website ([www.mea.org](http://www.mea.org)) for regular updates.

## MEA

800 Ellis Rd., Suite 030  
Norton Shores MI 49441

Phone: 231-798-3301 or  
1-800-458-9213  
Fax: 231-798-7846



### DATES TO REMEMBER:

#### **Nov. 12:**

MEA Pre-Retirement work-shop at MCC (Call 1-800-458-9213 to register)

## Proposed Legislation Continues to Attack School Employees

The fall legislative session is back in full swing and the attacks keep coming. The Legislature has wasted no time in introducing bills that have little to do with improving education and a lot to do with attacking your rights. Below is a summary of some of the pending legislation. To view a complete list of pending legislation, visit MEA.org and click on the Bill Tracker.

**HB 4052** (Rep. Pscholka-R). Prohibits a public employee or collective bargaining organization from using publicly-owned property, facilities or services, including email services, for political activities, political fundraising, campaigning for a union office; collective bargaining activities; and recruiting employees for membership in a union.

**HB 4929** (Rep. Haveman-R). Prohibits public schools from collecting union dues or service fees from wages of public school employees.

**SB 636** (Sen. Meekoff-R). Prohibits public schools from collecting union dues or service fees from wages of public school employees.

Senate Bills 618-624 were introduced as a package:

**SB 618** (Sen. Pavlov-R). Allows school districts to outsource the hiring of teachers to private entities. Allows unlimited charter schools with no accountability.

**SB 619** (Sen. Colbeck-R). Expands charter schools by removing all controls and caps on the number and operation of these entities.

**SB 620** (Sen. Robertson-R). Creates "Conversion Charter Schools." Allows 51% of parents OR 51% of teachers to petition to convert an existing building to a charter school. Employees would be exempt from the local collective bargaining agreement.

**SB 621** (Hansen-R) Expands the list of schools that can provide service to students in private schools and receive partial state aid.

**SB 622** (Sen. Emmons-R). Removes all limits on ability of students to attend college level courses while in high school.

**SB 623** (Sen. Emmons-R). The same as SB 622 except this bill applies to the Career and Technical Education Act.

**SB 624** (Sen. Pavlov-R). Requires public schools to accept students from any other school districts under a "School of Choice" program as long as the receiving district has the capacity to educate the students.

MEA is hard at work fighting these attacks. But we need your help. Keep up the pressure by contacting legislators, writing letters, having conversations and continuing to contribute to PAC. It's time to let Lansing know: Stop the Attacks!

## Win an iPad 2

The Ottawa County School Employees Association is giving away an iPad 2. All you need to do is send a letter to your local state legislator telling him/her how MEA members go above and beyond to serve the students in their districts. Obviously, from the attacks on school employees coming out of Lansing, our local legislators are not aware of what you do and how hard you work.

If you submit an example or story, you will be entered to win a brand new iPad 2. The example could be about a bus driver that returned a forgotten backpack at the end of the day or a teacher volunteering to run a reading program in the summer. The story could be about one person or a group. It could be something that you do or you could describe one of your colleague's special efforts.

Entering the contest is easy: Send a letter or email to your local legislator (Michigan Senator or Representative) and send a copy of the letter to [knowledgehasvalue@gmail.com](mailto:knowledgehasvalue@gmail.com). For every letter you send, you'll be entered for the drawing. The contest ends October 31, 2011, and is limited to MEA members from the Ottawa County School Employees Association.