

## **CSBA SAMPLE RESOLUTION**

### **Proposition 74 – Public school teachers. Waiting period for permanent status period. Dismissal period. Initiative statute period.**

WHEREAS, trustees on local school boards and county boards of education are elected by their communities to recruit, hire and evaluate the teachers who educate the state's 6 million students; and

WHEREAS, the self-described "Put The Kids First Act," Proposition 74 on the Nov. 8 ballot, is deceptively simple and misleading; it claims to help school boards and county offices do their jobs while at the same time undermining their authority; and

WHEREAS, the measure would make it more difficult for school boards and county offices to evaluate and dismiss underperforming teachers, but do nothing to reform the most cumbersome and expensive components of the existing tenure system; and

WHEREAS, Proposition 74 would result in damaging unintended consequences on school boards and county offices by changing probationary periods for teachers and redefining unsatisfactory performance; and

WHEREAS, under current law the probationary period for teachers is two years, with performance evaluations required at least once each year for probationary teachers and at least once every two years for teachers with permanent status; and

WHEREAS, Proposition 74 would extend teachers' probationary periods to five years, thus requiring local boards and county offices to perform two additional performance evaluations during a teacher's first five years, resulting in an additional 35,000 evaluations each year statewide; and

WHEREAS, Proposition 74 would redefine "unsatisfactory performance" as it relates to the dismissal of permanent or tenured teachers: a change that could require boards and county offices to abandon their own locally adopted definitions; and

WHEREAS, the initiative would also specifically link the definition of unsatisfactory performance to a process that must be negotiated with teachers through collective bargaining, dramatically raising the stakes for these evaluations; and

WHEREAS, this change could result in protracted negotiations over evaluation procedures, with impasses likely in many cases and an increase in grievances over evaluation procedures; and

WHEREAS, the statewide costs of this expansion of the scope of collective bargaining and the additional evaluations required by the measure could run into the millions of dollars annually – costs for which districts and county offices would not be reimbursed; now therefore,

BE IT RESOLVED that the (school district/county office of education) strongly opposes Proposition 74 on the Nov. 8 special election ballot.