

1 TO THE HONORABLE SENATE:

2 The Committee on Education to which was referred Senate Bill No. 162
3 entitled “An act relating to the collective bargaining rights of teachers”
4 respectfully reports that it has considered the same and recommends that the
5 bill be amended by striking out all after the enacting clause and inserting in
6 lieu thereof the following:

7 Sec. 1. 16 V.S.A. § 1752 is amended to read:

8 § 1752. GROUNDS AND PROCEDURES FOR SUSPENSION AND
9 DISMISSAL

10 (a) A teacher under contract to teach in a public school who fails, without
11 just cause, to complete the term for which the teacher contracted to teach, shall
12 be disqualified to teach in any public school for the remainder of the school
13 year.

14 (b) The provisions of subsections (c) and (d) of this section regarding the
15 nonrenewal, suspension, and dismissal of teachers shall not apply to a teacher
16 employed under the terms of a collective bargaining agreement under chapter
17 57 of this title that provides the teacher just cause rights. The decision to
18 nonrenew, suspend without pay, or dismiss a teacher shall be made by the
19 school board.

20 ~~(b)(c) Unless otherwise negotiated, a~~ A teacher under contract to teach in a
21 public school whose contract is not to be renewed for the ensuing year shall be

1 notified in writing, setting forth the grounds therefor, ~~no~~ not later than
2 April 15. If the teacher so notified desires a hearing, the teacher shall so
3 request in writing to the clerk of the school board. The teacher shall have the
4 right to a hearing before the school directors within 15 days, may present
5 witnesses and written evidence, and may be represented by counsel. A hearing
6 shall be in executive session unless the teacher making the appeal requests or
7 agrees in writing that it be open to the public. The school board shall affirm,
8 modify, or reverse the nonrenewal and shall issue its decision in writing within
9 five days. In the case of a probationary teacher who has received two written
10 performance evaluations per year of probationary service, a decision of the
11 board shall be final. The standard for nonrenewal of a contract shall be:

12 (1) In the case of a nonprobationary teacher, just and sufficient cause.

13 (2) In the case of a probationary teacher, any reason other than those
14 prohibited by law. However, the standard for nonrenewal for a probationary
15 teacher's contract shall be just and sufficient cause if the teacher has not
16 received at least two written performance evaluations per year of probationary
17 service. A probationary teacher is a person who has been employed as a
18 teacher in Vermont public schools for less than two school years.

19 (e)(d) The following provisions shall apply to the suspension or dismissal
20 of a teacher:

1 (1) A superintendent may suspend a teacher under contract on the
2 grounds of incompetence, conduct unbecoming a teacher, failure to attend to
3 duties, or failure to carry out reasonable orders and directions of the
4 superintendent and school board.

5 ~~(d)~~(2) The suspension shall be in writing and shall set forth the grounds
6 therefor. Copies shall be delivered to the teacher, ~~and~~ to the chair, and to the
7 clerk of the board of school directors. Thereafter, performance under the
8 teacher's contract shall be suspended, but ~~he or she~~ the teacher shall be paid
9 pro rata to the time of ~~his or her~~ dismissal by the board.

10 ~~(e)~~(3) The teacher so suspended shall have the right to appeal to the board
11 of school directors of the district for review of the decision. Filing a written
12 notice of appeal with the clerk of the school board within seven days ~~of~~ after
13 the effective date of the suspension shall initiate the appeal. The clerk of the
14 board shall forthwith forward a copy of the notice of appeal to the
15 superintendent and send to the teacher an acknowledgment of receipt of the
16 appeal.

17 ~~(f)~~(4) The school board to which the appeal is directed shall hear the appeal
18 within 10 days ~~of~~ after receipt of notification. The teacher and the
19 superintendent shall be advised by the clerk of the board of the time and place
20 of hearing by written notice at least three days before the date of hearing.

1 ~~(g)~~(5) All parties shall be entitled to counsel at every stage of the
2 proceedings established by this section. Hearings shall be in executive session,
3 unless the teacher making an appeal requests or agrees in writing that they be
4 open to the public. A teacher making an appeal may waive in writing ~~his or~~
5 ~~her~~ the right to a hearing.

6 ~~(h)~~(6) Upon hearing, or if no appeal is taken, the school board shall affirm
7 or reverse the suspension or take such other action, including dismissal, as may
8 appear just. If the suspension, or the dismissal, is reversed, the teacher shall
9 not suffer any loss of pay, retirement benefits, or any other benefits to which
10 ~~he or she~~ the teacher would otherwise have been entitled.

11 ~~(i)~~(7) The decision of the school board shall be in writing and filed with the
12 clerk of the school board not later than five days after the hearing or after the
13 time for taking an appeal has expired. The clerk shall within three days notify
14 the superintendent and the teacher in writing of the decision.

15 ~~(j)~~(e) No court action shall lie on the part of a teacher against any school
16 district for breach of contract by reason of suspension or dismissal unless the
17 procedures described in this section have been followed by ~~said~~ the teacher.

18 ~~(k)~~(f) Every teacher's contract shall be deemed to contain the provisions of
19 this section, and any provision in the contract inconsistent with this section
20 shall be considered of no force or effect.

1 Sec. 2. 16 V.S.A. § 1986 is added to read:

2 § 1986. NONINTERFERENCE WITH RIGHT TO TESTIFY

3 (a) Subject to subsection (b) of this section, no teacher, administrator, or
4 other employee of a school district or supervisory union shall be subject to
5 discipline by the school district or supervisory union for testifying before the
6 General Assembly or a committee of the General Assembly or before the State
7 Board of Education.

8 (b) A teacher, administrator, or other employee of a school district or
9 supervisory union who testifies before the General Assembly or a committee of
10 the General Assembly or before the State Board of Education shall not divulge
11 information that is confidential to the school district or supervisory union or to
12 its students or staff and may be disciplined by the individual's employer for
13 divulging such confidential information.

14 (c) A teacher, administrator, or other employee of a school district or
15 supervisory union who testifies before the General Assembly or a committee of
16 the General Assembly or before the State Board of Education shall, unless
17 authorized by the individual's employer to testify on the employer's behalf,
18 state for the record that the individual is not testifying on behalf of the
19 individual's employer.

20 Sec. 3. EFFECTIVE DATE

21 This act shall take effect on passage.

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2 (Committee vote: _____)

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Senator _____

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FOR THE COMMITTEE