



HOUSE COMMITTEE ON APPROPRIATIONS

FISCAL NOTE

HOUSE BILL NO. 1980

PRINTERS NO. 3858 PRIME SPONSOR: Aument

COST / (SAVINGS)

FUND	FY 2011/12	FY 2012/13
General Fund	\$0	\$3,717,000

SUMMARY: House Bill 1980 amends the Public School Code concerning the rating system for professional school employees, the state board of education, superintendent eligibility, and bereavement leave. It would take effect in 60 days.

ANALYSIS:

Professional Employee Rating System

This legislation requires the Secretary of Education to create a rating tool to measure the performance of professional staff in all school districts, intermediate units, area vocational-technical schools, charter schools, and cyber charter schools.

The classroom teacher rating tool must give consideration to classroom observation and practice models related to student performance. Student performance will comprise 50% of the overall rating and must be based upon multiple measures of student achievement. The Department of Education would have until June 30, 2013 to develop the rating tool for classroom teachers.

The principal rating tool must give consideration to planning and preparation, school environment, delivery of service, and professional development. Student performance will comprise 50% of the overall rating and must be based upon multiple measures of student achievement. The rating tool nonteaching professionals must give consideration to planning and preparation, school environment, delivery of service, and professional development. Student performance in the school building of the nonteaching professional will comprise 20% of the overall rating. The Department of Education would have until June 30, 2014 to develop the rating tool for principals and nonteaching professionals.

Each rating tool must characterize the performance of the evaluated employee as either distinguished, proficient, needs improvement, or failing.

Professional employees shall be rated at least annually and temporary professional employees at least twice annually.

State Board of Education

This legislation also amends the Public School Code relating to the powers and duties of the State Board of Education. It deletes the current requirements for the contents of the state master plan for higher education, which must be adopted every five years, and replaces them with new requirements.

Superintendent Eligibility

In addition, this legislation amends the Public School Code concerning superintendent eligibility. It would allow individuals with a graduate degree in management or a law degree and four years of relevant experience in law to become superintendents.

Bereavement Leave

Finally, this legislation adds grandchild to the list of near relatives for which a professional school employee must be granted bereavement leave.

FISCAL IMPACT: Concerning the professional employee rating system, the Department of Education indicates it will be able meet the deadlines in the bill and will incur costs associated with the implementation requirements. The estimated implementation cost for fiscal year 2012-13 is \$3,717,000. These costs are accounted for in the Department's 2012-13 budget. Costs for fiscal year 2013-14 are estimated at \$2,192,000. Costs for fiscal years 2014-15 and 2015-16 are estimated at \$1,292,500 in each year. These estimates are based on providing the rating tools to all school districts in the Commonwealth.

The changes related to the State Board of Education, superintendent eligibility, and bereavement leave will have no adverse fiscal impact on Commonwealth funds.

PREPARED BY: Jeff Miller
House Appropriations Committee (R)

DATE: June 28, 2012

Estimates are calculated using the best information available. Actual costs and revenue impact incurred may vary from estimates.