DIGEST

Dixon HB No. 179

Abstract: Relative to employment contracts for school employees who are promoted or employed in a position of higher salary, provides for presentation of contracts and specified information for school board review, for contract duration, and for the time period for entering into contracts.

Present law provides relative to promotions to and employment of school employees into positions of higher salary. Provides in part that, except as authorized for the term of a superintendent of schools, employment of school employees being promoted or employed in a position of higher salary shall be for a term of at least two years and not more than four years, the term to be specified in a written performance contract. Excepts employment in a temporary position. Relative to subsequent contracts between an employee and the board upon expiration of a contract, requires the superintendent to notify the employee of termination of employment no less than 120 days prior to the contract's expiration, and alternatively authorizes the board and the employee to negotiate and enter into a contract for subsequent employment. Requires the board to negotiate and offer a new contract at the expiration of each existing contract unless the superintendent recommends otherwise based upon the employee's evaluation or for other specified reasons. Also provides relative to removal during the term of a contract for specified causes.

Proposed law retains present law and additionally:

(1) Requires that a contract, whether an initial contract or a contract offered at the expiration of an existing contract, be presented to the school board for review before the contract is entered into together with specified information including: name of the person to whom the contract will be offered, salary and other compensation and benefits provided, contract term and date it takes effect, information about the person to whom the contract will be offered.

(2) Provides that contracts will be for two years, unless the board, by specific motion, requires a longer term for a specific contract as authorized by present law.

(3) Prohibits offering a new contract at the expiration of an existing contract earlier than 120 days prior to the expiration of the existing contract.

Effective upon signature of governor or lapse of time for gubernatorial action.

(Adds R.S. 17:444(B)(4)(d))