

(REPRINTED WITH ADOPTED AMENDMENTS)
FIRST REPRINT **S.B. 168**

SENATE BILL NO. 168—SENATOR RAWSON

FEBRUARY 15, 2001

Referred to Committee on Human Resources and Facilities

SUMMARY—Establishes system for classifying teachers. (BDR 34-737)

FISCAL NOTE: Effect on Local Government: Yes.
Effect on the State: Yes.

CONTAINS UNFUNDED MANDATE (§ 9)
(NOT REQUESTED BY AFFECTED LOCAL GOVERNMENT)

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EXPLANATION – Matter in *bolded italics* is new; matter between brackets ~~omitted material~~ is material to be omitted.

AN ACT relating to educational personnel; requiring the commission on professional standards in education to prescribe objective criteria and qualifications for classifying certain teachers; requiring the board of trustees of each school district to establish a local committee on professional standards; authorizing certain teachers to apply to the local committee and the commission for classification as a mentor teacher or a master teacher; requiring the boards of trustees of school districts to pay augmented salaries to teachers with certain classifications; making appropriations; and providing other matters properly relating thereto.

THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN
SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

- 1 **Section 1.** NRS 386.595 is hereby amended to read as follows:
2 386.595 1. Except as otherwise provided in this subsection and
3 subsections 2 and 3, the provisions of the collective bargaining agreement
4 entered into by the board of trustees of the school district in which the
5 charter school is located apply to the terms and conditions of employment
6 of employees of the charter school. If a written charter is renewed, the
7 employees of the charter school may, at the time of renewal, apply for
8 recognition as a bargaining unit pursuant to NRS 288.160.
9 2. A charter school is exempt from the specific provisions of the
10 collective bargaining agreement that controls the:
11 (a) Periods of preparation time for teachers, provided that the charter
12 school allows at least the same amount of time for preparation as the
13 school district;
14 (b) Times of day that a teacher may work;
15 (c) Number of hours that a teacher may work in 1 day;
16 (d) Number of hours and days that a teacher may work in 1 week; and
17 (e) Number of hours and days that a teacher may work in 1 year.



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1 If a teacher works more than the number of hours or days prescribed in the
2 collective bargaining agreement, the teacher must be compensated for the
3 additional hours or days in an amount calculated by prorating the salary for
4 the teacher that is set forth in the collective bargaining agreement.

5 3. A teacher or a governing body of a charter school may request that
6 the board of trustees of the school district and other persons who entered
7 into the collective bargaining agreement grant a waiver from specific
8 provisions of the collective bargaining agreement for the teacher or
9 governing body.

10 4. All employees of a charter school shall be deemed public
11 employees.

12 5. The governing body of a charter school may make all employment
13 decisions with regard to its employees pursuant to NRS 391.311 to
14 391.3197, inclusive, unless the applicable collective bargaining agreement
15 contains separate provisions relating to the discipline of licensed
16 employees of a school.

17 6. If the written charter of a charter school is revoked, the employees
18 of the charter school must be reassigned to employment within the school
19 district in accordance with the collective bargaining agreement.

20 7. The board of trustees of a school district that is a sponsor of a
21 charter school shall grant a leave of absence, not to exceed 6 years, to any
22 employee who is employed by the board of trustees who requests such a
23 leave of absence to accept employment with the charter school. After the
24 first school year in which an employee is on a leave of absence, he may
25 return to his former teaching position with the board of trustees. After the
26 third school year, an employee who is on a leave of absence may submit a
27 written request to the board of trustees to return to a comparable teaching
28 position with the board of trustees. After the sixth school year, an
29 employee shall either submit a written request to return to a comparable
30 teaching position or resign from the position for which his leave was
31 granted. The board of trustees shall grant a written request to return to a
32 comparable position pursuant to this subsection even if the return of the
33 employee requires the board of trustees to reduce the existing work force of
34 the school district. The board of trustees may require that a request to
35 return to a teaching position submitted pursuant to this subsection be
36 submitted at least 90 days before the employee would otherwise be
37 required to report to duty.

38 8. An employee who is on a leave of absence from a school district
39 pursuant to this section shall contribute to and be eligible for all benefits
40 for which he would otherwise be entitled, including, without limitation,
41 participation in the public employees' retirement system and accrual of
42 time for the purposes of leave and retirement. The time during which such
43 an employee is on leave of absence and employed in a charter school does
44 not count toward the acquisition of permanent status with the school
45 district.

46 9. Upon the return of a teacher to employment in the school district,
47 ~~the~~ *the teacher* is entitled to the same ~~level~~ :



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1 **(a) Level** of retirement, salary and any other benefits to which he would
2 otherwise be entitled if he had not taken a leave of absence to teach in a
3 charter school.

4 **(b) Classification, as set forth in section 6 of this act, that he held at**
5 **the time he took the leave of absence if his classification is valid on the**
6 **date of his return to the school district.**

7 10. An employee of a charter school who is not on a leave of absence
8 from a school district is eligible for all benefits for which he would be
9 eligible for employment in a public school, including, without limitation,
10 participation in the public employees' retirement system.

11 11. For all employees of a charter school:

12 (a) The compensation that a teacher or other school employee would
13 have received if he were employed by the school district must be used to
14 determine the appropriate levels of contribution required of the employee
15 and employer for purposes of the public employees' retirement system.

16 (b) The compensation that is paid to a teacher or other school employee
17 that exceeds the compensation that he would have received if he were
18 employed by the school district must not be included for the purposes of
19 calculating future retirement benefits of the employee.

20 12. If the board of trustees of a school district in which a charter
21 school is located manages a plan of group insurance for its employees, the
22 governing body of the charter school may negotiate with the board of
23 trustees to participate in the same plan of group insurance that the board of
24 trustees offers to its employees. If the employees of the charter school
25 participate in the plan of group insurance managed by the board of trustees,
26 the governing body of the charter school shall:

27 (a) Ensure that the premiums for that insurance are paid to the board of
28 trustees; and

29 (b) Provide, upon the request of the board of trustees, all information
30 that is necessary for the board of trustees to provide the group insurance to
31 the employees of the charter school.

32 **Sec. 2.** NRS 387.303 is hereby amended to read as follows:

33 387.303 1. Not later than November 10 of each year, the board of
34 trustees of each school district shall submit to the superintendent of public
35 instruction and the department of taxation a report which includes the
36 following information:

37 (a) For each fund within the school district, including, without
38 limitation, the school district's general fund and any special revenue fund
39 which receives state money, the total number and salaries of licensed and
40 nonlicensed persons whose salaries are paid from the fund and who are
41 employed by the school district in full-time positions or in part-time
42 positions added together to represent full-time positions. Information must
43 be provided for the current school year based upon the school district's
44 final budget, including any amendments and augmentations thereto, and for
45 the preceding school year. An employee must be categorized as filling an
46 instructional, administrative, instructional support or other position.

47 (b) The count of pupils computed pursuant to paragraph (a) of
48 subsection 1 of NRS 387.1233.



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1 (c) The average daily attendance for the preceding school year and the
2 estimated average daily attendance for the current school year of part-time
3 pupils enrolled in courses which are approved by the department as
4 meeting the requirements for an adult to earn a high school diploma.

5 (d) The school district's actual expenditures in the fiscal year
6 immediately preceding the report.

7 (e) The school district's proposed expenditures for the current fiscal
8 year.

9 (f) The schedule of salaries for licensed employees in the current school
10 year and a statement of whether the negotiations regarding salaries for the
11 current school year have been completed. If the negotiations have not been
12 completed at the time the schedule of salaries is submitted, the board of
13 trustees shall submit a supplemental report to the superintendent of public
14 instruction upon completion of negotiations or the determination of an
15 arbitrator concerning the negotiations that includes the schedule of salaries
16 agreed to or required by the arbitrator.

17 (g) The number of teachers who received an increase in salary pursuant
18 to ~~subsection 2 of~~ NRS 391.160 for the current and preceding fiscal
19 years.

20 (h) The number of employees eligible for health insurance within the
21 school district for the current and preceding fiscal years and the amount
22 paid for health insurance for each such employee during those years.

23 (i) The rates for fringe benefits, excluding health insurance, paid by the
24 school district for its licensed employees in the preceding and current fiscal
25 years.

26 (j) The amount paid for extra duties, supervision of extracurricular
27 activities and supplemental pay and the number of employees receiving
28 that pay in the preceding and current fiscal years.

29 2. On or before November 25 of each year, the superintendent of
30 public instruction shall submit to the department of administration and the
31 fiscal analysis division of the legislative counsel bureau, in a format
32 approved by the director of the department of administration, a compilation
33 of the reports made by each school district pursuant to subsection 1.

34 3. The superintendent of public instruction shall, in the compilation
35 required by subsection 2, reconcile the revenues and expenditures of the
36 school districts with the apportionment received by those districts from the
37 state distributive school account for the preceding year.

38 **Sec. 3.** Chapter 391 of NRS is hereby amended by adding thereto the
39 provisions set forth as sections 4 to 8, inclusive, of this act.

40 **Sec. 4. 1. *The commission shall adopt regulations prescribing the***
41 ***minimum objective criteria and qualifications pursuant to which a***
42 ***person who is employed by the board of trustees of a school district may***
43 ***be classified as a:***

44 ***(a) Mentor teacher; or***

45 ***(b) Master teacher.***

46 **2. *The regulations adopted pursuant to subsection 1 must include,***
47 ***without limitation:***



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- 1 (a) The measurements to assess the knowledge and skills of a:
2 (1) Senior teacher to determine whether he is qualified to be a
3 mentor teacher; and
4 (2) Mentor teacher to determine whether he is qualified to be a
5 master teacher;
6 (b) The term for which each classification is valid; and
7 (c) The criteria and qualifications for the renewal of a classification,
8 including, without limitation, any requirements for continuing
9 education, demonstration of instructional skills and, if applicable,
10 demonstration of leadership skills.
11 3. In addition to the regulations adopted pursuant to subsection 1,
12 the commission shall adopt regulations prescribing the measurements
13 that must be used to assess the knowledge and skills of a senior teacher
14 to determine whether he qualifies to receive an increase in salary
15 pursuant to subsection 2 of NRS 391.160.

16 **Sec. 5.** 1. The board of trustees of each school district shall
17 establish a local committee on professional standards consisting of an
18 equal number of members who represent administrators and teachers.
19 The board of trustees shall appoint the members who represent the
20 administrators, and the recognized employee organization for the
21 teachers of the school district shall appoint the members who represent
22 the teachers.

23 2. Except as otherwise provided in subsection 3, each local
24 committee on professional standards shall prescribe objective criteria
25 and qualifications that are in addition to the minimum criteria and
26 qualifications prescribed by the commission pursuant to section 4 of this
27 act for a person who is employed by the school district to be eligible to be
28 classified as a:

- 29 (a) Mentor teacher; or
30 (b) Master teacher.

31 The criteria and qualifications prescribed by the local committee must be
32 consistent with and in addition to the minimum criteria and
33 qualifications prescribed by the commission pursuant to section 4 of this
34 act.

35 3. A local committee may determine, subject to future revision, that
36 the minimum criteria and qualifications prescribed by the commission
37 are sufficient for use by the school district without prescribing additional
38 criteria or qualifications. Upon making such a determination, the local
39 committee shall notify the commission of the determination.

40 4. Except as otherwise provided in subsection 3, each local
41 committee shall submit its proposed objective criteria and qualifications
42 to the commission for review and approval. The commission shall
43 disapprove the proposed criteria and qualifications if it determines that
44 the criteria and qualifications do not satisfy the minimum criteria and
45 qualifications prescribed by the commission pursuant to section 4 of this
46 act. The criteria and qualifications submitted by a local committee shall
47 be deemed approved if the commission does not disapprove the criteria
48 and qualifications within 90 days after they are submitted to the
49 commission. Any revisions or amendments to the criteria and



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1 *qualifications prescribed by a local committee must be submitted for*
2 *review by the commission pursuant to this subsection, including the date*
3 *the revisions or amendments are proposed to become effective.*
4 *5. In addition to the criteria and qualifications prescribed by the*
5 *local committee pursuant to subsection 2, each local committee shall*
6 *prescribe additional duties that a:*
7 *(a) Mentor teacher must be assigned in order to be eligible to receive*
8 *an increase in salary pursuant to paragraph (b) of subsection 3 of NRS*
9 *391.160.*
10 *(b) Master teacher must be assigned in order to be eligible to receive*
11 *an increase in salary pursuant to paragraph (b) of subsection 4 of NRS*
12 *391.160.*
13 *6. Each local committee shall submit an annual written report to the*
14 *commission that describes the additional duties prescribed by the local*
15 *committee pursuant to subsection 5.*
16 **Sec. 6.** *1. Each teacher who is a probationary employee of a*
17 *school district or charter school shall be deemed to be classified as a*
18 *teacher.*
19 *2. If a teacher successfully completes his probationary period of*
20 *employment with the board of trustees of a school district or the*
21 *governing body of a charter school, he shall be deemed to be classified as*
22 *a senior teacher.*
23 *3. On or before November 1, a person who is classified as a:*
24 *(a) Senior teacher and who is employed by the board of trustees of a*
25 *school district may submit an application to the local committee on*
26 *professional standards created by the board of trustees pursuant to*
27 *section 5 of this act to be reclassified as a mentor teacher. A senior*
28 *teacher must have at least 5 years of teaching experience before he may*
29 *submit an application pursuant to this paragraph.*
30 *(b) Mentor teacher and who is employed by the board of trustees of a*
31 *school district may submit an application to the local committee on*
32 *professional standards created by the board of trustees pursuant to*
33 *section 5 of this act to be reclassified as a master teacher. A mentor*
34 *teacher must have at least 6 years of teaching experience before he may*
35 *submit an application pursuant to this paragraph.*
36 *4. On or before January 1 immediately following the date of*
37 *application for reclassification, the local committee on professional*
38 *standards shall review each application submitted pursuant to subsection*
39 *3 to determine whether it satisfies the criteria and qualifications*
40 *established by the local committee pursuant to section 5 of this act. If the*
41 *local committee determines that an application satisfies its criteria and*
42 *qualifications, the committee shall transmit the application and a letter of*
43 *approval to the commission. On or before January 15 immediately*
44 *following the date of application, the local committee shall transmit all*
45 *applications so approved.*
46 *5. On or before March 1 immediately following the date of*
47 *application for reclassification, the commission shall review each*
48 *application that it receives pursuant to subsection 4 to determine whether*
49 *the application satisfies the minimum objective criteria and*



1 *qualifications prescribed pursuant to section 4 of this act. If the*
2 *commission approves an application, the committee shall provide written*
3 *notice on or before April 1 to the board of trustees of the school district*
4 *in which the applicant is employed and the local committee on*
5 *professional standards to whom the application was initially submitted.*
6 *6. If an application is approved by the commission, the board of*
7 *trustees of the school district in which the applicant is employed shall:*
8 *(a) Reclassify the person as a mentor teacher or master teacher, as*
9 *applicable; and*
10 *(b) Pay the person an augmented salary pursuant to subsection 3 or 4*
11 *of NRS 391.160, as applicable, commencing with the school year*
12 *immediately succeeding the school year in which the application for*
13 *reclassification was approved.*
14 *7. A person who has been classified by the board of trustees of a*
15 *school district pursuant to this section as a mentor teacher or a master*
16 *teacher maintains that classification until the classification lapses for*
17 *nonrenewal or the person does not otherwise satisfy the requirements for*
18 *renewal. Each school district in this state shall recognize a classification*
19 *as a mentor teacher or a master teacher that is made in accordance with*
20 *this section regardless of which school district made the classification.*
21 *8. A classification as a mentor teacher or a master teacher is valid*
22 *for the period prescribed by the commission pursuant to section 4 of this*
23 *act. To renew such a classification, a person must submit an application*
24 *for renewal directly to the commission in a format and within the time*
25 *prescribed by the commission. The application must be accompanied by*
26 *evidence that the applicant has satisfied each requirement for the*
27 *renewal of the classification.*
28 *Sec. 7. The board of trustees of a school district may accept gifts,*
29 *grants and donations to carry out the requirements of sections 4 to 8,*
30 *inclusive, of this act and to pay the augmented salaries required by*
31 *subsections 2, 3 and 4 of NRS 391.160.*
32 *Sec. 8. 1. The commission shall submit to the legislative*
33 *committee on education created pursuant to NRS 218.5352 a written*
34 *report that describes the progress of the commission in carrying out its*
35 *duties pursuant to sections 4 to 8, inclusive, of this act and an evaluation*
36 *of the progress of each school district and each local committee on*
37 *professional standards in carrying out the requirements of those sections.*
38 *The written report must be submitted on a quarterly basis, or at such*
39 *times as the chairman of the legislative committee on education requests.*
40 *2. The board of trustees of each school district, in consultation with*
41 *the local committee on professional standards created by the board of*
42 *trustees pursuant to section 5 of this act, shall submit to the legislative*
43 *committee on education created pursuant to NRS 218.5352 a written*
44 *report that describes the progress of the school district and the local*
45 *committee in carrying out the requirements of sections 4 to 8, inclusive,*
46 *of this act and NRS 391.160 as it relates to those sections. The written*
47 *report must be submitted on a quarterly basis, or at such times as the*
48 *chairman of the legislative committee on education requests.*



1 **Sec. 9.** NRS 391.160 is hereby amended to read as follows:

2 391.160 1. The salaries of teachers and other employees must be
3 determined by the character of the service required. A school district shall
4 not discriminate between male and female employees in the matter of
5 salary.

6 2. *Each year when determining the salary of a person who is*
7 *classified as a senior teacher and who has satisfied the measurements*
8 *prescribed by the commission pursuant to subsection 3 of section 4 of*
9 *this act, a school district shall increase the salary of the senior teacher by*
10 *1.05 times the salary he would otherwise receive in 1 year for his*
11 *classification on the schedule of salaries for the school district if the*
12 *senior teacher has submitted evidence that he satisfied the*
13 *measurements. Once a senior teacher has submitted such evidence to the*
14 *school district, the school district shall retain the evidence in its records,*
15 *as applicable, for future school years. An increase in salary given in*
16 *accordance with this subsection is in addition to the senior teacher's*
17 *classification on the schedule of salaries of the school district and any*
18 *other increase to which the senior teacher may otherwise be entitled,*
19 *including, without limitation, the increase required by subsection 5.*

20 3. *Each year when determining the salary of a person who is*
21 *classified as a mentor teacher, a school district shall:*

22 (a) *Increase the salary of the mentor teacher by 1.15 times the salary*
23 *that the mentor teacher would otherwise receive in 1 year if he were*
24 *classified as a senior teacher; and*

25 (b) *If the mentor teacher is assigned to perform additional duties*
26 *prescribed by the local committee on professional standards pursuant to*
27 *section 5 of this act, increase the augmented salary of the teacher*
28 *prescribed in paragraph (a) by \$5,000 for each year that he is assigned to*
29 *perform the additional duties.*

30 *An increase in salary given in accordance with this subsection is in*
31 *addition to the mentor teacher's classification on the schedule of salaries*
32 *of the school district and any other increase to which the mentor teacher*
33 *may otherwise be entitled, including, without limitation, the increase*
34 *required by subsection 5.*

35 4. *Each year when determining the salary of a person who is*
36 *classified as a master teacher, a school district shall:*

37 (a) *Increase the salary of the master teacher by 1.25 times the salary*
38 *that the master teacher would otherwise receive in 1 year if he were*
39 *classified as a senior teacher; and*

40 (b) *If the master teacher is assigned to perform additional duties*
41 *prescribed by the local committee on professional standards pursuant to*
42 *section 5 of this act, increase the augmented salary of the master teacher*
43 *prescribed in paragraph (a) by \$10,000 for each year that he is assigned*
44 *to perform the additional duties.*

45 *An increase in salary given in accordance with this subsection is in*
46 *addition to the master teacher's classification on the schedule of salaries*
47 *of the school district and any other increase to which the master teacher*



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1 *may otherwise be entitled, including, without limitation, the increase*
2 *required by subsection 5.*

3 5. Each year when determining the salary of a teacher who holds
4 certification issued by the National Board for Professional Teaching
5 Standards, a school district shall add 5 percent to the salary that the teacher
6 would otherwise receive in 1 year for his classification on the schedule of
7 salaries for the school district if:

8 (a) On or before September 15 of the school year, the teacher has
9 submitted evidence satisfactory to the school district of his current
10 certification; and

11 (b) The teacher is assigned by the school district to provide classroom
12 instruction during that school year.

13 No increase in salary may be given during a particular school year to a
14 teacher who submits evidence of certification after September 15 of that
15 school year. Once a teacher has submitted evidence of such certification to
16 the school district, the school district shall retain the evidence in its
17 records, as applicable, for future school years. An increase in salary given
18 in accordance with this subsection is in addition to any other increase to
19 which the teacher may otherwise be entitled.

20 ~~§-1~~ 6. In determining the salary of a licensed teacher who is employed
21 by a school district after the teacher has been employed by another school
22 district in this state, the present employer shall, except as otherwise
23 provided in subsection ~~§-1~~ 8:

24 (a) Give the teacher the same credit for previous teaching service as he
25 was receiving from his former employer at the end of his former
26 employment; ~~and~~

27 (b) Give the teacher credit for his final year of service with his former
28 employer, if credit for that service is not included in credit given pursuant
29 to paragraph (a) ~~§-1~~; and

30 *(c) Pay the teacher an increase in salary pursuant to subsection 3 or*
31 *4, as applicable, if the teacher received an augmented salary as a mentor*
32 *teacher or master teacher with his former employer. The present*
33 *employer shall pay the augmented salary for each year that the teacher*
34 *maintains valid classification as a mentor teacher or a master teacher.*
35 *This paragraph does not require a school district to pay a teacher an*
36 *increase in salary pursuant to paragraph (b) of subsection 3 or*
37 *paragraph (b) of subsection 4 if the teacher is not assigned additional*
38 *duties as a mentor teacher or a master teacher with his present employer.*

39 ~~§-1~~ 7. A school district may give the credit required by subsection ~~§-1~~
40 6 for previous teaching service earned in another state if the commission
41 has approved the standards for licensing teachers of that state. The
42 commission shall adopt regulations that establish the criteria by which the
43 commission will consider the standards for licensing teachers of other
44 states for the purposes of this subsection. The criteria may include, without
45 limitation, whether the commission has authorized reciprocal licensure of
46 educational personnel from the state under consideration.

47 ~~§-1~~ 8. This section does not:



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1 (a) Require a school district to allow a teacher more credit for previous
2 teaching service than the maximum credit for teaching experience provided
3 for in the schedule of salaries established by it for its licensed personnel.

4 (b) Permit a school district to deny a teacher credit for his previous
5 teaching service on the ground that the service differs in kind from the
6 teaching experience for which credit is otherwise given by the school
7 district.

8 ~~16-1~~ 9. As used in this section, "previous teaching service" means the
9 total of:

10 (a) Any period of teaching service for which a teacher received credit
11 from his former employer at the beginning of his former employment; and

12 (b) His period of teaching service in his former employment.

13 **Sec. 10.** NRS 391.3125 is hereby amended to read as follows:

14 391.3125 1. It is the intent of the legislature that a uniform system be
15 developed for objective evaluation of teachers and other licensed personnel
16 in each school district.

17 2. Each board, following consultation with and involvement of elected
18 representatives of the teachers or their designees, shall develop a policy for
19 objective evaluations in narrative form ~~H~~, *including, without limitation,*
20 *objective evaluations for mentor teachers who perform the additional*
21 *duties prescribed in subsection 5 of section 5 of this act and for master*
22 *teachers who perform the additional duties prescribed in subsection 5 of*
23 *section 5 of this act.* The policy must set forth a means according to which
24 an employee's overall performance may be determined to be satisfactory or
25 unsatisfactory. The policy may include an evaluation by the teacher, pupils,
26 administrators or other teachers, or any combination thereof. In a similar
27 manner, counselors, librarians and other licensed personnel must be
28 evaluated on forms developed specifically for their respective specialties.
29 A copy of the policy adopted by the board must be filed with the
30 department. The primary purpose of an evaluation is to provide a format
31 for constructive assistance. Evaluations, while not the sole criterion, must
32 be used in the dismissal process.

33 3. A conference and a written evaluation for a probationary employee
34 must be concluded no later than:

35 (a) December 1;

36 (b) February 1; and

37 (c) April 1,

38 of each school year of the probationary period, except that a probationary
39 employee assigned to a school that operates all year must be evaluated at
40 least three times during each 12 months of employment on a schedule
41 determined by the board.

42 4. Whenever an administrator charged with the evaluation of a
43 probationary employee believes the employee will not be reemployed for
44 the second year of the probationary period or the school year following the
45 probationary period, he shall bring the matter to the employee's attention in
46 a written document which is separate from the evaluation no later than
47 February 15 of the current school year. The notice must include the reasons
48 for the potential decision not to reemploy or refer to the evaluation in
49 which the reasons are stated. Such a notice is not required if the



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1 probationary employee has received a letter of admonition during the
2 current school year.

3 5. Each postprobationary teacher must be evaluated at least once each
4 year.

5 6. The evaluation of a probationary teacher or a postprobationary
6 teacher must, if necessary, include recommendations for improvements in
7 his performance. A reasonable effort must be made to assist the teacher to
8 correct any deficiencies noted in the evaluation. The teacher must receive a
9 copy of each evaluation not later than 15 days after the evaluation. A copy
10 of the evaluation and the teacher's response must be permanently attached
11 to the teacher's personnel file.

12 **Sec. 11.** 1. There is hereby appropriated from the state general fund
13 to the legislative committee on education the sum of \$100,000 to oversee,
14 monitor and evaluate the progress of the commission on professional
15 standards in education and the local committees on professional standards
16 created pursuant to section 5 of this act in prescribing criteria and
17 qualifications and otherwise carrying out the provisions of this act.

18 2. Any remaining balance of the appropriation made by subsection 1
19 must not be committed for expenditure after June 30, 2003, and reverts to
20 the state general fund as soon as all payments of money committed have
21 been made.

22 **Sec. 12.** 1. There is hereby appropriated from the state general fund
23 to the interim finance committee the sum of \$250,000 for distribution to
24 school districts, upon the recommendation of the legislative committee on
25 education, to carry out the provisions of this act.

26 2. Any remaining balance of the appropriation made by subsection 1
27 must not be committed for expenditure after June 30, 2003, and reverts to
28 the state general fund as soon as all payments of money committed have
29 been made.

30 **Sec. 13.** 1. In adopting regulations pursuant to section 4 of this act,
31 the commission on professional standards in education shall consider the
32 adoption of measurements for assessing the knowledge and skills of
33 teachers which use a framework consisting of domains that include,
34 without limitation, an assessment of:

- 35 (a) The teacher's planning and preparation for classroom instruction;
36 (b) The classroom environment created by the teacher;
37 (c) The actual instruction provided by the teacher; and
38 (d) How the teacher carries out his professional responsibilities.

39 2. The commission on professional standards in education shall adopt
40 regulations pursuant to section 4 of this act on or before January 1, 2002.
41 As soon as is practicable after adopting the regulations, the commission on
42 professional standards in education shall provide a copy of the regulations
43 to the superintendent of public instruction.

44 3. The superintendent of public instruction shall, on or before
45 February 1, 2002, provide to the board of trustees of each school district a
46 memorandum that describes the regulations adopted by the commission on
47 professional standards.



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1 **Sec. 14.** 1. On or before November 1, 2001, the board of trustees of
2 each school district shall establish a local committee on professional
3 standards pursuant to section 5 of this act.
4 2. On or before April 1, 2002, each local committee on professional
5 standards shall:
6 (a) Prescribe additional objective criteria and qualifications, in
7 accordance with section 5 of this act, for a person who is employed by the
8 school district to be classified as a mentor teacher or a master teacher; and
9 (b) Submit the proposed additional criteria and qualifications, if any, to
10 the commission on professional standards in education in accordance with
11 section 5 of this act.
12 3. The commission on professional standards in education shall review
13 the proposed additional criteria and qualifications submitted pursuant to
14 subsection 2 to determine whether the proposed criteria and qualifications
15 are consistent with the minimum criteria and qualifications prescribed by
16 the commission. The commission shall conduct the reviews in a timely
17 manner to ensure that each school district will have its criteria and
18 qualifications approved on or before September 1, 2002.
19 4. On or before June 1, 2002, each local committee on professional
20 standards shall:
21 (a) Prescribe the additional duties pursuant to subsection 5 of section 5
22 of this act which may be assigned to a mentor teacher and a master teacher;
23 and
24 (b) Submit a written summary of the additional duties to the
25 commission on professional standards in education.
26 5. Each school district shall provide a copy of:
27 (a) The approved criteria and qualifications prescribed by the
28 commission and the local committee on professional standards pursuant to
29 subsections 2 and 3; and
30 (b) The list of additional duties prescribed by the local committee
31 pursuant to subsection 4,
32 to each public school in the district for posting on or before September 1,
33 2002.
34 **Sec. 15.** 1. The commission on professional standards in education
35 shall submit its first quarterly report to the legislative committee on
36 education pursuant to section 8 of this act on or before November 1, 2001.
37 2. The board of trustees of each school district shall submit its first
38 quarterly report to the legislative committee on education pursuant to
39 section 8 of this act on or before April 1, 2002.
40 **Sec. 16.** 1. A person may first apply for classification as a mentor
41 teacher or a master teacher pursuant to section 6 of this act on November 1,
42 2002.
43 2. The board of trustees of each school district shall pay the augmented
44 salaries required by the amendatory provisions of section 9 of this act
45 commencing with the 2003-2004 school year.
46 **Sec. 17.** The provisions of subsection 1 of NRS 354.599 do not apply
47 to any additional expenses of a local government that are related to the
48 provisions of this act.



* S B 1 6 8 R 1 *

- 1 **Sec. 18.** 1. This section and sections 3, 4, 5, 7, 8, 11 to 15,
2 inclusive, and 17 of this act become effective on July 1, 2001.
3 2. Sections 1, 2, 6, 9, 10 and 16 of this act become effective on
4 July 1, 2002.

