

ASSEMBLY BILL NO. 229—ASSEMBLYMEN OCEGUERA, BOBZIEN, SMITH, HORNE, CONKLIN; ANDERSON, ATKINSON, BENITEZ-THOMPSON, BROOKS, BUSTAMANTE ADAMS, DALY, DONDERO LOOP, FLORES, KIRKPATRICK, MASTROLUCA, MUNFORD, OHRENSCHALL, PIERCE AND SEGERBLOM

MARCH 2, 2011

Referred to Committee on Education

SUMMARY—Revises provisions governing the accountability and performance of public schools and educational personnel. (BDR 34-515)

FISCAL NOTE: Effect on Local Government: May have Fiscal Impact.  
Effect on the State: Yes.

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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 education; revising the annual reports of accountability information for public schools; requiring the board of trustees of each school district to establish and implement a program of performance pay and enhanced compensation for the recruitment and retention of licensed teachers and administrators; removing probationary teachers and probationary administrators from the applicability of certain provisions governing certain disciplinary measures by school districts; revising provisions governing the demotion, suspension, dismissal and nonreemployment of certain teachers and administrators; expanding the grounds for immediate dismissal and refusal to reemploy; revising the designations of the overall performance of teachers and administrators required by the policies for evaluations of each school district; revising provisions governing the probationary periods of teachers and administrators and the evaluations of probationary teachers and probationary administrators; and providing other matters properly relating thereto.



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**Legislative Counsel's Digest:**

Existing law requires the State Board of Education and the board of trustees of each school district to prepare an annual report of accountability information for public schools. (NRS 385.3469, 385.347) **Sections 1 and 2** of this bill expand the requirements of the annual reports of accountability to include a reporting of the number and percentages of administrators, teachers and support staff for each elementary school, middle school or junior high school, and high school and for each school district in the State.

**Section 8** of this bill requires the board of trustees of each school district to: (1) establish a program of performance pay and enhanced compensation for the recruitment and retention of licensed teachers and administrators; and (2) implement the program commencing with the 2014-2015 school year.

Existing law requires that the board of trustees of each school district develop a policy for the evaluation of teachers and administrators pursuant to which an individual teacher or administrator is designated as "satisfactory" or "unsatisfactory." (NRS 391.3125, 391.3127) Effective July 1, 2013, **sections 14 and 16** of this bill revise the policies for evaluations to require the designation of an individual teacher or administrator as "highly effective," "effective," "minimally effective" or "ineffective."

**Section 9** of this bill provides that if a written evaluation of a probationary teacher or probationary administrator states that the overall performance of the teacher or administrator has been designated as "unsatisfactory": (1) the evaluation must include a written statement that the contract of the person so evaluated may not be renewed for the next school year; and (2) the person must acknowledge in writing that he or she has received and understands the written statement. **Section 20** of this bill amends **section 9**, effective July 1, 2013, when the four types of designations for the evaluations of teachers and administrators will take effect.

Existing law sets forth certain rights and responsibilities relating to disciplinary measures taken by school districts with respect to probationary and postprobationary teachers and administrators. (NRS 391.311-391.3197) **Section 11** of this bill removes probationary teachers and new employees hired as probationary administrators from the applicability of the provisions governing admonition, demotion, suspension, dismissal and nonreemployment.

**Section 12** of this bill revises the grounds for which a teacher may be suspended, dismissed or not reemployed or for which an administrator may be demoted, suspended, dismissed or not reemployed to include gross misconduct.

**Section 17** of this bill expands the grounds for which a licensed employee is subject to immediate dismissal or a refusal to reemploy without first receiving a written admonition.

Under existing law, a probationary teacher and a probationary administrator serve two 1-year periods as a probationary employee. If the employee receives satisfactory evaluations in the first probationary year, the second probationary year must be waived and the person is entitled to postprobationary employment with the school district. (NRS 391.3197) **Section 19** of this bill revises the probationary period from two 1-year periods to three 1-year periods, without a waiver of any of the probationary years.



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

**Section 1.** NRS 385.3469 is hereby amended to read as follows:

385.3469 1. The State Board shall prepare an annual report of accountability that includes, without limitation:

(a) Information on the achievement of all pupils based upon the results of the examinations administered pursuant to NRS 389.015 and 389.550, reported for each school district, including, without limitation, each charter school in the district, and for this State as a whole.

(b) Except as otherwise provided in subsection 2, pupil achievement, reported separately by gender and reported separately for the following groups of pupils:

(1) Pupils who are economically disadvantaged, as defined by the State Board;

(2) Pupils from major racial and ethnic groups, as defined by the State Board;

(3) Pupils with disabilities;

(4) Pupils who are limited English proficient; and

(5) Pupils who are migratory children, as defined by the State Board.

(c) A comparison of the achievement of pupils in each group identified in paragraph (b) of subsection 1 of NRS 385.361 with the annual measurable objectives of the State Board.

(d) The percentage of all pupils who were not tested, reported for each school district, including, without limitation, each charter school in the district, and for this State as a whole.

(e) Except as otherwise provided in subsection 2, the percentage of pupils who were not tested, reported separately by gender and reported separately for the groups identified in paragraph (b).

(f) The most recent 3-year trend in the achievement of pupils in each subject area tested and each grade level tested pursuant to NRS 389.015 and 389.550, reported for each school district, including, without limitation, each charter school in the district, and for this State as a whole, which may include information regarding the trend in the achievement of pupils for more than 3 years, if such information is available.

(g) Information on whether each school district has made adequate yearly progress, including, without limitation, the name of each school district, if any, designated as demonstrating need for improvement pursuant to NRS 385.377 and the number of consecutive years that the school district has carried that designation.



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(h) Information on whether each public school, including, without limitation, each charter school, has made:

(1) Adequate yearly progress, including, without limitation, the name of each public school, if any, designated as demonstrating need for improvement pursuant to NRS 385.3623 and the number of consecutive years that the school has carried that designation.

(2) Progress based upon the model adopted by the Department pursuant to NRS 385.3595, if applicable for the grade level of pupils enrolled at the school.

(i) Information on the results of pupils who participated in the examinations of the National Assessment of Educational Progress required pursuant to NRS 389.012.

(j) The ratio of pupils to teachers in kindergarten and at each grade level for all elementary schools, reported for each school district, including, without limitation, each charter school in the district, and for this State as a whole, and the average class size for each core academic subject, as set forth in NRS 389.018, for each secondary school, reported for each school district and for this State as a whole.

(k) *The total number of persons employed by each school district in this State, including without limitation, each charter school in the district. Each such person must be reported as either an administrator, a teacher or support staff. In addition to the total number of persons employed by each school district in each category, the report must include the number of employees in each of the three categories expressed as a percentage of the total number of persons employed by the school district. As used in this paragraph:*

(1) *“Administrator” means a person employed primarily to supervise support staff or licensed personnel, or both, in addition to providing administrative services.*

(2) *“Support staff” means all persons who are not reported as administrators or teachers.*

(3) *“Teacher” means a person licensed pursuant to chapter 391 of NRS primarily to provide instruction to pupils.*

(l) For each school district, including, without limitation, each charter school in the district, and for this State as a whole, information on the professional qualifications of teachers employed by the school districts and charter schools, including, without limitation:

(1) The percentage of teachers who are:

(I) Providing instruction pursuant to NRS 391.125;

(II) Providing instruction pursuant to a waiver of the requirements for licensure for the grade level or subject area in which the teachers are employed; or



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(III) Otherwise providing instruction without an endorsement for the subject area in which the teachers are employed;

(2) The percentage of classes in the core academic subjects, as set forth in NRS 389.018, in this State that are not taught by highly qualified teachers;

(3) The percentage of classes in the core academic subjects, as set forth in NRS 389.018, in this State that are not taught by highly qualified teachers, in the aggregate and disaggregated by high-poverty compared to low-poverty schools, which for the purposes of this subparagraph means schools in the top quartile of poverty and the bottom quartile of poverty in this State;

(4) For each middle school, junior high school and high school:

(I) On and after July 1, 2005, the number of persons employed as substitute teachers for 20 consecutive days or more in the same classroom or assignment, designated as long-term substitute teachers, including the total number of days long-term substitute teachers were employed at each school, identified by grade level and subject area; and

(II) On and after July 1, 2006, the number of persons employed as substitute teachers for less than 20 consecutive days, designated as short-term substitute teachers, including the total number of days short-term substitute teachers were employed at each school, identified by grade level and subject area; and

(5) For each elementary school:

(I) On and after July 1, 2005, the number of persons employed as substitute teachers for 20 consecutive days or more in the same classroom or assignment, designated as long-term substitute teachers, including the total number of days long-term substitute teachers were employed at each school, identified by grade level; and

(II) On and after July 1, 2006, the number of persons employed as substitute teachers for less than 20 consecutive days, designated as short-term substitute teachers, including the total number of days short-term substitute teachers were employed at each school, identified by grade level.

~~(f)~~ (m) The total expenditure per pupil for each school district in this State, including, without limitation, each charter school in the district. If this State has a financial analysis program that is designed to track educational expenditures and revenues to individual schools, the State Board shall use that statewide program in complying with this paragraph. If a statewide program is not available, the State Board shall use the Department's own financial analysis program in complying with this paragraph.



~~[(m)]~~ (n) The total statewide expenditure per pupil. If this State has a financial analysis program that is designed to track educational expenditures and revenues to individual schools, the State Board shall use that statewide program in complying with this paragraph. If a statewide program is not available, the State Board shall use the Department's own financial analysis program in complying with this paragraph.

~~[(n)]~~ (o) For all elementary schools, junior high schools and middle schools, the rate of attendance, reported for each school district, including, without limitation, each charter school in the district, and for this State as a whole.

~~[(o)]~~ (p) The annual rate of pupils who drop out of school in grade 8 and a separate reporting of the annual rate of pupils who drop out of school in grades 9 to 12, inclusive, reported for each school district, including, without limitation, each charter school in the district, and for this State as a whole. The reporting for pupils in grades 9 to 12, inclusive, excludes pupils who:

(1) Provide proof to the school district of successful completion of the examinations of general educational development.

(2) Are enrolled in courses that are approved by the Department as meeting the requirements for an adult standard diploma.

(3) Withdraw from school to attend another school.

~~[(p)]~~ (q) The attendance of teachers who provide instruction, reported for each school district, including, without limitation, each charter school in the district, and for this State as a whole.

~~[(q)]~~ (r) Incidents involving weapons or violence, reported for each school district, including, without limitation, each charter school in the district, and for this State as a whole.

~~[(r)]~~ (s) Incidents involving the use or possession of alcoholic beverages or controlled substances, reported for each school district, including, without limitation, each charter school in the district, and for this State as a whole.

~~[(s)]~~ (t) The suspension and expulsion of pupils required or authorized pursuant to NRS 392.466 and 392.467, reported for each school district, including, without limitation, each charter school in the district, and for this State as a whole.

~~[(t)]~~ (u) The number of pupils who are deemed habitual disciplinary problems pursuant to NRS 392.4655, reported for each school district, including, without limitation, each charter school in the district, and for this State as a whole.

~~[(u)]~~ (v) The number of pupils in each grade who are retained in the same grade pursuant to NRS 392.033 or 392.125, reported for each school district, including, without limitation, each charter school in the district, and for this State as a whole.



~~[(w)]~~ (w) The transiency rate of pupils, reported for each school district, including, without limitation, each charter school in the district, and for this State as a whole. For the purposes of this paragraph, a pupil is not a transient if the pupil is transferred to a different school within the school district as a result of a change in the zone of attendance by the board of trustees of the school district pursuant to NRS 388.040.

~~[(w)]~~ (x) Each source of funding for this State to be used for the system of public education.

~~[(x)]~~ (y) A compilation of the programs of remedial study purchased in whole or in part with money received from this State that are used in each school district, including, without limitation, each charter school in the district. The compilation must include:

(1) The amount and sources of money received for programs of remedial study.

(2) An identification of each program of remedial study, listed by subject area.

~~[(y)]~~ (z) The percentage of pupils who graduated from a high school or charter school in the immediately preceding year and enrolled in remedial courses in reading, writing or mathematics at a university, state college or community college within the Nevada System of Higher Education, reported for each school district, including, without limitation, each charter school in the district, and for this State as a whole.

~~[(z)]~~ (aa) The technological facilities and equipment available for educational purposes, reported for each school district, including, without limitation, each charter school in the district, and for this State as a whole.

~~[(aa)]~~ (bb) For each school district, including, without limitation, each charter school in the district, and for this State as a whole, the number and percentage of pupils who received:

(1) A standard high school diploma, reported separately for pupils who received the diploma pursuant to:

(I) Paragraph (a) of subsection 1 of NRS 389.805; and

(II) Paragraph (b) of subsection 1 of NRS 389.805.

(2) An adjusted diploma.

(3) A certificate of attendance.

~~[(bb)]~~ (cc) For each school district, including, without limitation, each charter school in the district, and for this State as a whole, the number and percentage of pupils who failed to pass the high school proficiency examination.

~~[(cc)]~~ (dd) The number of habitual truants who are reported to a school police officer or local law enforcement agency pursuant to paragraph (a) of subsection 2 of NRS 392.144 and the number of habitual truants who are referred to an advisory board to review



1 school attendance pursuant to paragraph (b) of subsection 2 of NRS  
2 392.144, reported for each school district, including, without  
3 limitation, each charter school in the district, and for this State as a  
4 whole.

5 ~~[(dd)]~~ (ee) Information on the paraprofessionals employed at  
6 public schools in this State, including, without limitation, the charter  
7 schools in this State. The information must include:

8 (1) The number of paraprofessionals employed, reported for  
9 each school district, including, without limitation, each charter  
10 school in the district, and for this State as a whole; and

11 (2) For each school district, including, without limitation,  
12 each charter school in the district, and for this State as a whole, the  
13 number and percentage of all paraprofessionals who do not satisfy  
14 the qualifications set forth in 20 U.S.C. § 6319(c). The reporting  
15 requirements of this subparagraph apply to paraprofessionals who  
16 are employed in programs supported with Title I money and to  
17 paraprofessionals who are not employed in programs supported with  
18 Title I money.

19 ~~[(ee)]~~ (ff) An identification of appropriations made by the  
20 Legislature to improve the academic achievement of pupils and  
21 programs approved by the Legislature to improve the academic  
22 achievement of pupils.

23 ~~[(ff)]~~ (gg) A compilation of the special programs available for  
24 pupils at individual schools, listed by school and by school district,  
25 including, without limitation, each charter school in the district.

26 ~~[(gg)]~~ (hh) For each school district, including, without  
27 limitation, each charter school in the district and for this State as a  
28 whole, information on pupils enrolled in career and technical  
29 education, including, without limitation:

30 (1) The number of pupils enrolled in a course of career and  
31 technical education;

32 (2) The number of pupils who completed a course of career  
33 and technical education;

34 (3) The average daily attendance of pupils who are enrolled  
35 in a program of career and technical education;

36 (4) The annual rate of pupils who dropped out of school and  
37 were enrolled in a program of career and technical education before  
38 dropping out;

39 (5) The number and percentage of pupils who completed a  
40 program of career and technical education and who received a  
41 standard high school diploma, an adjusted diploma or a certificate of  
42 attendance; and

43 (6) The number and percentage of pupils who completed a  
44 program of career and technical education and who did not receive a





1 high school diploma because the pupils failed to pass the high  
2 school proficiency examination.

3 2. A separate reporting for a group of pupils must not be made  
4 pursuant to this section if the number of pupils in that group is  
5 insufficient to yield statistically reliable information or the results  
6 would reveal personally identifiable information about an individual  
7 pupil. The State Board shall prescribe a mechanism for determining  
8 the minimum number of pupils that must be in a group for that  
9 group to yield statistically reliable information.

10 3. The annual report of accountability must:

11 (a) Comply with 20 U.S.C. § 6311(h)(1) and the regulations  
12 adopted pursuant thereto;

13 (b) Be prepared in a concise manner; and

14 (c) Be presented in an understandable and uniform format and,  
15 to the extent practicable, provided in a language that parents can  
16 understand.

17 4. On or before September 1 of each year, the State Board  
18 shall:

19 (a) Provide for public dissemination of the annual report of  
20 accountability by posting a copy of the report on the Internet  
21 website maintained by the Department; and

22 (b) Provide written notice that the report is available on the  
23 Internet website maintained by the Department. The written notice  
24 must be provided to the:

25 (1) Governor;

26 (2) Committee;

27 (3) Bureau;

28 (4) Board of Regents of the University of Nevada;

29 (5) Board of trustees of each school district; and

30 (6) Governing body of each charter school.

31 5. Upon the request of the Governor, an entity described in  
32 paragraph (b) of subsection 4 or a member of the general public, the  
33 State Board shall provide a portion or portions of the annual report  
34 of accountability.

35 6. As used in this section:

36 (a) "Highly qualified" has the meaning ascribed to it in 20  
37 U.S.C. § 7801(23).

38 (b) "Paraprofessional" has the meaning ascribed to it in  
39 NRS 391.008.

40 **Sec. 2.** NRS 385.347 is hereby amended to read as follows:

41 385.347 1. The board of trustees of each school district in  
42 this State, in cooperation with associations recognized by the State  
43 Board as representing licensed educational personnel in the district,  
44 shall adopt a program providing for the accountability of the school  
45 district to the residents of the district and to the State Board for the



1 quality of the schools and the educational achievement of the pupils  
2 in the district, including, without limitation, pupils enrolled in  
3 charter schools in the school district. The board of trustees of each  
4 school district shall report the information required by subsection 2  
5 for each charter school that is located within the school district,  
6 regardless of the sponsor of the charter school. The information for  
7 charter schools must be reported separately and must denote the  
8 charter schools sponsored by the school district, the charter schools  
9 sponsored by the State Board and the charter schools sponsored by a  
10 college or university within the Nevada System of Higher  
11 Education.

12 2. The board of trustees of each school district shall, on or  
13 before August 15 of each year, prepare an annual report of  
14 accountability concerning:

15 (a) The educational goals and objectives of the school district.

16 (b) Pupil achievement for each school in the district and the  
17 district as a whole, including, without limitation, each charter school  
18 in the district. The board of trustees of the district shall base its  
19 report on the results of the examinations administered pursuant to  
20 NRS 389.015 and 389.550 and shall compare the results of those  
21 examinations for the current school year with those of previous  
22 school years. The report must include, for each school in the district,  
23 including, without limitation, each charter school in the district, and  
24 each grade in which the examinations were administered:

25 (1) The number of pupils who took the examinations.

26 (2) A record of attendance for the period in which the  
27 examinations were administered, including an explanation of any  
28 difference in the number of pupils who took the examinations and  
29 the number of pupils who are enrolled in the school.

30 (3) Except as otherwise provided in this paragraph, pupil  
31 achievement, reported separately by gender and reported separately  
32 for the following groups of pupils:

33 (I) Pupils who are economically disadvantaged, as  
34 defined by the State Board;

35 (II) Pupils from major racial and ethnic groups, as defined  
36 by the State Board;

37 (III) Pupils with disabilities;

38 (IV) Pupils who are limited English proficient; and

39 (V) Pupils who are migratory children, as defined by the  
40 State Board.

41 (4) A comparison of the achievement of pupils in each group  
42 identified in paragraph (b) of subsection 1 of NRS 385.361 with the  
43 annual measurable objectives of the State Board.

44 (5) The percentage of pupils who were not tested.



(6) Except as otherwise provided in this paragraph, the percentage of pupils who were not tested, reported separately by gender and reported separately for the groups identified in subparagraph (3).

(7) The most recent 3-year trend in pupil achievement in each subject area tested and each grade level tested pursuant to NRS 389.015 and 389.550, which may include information regarding the trend in the achievement of pupils for more than 3 years, if such information is available.

(8) Information that compares the results of pupils in the school district, including, without limitation, pupils enrolled in charter schools in the district, with the results of pupils throughout this State. The information required by this subparagraph must be provided in consultation with the Department to ensure the accuracy of the comparison.

(9) For each school in the district, including, without limitation, each charter school in the district, information that compares the results of pupils in the school with the results of pupils throughout the school district and throughout this State. The information required by this subparagraph must be provided in consultation with the Department to ensure the accuracy of the comparison.

(10) Information on whether each school in the district, including, without limitation, each charter school in the district, has made progress based upon the model adopted by the Department pursuant to NRS 385.3595.

➔ A separate reporting for a group of pupils must not be made pursuant to this paragraph if the number of pupils in that group is insufficient to yield statistically reliable information or the results would reveal personally identifiable information about an individual pupil. The State Board shall prescribe the mechanism for determining the minimum number of pupils that must be in a group for that group to yield statistically reliable information.

(c) The ratio of pupils to teachers in kindergarten and at each grade level for each elementary school in the district and the district as a whole, including, without limitation, each charter school in the district, and the average class size for each core academic subject, as set forth in NRS 389.018, for each secondary school in the district and the district as a whole, including, without limitation, each charter school in the district.

(d) *The total number of persons employed for each elementary school, middle school or junior high school, and high school in the district, including, without limitation, each charter school in the district. Each such person must be reported as either an administrator, a teacher or support staff. In addition to the total*



1 *number of persons employed by each school in each category, the*  
2 *report must include the number of employees in each of the three*  
3 *categories for each school expressed as a percentage of the total*  
4 *number of persons employed by the school. As used in this*  
5 *paragraph:*

6 (1) *“Administrator” means a person employed primarily to*  
7 *supervise support staff or licensed personnel, or both, in addition*  
8 *to providing administrative services.*

9 (2) *“Support staff” means all persons who are not reported*  
10 *as administrators or teachers.*

11 (3) *“Teacher” means a person licensed pursuant to chapter*  
12 *391 of NRS who is employed primarily to provide instruction to*  
13 *pupils.*

14 (e) *The total number of persons employed by the school*  
15 *district, including without limitation, each charter school in the*  
16 *district. Each such person must be reported as either an*  
17 *administrator, a teacher or support staff. In addition to the total*  
18 *number of persons employed by the school district in each*  
19 *category, the report must include the number of employees in each*  
20 *of the three categories expressed as a percentage of the total*  
21 *number of persons employed by the school district. As used in this*  
22 *paragraph:*

23 (1) *“Administrator” means a person employed primarily to*  
24 *supervise support staff or licensed personnel, or both, in addition*  
25 *to providing administrative services.*

26 (2) *“Support staff” means all persons who are not reported*  
27 *as administrators or teachers.*

28 (3) *“Teacher” means a person licensed pursuant to chapter*  
29 *391 of NRS who is employed primarily to provide instruction to*  
30 *pupils.*

31 (f) *Information on the professional qualifications of teachers*  
32 *employed by each school in the district and the district as a whole,*  
33 *including, without limitation, each charter school in the district. The*  
34 *information must include, without limitation:*

35 (1) *The percentage of teachers who are:*

36 (I) *Providing instruction pursuant to NRS 391.125;*

37 (II) *Providing instruction pursuant to a waiver of the*  
38 *requirements for licensure for the grade level or subject area in*  
39 *which the teachers are employed; or*

40 (III) *Otherwise providing instruction without an*  
41 *endorsement for the subject area in which the teachers are*  
42 *employed;*

43 (2) *The percentage of classes in the core academic subjects,*  
44 *as set forth in NRS 389.018, that are not taught by highly qualified*  
45 *teachers;*



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(3) The percentage of classes in the core academic subjects, as set forth in NRS 389.018, that are not taught by highly qualified teachers, in the aggregate and disaggregated by high-poverty compared to low-poverty schools, which for the purposes of this subparagraph means schools in the top quartile of poverty and the bottom quartile of poverty in this State;

(4) For each middle school, junior high school and high school:

(I) On and after July 1, 2005, the number of persons employed as substitute teachers for 20 consecutive days or more in the same classroom or assignment, designated as long-term substitute teachers, including the total number of days long-term substitute teachers were employed at each school, identified by grade level and subject area; and

(II) On and after July 1, 2006, the number of persons employed as substitute teachers for less than 20 consecutive days, designated as short-term substitute teachers, including the total number of days short-term substitute teachers were employed at each school, identified by grade level and subject area; and

(5) For each elementary school:

(I) On and after July 1, 2005, the number of persons employed as substitute teachers for 20 consecutive days or more in the same classroom or assignment, designated as long-term substitute teachers, including the total number of days long-term substitute teachers were employed at each school, identified by grade level; and

(II) On and after July 1, 2006, the number of persons employed as substitute teachers for less than 20 consecutive days, designated as short-term substitute teachers, including the total number of days short-term substitute teachers were employed at each school, identified by grade level.

~~(e)~~ (g) The total expenditure per pupil for each school in the district and the district as a whole, including, without limitation, each charter school in the district. If this State has a financial analysis program that is designed to track educational expenditures and revenues to individual schools, each school district shall use that statewide program in complying with this paragraph. If a statewide program is not available, each school district shall use its own financial analysis program in complying with this paragraph.

~~(f)~~ (h) The curriculum used by the school district, including:

(1) Any special programs for pupils at an individual school; and

(2) The curriculum used by each charter school in the district.



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~~(e)~~ (i) Records of the attendance and truancy of pupils in all grades, including, without limitation:

(1) The average daily attendance of pupils, for each school in the district and the district as a whole, including, without limitation, each charter school in the district.

(2) For each elementary school, middle school and junior high school in the district, including, without limitation, each charter school in the district that provides instruction to pupils enrolled in a grade level other than high school, information that compares the attendance of the pupils enrolled in the school with the attendance of pupils throughout the district and throughout this State. The information required by this subparagraph must be provided in consultation with the Department to ensure the accuracy of the comparison.

~~(h)~~ (j) The annual rate of pupils who drop out of school in grade 8 and a separate reporting of the annual rate of pupils who drop out of school in grades 9 to 12, inclusive, for each such grade, for each school in the district and for the district as a whole. The reporting for pupils in grades 9 to 12, inclusive, excludes pupils who:

(1) Provide proof to the school district of successful completion of the examinations of general educational development.

(2) Are enrolled in courses that are approved by the Department as meeting the requirements for an adult standard diploma.

(3) Withdraw from school to attend another school.

~~(i)~~ (k) Records of attendance of teachers who provide instruction, for each school in the district and the district as a whole, including, without limitation, each charter school in the district.

~~(j)~~ (l) Efforts made by the school district and by each school in the district, including, without limitation, each charter school in the district, to increase:

(1) Communication with the parents of pupils in the district; and

(2) The participation of parents in the educational process and activities relating to the school district and each school, including, without limitation, the existence of parent organizations and school advisory committees.

~~(k)~~ (m) Records of incidents involving weapons or violence for each school in the district, including, without limitation, each charter school in the district.

~~(l)~~ (n) Records of incidents involving the use or possession of alcoholic beverages or controlled substances for each school in the district, including, without limitation, each charter school in the district.



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~~[(m)]~~ (o) Records of the suspension and expulsion of pupils required or authorized pursuant to NRS 392.466 and 392.467.

~~[(n)]~~ (p) The number of pupils who are deemed habitual disciplinary problems pursuant to NRS 392.4655, for each school in the district and the district as a whole, including, without limitation, each charter school in the district.

~~[(o)]~~ (q) The number of pupils in each grade who are retained in the same grade pursuant to NRS 392.033 or 392.125, for each school in the district and the district as a whole, including, without limitation, each charter school in the district.

~~[(p)]~~ (r) The transiency rate of pupils for each school in the district and the district as a whole, including, without limitation, each charter school in the district. For the purposes of this paragraph, a pupil is not transient if the pupil is transferred to a different school within the school district as a result of a change in the zone of attendance by the board of trustees of the school district pursuant to NRS 388.040.

~~[(q)]~~ (s) Each source of funding for the school district.

~~[(r)]~~ (t) A compilation of the programs of remedial study that are purchased in whole or in part with money received from this State, for each school in the district and the district as a whole, including, without limitation, each charter school sponsored by the district. The compilation must include:

(1) The amount and sources of money received for programs of remedial study for each school in the district and the district as a whole, including, without limitation, each charter school in the district.

(2) An identification of each program of remedial study, listed by subject area.

~~[(s)]~~ (u) For each high school in the district, including, without limitation, each charter school in the district, the percentage of pupils who graduated from that high school or charter school in the immediately preceding year and enrolled in remedial courses in reading, writing or mathematics at a university, state college or community college within the Nevada System of Higher Education.

~~[(t)]~~ (v) The technological facilities and equipment available at each school, including, without limitation, each charter school, and the district's plan to incorporate educational technology at each school.

~~[(u)]~~ (w) For each school in the district and the district as a whole, including, without limitation, each charter school in the district, the number and percentage of pupils who received:

(1) A standard high school diploma, reported separately for pupils who received the diploma pursuant to:

(I) Paragraph (a) of subsection 1 of NRS 389.805; and



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(II) Paragraph (b) of subsection 1 of NRS 389.805.

(2) An adjusted diploma.

(3) A certificate of attendance.

~~[(v)]~~ (x) For each school in the district and the district as a whole, including, without limitation, each charter school in the district, the number and percentage of pupils who failed to pass the high school proficiency examination.

~~[(w)]~~ (y) The number of habitual truants who are reported to a school police officer or law enforcement agency pursuant to paragraph (a) of subsection 2 of NRS 392.144 and the number of habitual truants who are referred to an advisory board to review school attendance pursuant to paragraph (b) of subsection 2 of NRS 392.144, for each school in the district and for the district as a whole.

~~[(x)]~~ (z) The amount and sources of money received for the training and professional development of teachers and other educational personnel for each school in the district and for the district as a whole, including, without limitation, each charter school in the district.

~~[(y)]~~ (aa) Whether the school district has made adequate yearly progress. If the school district has been designated as demonstrating need for improvement pursuant to NRS 385.377, the report must include a statement indicating the number of consecutive years the school district has carried that designation.

~~[(z)]~~ (bb) Information on whether each public school in the district, including, without limitation, each charter school in the district, has made adequate yearly progress, including, without limitation:

(1) The number and percentage of schools in the district, if any, that have been designated as needing improvement pursuant to NRS 385.3623; and

(2) The name of each school, if any, in the district that has been designated as needing improvement pursuant to NRS 385.3623 and the number of consecutive years that the school has carried that designation.

~~[(aa)]~~ (cc) Information on the paraprofessionals employed by each public school in the district, including, without limitation, each charter school in the district. The information must include:

(1) The number of paraprofessionals employed at the school; and

(2) The number and percentage of all paraprofessionals who do not satisfy the qualifications set forth in 20 U.S.C. § 6319(c). The reporting requirements of this subparagraph apply to paraprofessionals who are employed in positions supported with



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1 Title I money and to paraprofessionals who are not employed in  
2 positions supported with Title I money.

3 ~~[(bb)]~~ (dd) For each high school in the district, including,  
4 without limitation, each charter school that operates as a high  
5 school, information that provides a comparison of the rate of  
6 graduation of pupils enrolled in the high school with the rate of  
7 graduation of pupils throughout the district and throughout this  
8 State. The information required by this paragraph must be provided  
9 in consultation with the Department to ensure the accuracy of the  
10 comparison.

11 ~~[(ee)]~~ (ee) An identification of the appropriations made by the  
12 Legislature that are available to the school district or the schools  
13 within the district and programs approved by the Legislature to  
14 improve the academic achievement of pupils.

15 ~~[(dd)]~~ (ff) For each school in the district and the district as a  
16 whole, including, without limitation, each charter school in the  
17 district, information on pupils enrolled in career and technical  
18 education, including, without limitation:

19 (1) The number of pupils enrolled in a course of career and  
20 technical education;

21 (2) The number of pupils who completed a course of career  
22 and technical education;

23 (3) The average daily attendance of pupils who are enrolled  
24 in a program of career and technical education;

25 (4) The annual rate of pupils who dropped out of school and  
26 were enrolled in a program of career and technical education before  
27 dropping out;

28 (5) The number and percentage of pupils who completed a  
29 program of career and technical education and who received a  
30 standard high school diploma, an adjusted diploma or a certificate of  
31 attendance; and

32 (6) The number and percentage of pupils who completed a  
33 program of career and technical education and who did not receive a  
34 high school diploma because the pupils failed to pass the high  
35 school proficiency examination.

36 ~~[(ee)]~~ (gg) Such other information as is directed by the  
37 Superintendent of Public Instruction.

38 3. The records of attendance maintained by a school for  
39 purposes of paragraph ~~[(i)]~~ (k) of subsection 2 must include the  
40 number of teachers who are in attendance at school and the number  
41 of teachers who are absent from school. A teacher shall be deemed  
42 in attendance if the teacher is excused from being present in the  
43 classroom by the school in which the teacher is employed for one of  
44 the following reasons:



(a) Acquisition of knowledge or skills relating to the professional development of the teacher; or

(b) Assignment of the teacher to perform duties for cocurricular or extracurricular activities of pupils.

4. The annual report of accountability prepared pursuant to subsection 2 must:

(a) Comply with 20 U.S.C. § 6311(h)(2) and the regulations adopted pursuant thereto; and

(b) Be presented in an understandable and uniform format and, to the extent practicable, provided in a language that parents can understand.

5. The Superintendent of Public Instruction shall:

(a) Prescribe forms for the reports required pursuant to subsection 2 and provide the forms to the respective school districts.

(b) Provide statistical information and technical assistance to the school districts to ensure that the reports provide comparable information with respect to each school in each district and among the districts throughout this State.

(c) Consult with a representative of the:

(1) Nevada State Education Association;

(2) Nevada Association of School Boards;

(3) Nevada Association of School Administrators;

(4) Nevada Parent Teacher Association;

(5) Budget Division of the Department of Administration;

and

(6) Legislative Counsel Bureau,

→ concerning the program and consider any advice or recommendations submitted by the representatives with respect to the program.

6. The Superintendent of Public Instruction may consult with representatives of parent groups other than the Nevada Parent Teacher Association concerning the program and consider any advice or recommendations submitted by the representatives with respect to the program.

7. On or before August 15 of each year, the board of trustees of each school district shall submit to each advisory board to review school attendance created in the county pursuant to NRS 392.126 the information required in paragraph ~~(g)~~ (i) of subsection 2.

8. On or before August 15 of each year, the board of trustees of each school district shall:

(a) Provide written notice that the report required pursuant to subsection 2 is available on the Internet website maintained by the school district, if any, or otherwise provide written notice of the availability of the report. The written notice must be provided to the:

(1) Governor;



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- (2) State Board;
- (3) Department;
- (4) Committee; and
- (5) Bureau.

(b) Provide for public dissemination of the annual report of accountability prepared pursuant to subsection 2 in the manner set forth in 20 U.S.C. § 6311(h)(2)(E) by posting a copy of the report on the Internet website maintained by the school district, if any. If a school district does not maintain a website, the district shall otherwise provide for public dissemination of the annual report by providing a copy of the report to the schools in the school district, including, without limitation, each charter school in the district, the residents of the district, and the parents and guardians of pupils enrolled in schools in the district, including, without limitation, each charter school in the district.

9. Upon the request of the Governor, an entity described in paragraph (a) of subsection 8 or a member of the general public, the board of trustees of a school district shall provide a portion or portions of the report required pursuant to subsection 2.

10. As used in this section:

(a) "Highly qualified" has the meaning ascribed to it in 20 U.S.C. § 7801(23).

(b) "Paraprofessional" has the meaning ascribed to it in NRS 391.008.

**Sec. 3.** NRS 385.36129 is hereby amended to read as follows:

385.36129 1. In addition to the duties prescribed in NRS 385.36127, a support team established for a school shall prepare an annual written report that includes:

(a) Information concerning the most recent plan to improve the achievement of the school's pupils, the turnaround plan for the school or the plan for restructuring the school, whichever is applicable for the school, including, without limitation, an evaluation of:

(1) The appropriateness of the plan for the school; and

(2) Whether the school has achieved the goals and objectives set forth in the plan;

(b) The written revisions to the plan to improve the achievement of the school's pupils or written recommendations for revisions to the turnaround plan for the school or the plan for restructuring the school, whichever is applicable for the school, submitted by the support team pursuant to NRS 385.36127;

(c) A summary of each program for remediation, if any, purchased for the school with money that is available from the Federal Government, this state and the school district in which the school is located, including, without limitation:



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- 1 (1) The name of the program;
- 2 (2) The date on which the program was purchased and the
- 3 date on which the program was carried out by the school;
- 4 (3) The percentage of personnel at the school who were
- 5 trained regarding the use of the program;
- 6 (4) The satisfaction of the personnel at the school with the
- 7 program; and
- 8 (5) An evaluation of whether the program has improved the
- 9 academic achievement of the pupils enrolled in the school who
- 10 participated in the program;
- 11 (d) An analysis of the problems and factors at the school which
- 12 contributed to the designation of the school as demonstrating need
- 13 for improvement, including, without limitation, issues relating to:
- 14 (1) The financial resources of the school;
- 15 (2) The administrative and educational personnel of the
- 16 school;
- 17 (3) The curriculum of the school;
- 18 (4) The facilities available at the school, including the
- 19 availability and accessibility of educational technology; and
- 20 (5) Any other factors that the support team believes
- 21 contributed to the designation of the school as demonstrating need
- 22 for improvement; and
- 23 (e) Other information concerning the school, including, without
- 24 limitation:
- 25 (1) The results of the pupils who are enrolled in the school
- 26 on the examinations that are administered pursuant to NRS 389.550
- 27 or the high school proficiency examination, as applicable;
- 28 (2) Records of the attendance and truancy of pupils who are
- 29 enrolled in the school;
- 30 (3) The transiency rate of pupils who are enrolled in the
- 31 school;
- 32 (4) A description of the number of years that each teacher
- 33 has provided instruction at the school and the rate of turnover of
- 34 teachers and other educational personnel employed at the school;
- 35 (5) A description of the participation of parents and legal
- 36 guardians in the educational process and other activities relating to
- 37 the school;
- 38 (6) A description of each source of money for the
- 39 remediation of pupils who are enrolled in the school; and
- 40 (7) A description of the disciplinary problems of the pupils
- 41 who are enrolled in the school, including, without limitation, the
- 42 information contained in paragraphs ~~[(k) to (n)]~~ (m) to (p),
- 43 inclusive, of subsection 2 of NRS 385.347.
- 44 2. On or before November 1, the support team shall submit a
- 45 copy of the final written report to the:



- 1 (a) Principal of the school;
- 2 (b) Board of trustees of the school district in which the school is
- 3 located;
- 4 (c) Superintendent of schools of the school district in which the
- 5 school is located;
- 6 (d) Department; and
- 7 (e) Bureau.

8 ➔ The support team shall make the written report available, upon  
9 request, to each parent or legal guardian of a pupil who is enrolled  
10 in the school.

11 **Sec. 4.** NRS 385.620 is hereby amended to read as follows:

12 385.620 The Advisory Council shall:

13 1. Review the policy of parental involvement adopted by the  
14 State Board and the policy of parental involvement adopted by the  
15 board of trustees of each school district pursuant to NRS 392.457;

16 2. Review the information relating to communication with and  
17 participation of parents that is included in the annual report of  
18 accountability for each school district pursuant to paragraph ~~(f)~~ (l)  
19 of subsection 2 of NRS 385.347;

20 3. Review any effective practices carried out in individual  
21 school districts to increase parental involvement and determine the  
22 feasibility of carrying out those practices on a statewide basis;

23 4. Review any effective practices carried out in other states to  
24 increase parental involvement and determine the feasibility of  
25 carrying out those practices in this State;

26 5. Identify methods to communicate effectively and provide  
27 outreach to parents and legal guardians of pupils who have limited  
28 time to become involved in the education of their children for  
29 various reasons, including, without limitation, work schedules,  
30 single-parent homes and other family obligations;

31 6. Identify the manner in which the level of parental  
32 involvement affects the performance, attendance and discipline of  
33 pupils;

34 7. Identify methods to communicate effectively with and  
35 provide outreach to parents and legal guardians of pupils who are  
36 limited English proficient;

37 8. Determine the necessity for the appointment of a statewide  
38 parental involvement coordinator or a parental involvement  
39 coordinator in each school district, or both;

40 9. On or before July 1 of each year, submit a report to the  
41 Legislative Committee on Education describing the activities of the  
42 Advisory Council and any recommendations for legislation; and

43 10. On or before February 1 of each odd-numbered year,  
44 submit a report to the Director of the Legislative Counsel Bureau for  
45 transmission to the next regular session of the Legislature describing



1 the activities of the Advisory Council and any recommendations for  
2 legislation.

3 **Sec. 5.** NRS 386.520 is hereby amended to read as follows:

4 386.520 1. A committee to form a charter school must  
5 consist of at least three teachers, as defined in subsection 4. In  
6 addition to the teachers who serve, the committee may consist of:

7 (a) Members of the general public;

8 (b) Representatives of nonprofit organizations and businesses;  
9 or

10 (c) Representatives of a college or university within the Nevada  
11 System of Higher Education.

12 ➤ A majority of the persons described in paragraphs (a), (b) and (c)  
13 who serve on the committee must be residents of this State at the  
14 time that the application to form the charter school is submitted to  
15 the Department.

16 2. Before a committee to form a charter school may submit an  
17 application to the board of trustees of a school district, the  
18 Subcommittee on Charter Schools, the State Board or a college or  
19 university within the Nevada System of Higher Education, it must  
20 submit the application to the Department. The application must  
21 include all information prescribed by the Department by regulation  
22 and:

23 (a) A written description of how the charter school will carry out  
24 the provisions of NRS 386.500 to 386.610, inclusive.

25 (b) A written description of the mission and goals for the charter  
26 school. A charter school must have as its stated purpose at least one  
27 of the following goals:

28 (1) Improving the opportunities for pupils to learn;

29 (2) Encouraging the use of effective methods of teaching;

30 (3) Providing an accurate measurement of the educational  
31 achievement of pupils;

32 (4) Establishing accountability of public schools;

33 (5) Providing a method for public schools to measure  
34 achievement based upon the performance of the schools; or

35 (6) Creating new professional opportunities for teachers.

36 (c) The projected enrollment of pupils in the charter school.

37 (d) The proposed dates of enrollment for the charter school.

38 (e) The proposed system of governance for the charter school,  
39 including, without limitation, the number of persons who will  
40 govern, the method of selecting the persons who will govern and the  
41 term of office for each person.

42 (f) The method by which disputes will be resolved between the  
43 governing body of the charter school and the sponsor of the charter  
44 school.



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(g) The proposed curriculum for the charter school and, if applicable to the grade level of pupils who are enrolled in the charter school, the requirements for the pupils to receive a high school diploma, including, without limitation, whether those pupils will satisfy the requirements of the school district in which the charter school is located for receipt of a high school diploma.

(h) The textbooks that will be used at the charter school.

(i) The qualifications of the persons who will provide instruction at the charter school.

(j) Except as otherwise required by NRS 386.595, the process by which the governing body of the charter school will negotiate employment contracts with the employees of the charter school.

(k) A financial plan for the operation of the charter school. The plan must include, without limitation, procedures for the audit of the programs and finances of the charter school and guidelines for determining the financial liability if the charter school is unsuccessful.

(l) A statement of whether the charter school will provide for the transportation of pupils to and from the charter school. If the charter school will provide transportation, the application must include the proposed plan for the transportation of pupils. If the charter school will not provide transportation, the application must include a statement that the charter school will work with the parents and guardians of pupils enrolled in the charter school to develop a plan for transportation to ensure that pupils have access to transportation to and from the charter school.

(m) The procedure for the evaluation of teachers of the charter school, if different from the procedure prescribed in NRS 391.3125 **[H] and section 9 of this act**. If the procedure is different from the procedure prescribed in NRS 391.3125 **[H] and section 9 of this act**, the procedure for the evaluation of teachers of the charter school must provide the same level of protection and otherwise comply with the standards for evaluation set forth in NRS 391.3125 **[H] and section 9 of this act**.

(n) The time by which certain academic or educational results will be achieved.

(o) The kind of school, as defined in subsections 1 to 4, inclusive, of NRS 388.020, for which the charter school intends to operate.

(p) A statement of whether the charter school will enroll pupils who are in a particular category of at-risk pupils before enrolling other children who are eligible to attend the charter school pursuant to NRS 386.580 and the method for determining eligibility for enrollment in each such category of at-risk pupils served by the charter school.



3. The Department shall review an application to form a charter school to determine whether it is complete. If an application proposes to convert an existing public school, homeschool or other program of home study into a charter school, the Department shall deny the application. The Department shall provide written notice to the applicant of its approval or denial of the application. If the Department denies an application, the Department shall include in the written notice the reason for the denial and the deficiencies in the application. The applicant must be granted 30 days after receipt of the written notice to correct any deficiencies identified in the written notice and resubmit the application.

4. As used in subsection 1, "teacher" means a person who:

(a) Holds a current license to teach issued pursuant to chapter 391 of NRS; and

(b) Has at least 2 years of experience as an employed teacher.

➔ The term does not include a person who is employed as a substitute teacher.

**Sec. 6.** NRS 388.795 is hereby amended to read as follows:

388.795 1. The Commission shall establish a plan for the use of educational technology in the public schools of this State. In preparing the plan, the Commission shall consider:

(a) Plans that have been adopted by the Department and the school districts in this State;

(b) Plans that have been adopted in other states;

(c) The information reported pursuant to paragraph ~~(v)~~ (v) of subsection 2 of NRS 385.347;

(d) The results of the assessment of needs conducted pursuant to subsection 6; and

(e) Any other information that the Commission or the Committee deems relevant to the preparation of the plan.

2. The plan established by the Commission must include recommendations for methods to:

(a) Incorporate educational technology into the public schools of this State;

(b) Increase the number of pupils in the public schools of this State who have access to educational technology;

(c) Increase the availability of educational technology to assist licensed teachers and other educational personnel in complying with the requirements of continuing education, including, without limitation, the receipt of credit for college courses completed through the use of educational technology;

(d) Facilitate the exchange of ideas to improve the achievement of pupils who are enrolled in the public schools of this State; and

(e) Address the needs of teachers in incorporating the use of educational technology in the classroom, including, without





1 limitation, the completion of training that is sufficient to enable the  
2 teachers to instruct pupils in the use of educational technology.

3 3. The Department shall provide:

4 (a) Administrative support;

5 (b) Equipment; and

6 (c) Office space,

7 ↪ as is necessary for the Commission to carry out the provisions of  
8 this section.

9 4. The following entities shall cooperate with the Commission  
10 in carrying out the provisions of this section:

11 (a) The State Board.

12 (b) The board of trustees of each school district.

13 (c) The superintendent of schools of each school district.

14 (d) The Department.

15 5. The Commission shall:

16 (a) Develop technical standards for educational technology and  
17 any electrical or structural appurtenances necessary thereto,  
18 including, without limitation, uniform specifications for computer  
19 hardware and wiring, to ensure that such technology is compatible,  
20 uniform and can be interconnected throughout the public schools of  
21 this State.

22 (b) Allocate money to the school districts from the Trust Fund  
23 for Educational Technology created pursuant to NRS 388.800 and  
24 any money appropriated by the Legislature for educational  
25 technology, subject to any priorities for such allocation established  
26 by the Legislature.

27 (c) Establish criteria for the board of trustees of a school district  
28 that receives an allocation of money from the Commission to:

29 (1) Repair, replace and maintain computer systems.

30 (2) Upgrade and improve computer hardware and software  
31 and other educational technology.

32 (3) Provide training, installation and technical support related  
33 to the use of educational technology within the district.

34 (d) Submit to the Governor, the Committee and the Department  
35 its plan for the use of educational technology in the public schools  
36 of this State and any recommendations for legislation.

37 (e) Review the plan annually and make revisions as it deems  
38 necessary or as directed by the Committee or the Department.

39 (f) In addition to the recommendations set forth in the plan  
40 pursuant to subsection 2, make further recommendations to the  
41 Committee and the Department as the Commission deems  
42 necessary.

43 6. During the spring semester of each even-numbered school  
44 year, the Commission shall conduct an assessment of the needs of



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1 each school district relating to educational technology. In  
2 conducting the assessment, the Commission shall consider:

3 (a) The recommendations set forth in the plan pursuant to  
4 subsection 2;

5 (b) The plan for educational technology of each school district,  
6 if applicable;

7 (c) Evaluations of educational technology conducted for the  
8 State or for a school district, if applicable; and

9 (d) Any other information deemed relevant by the Commission.

10 ➔ The Commission shall submit a final written report of the  
11 assessment to the Superintendent of Public Instruction on or before  
12 April 1 of each even-numbered year.

13 7. The Superintendent of Public Instruction shall prepare a  
14 written compilation of the results of the assessment conducted by  
15 the Commission and transmit the written compilation on or before  
16 June 1 of each even-numbered year to the Legislative Committee on  
17 Education and to the Director of the Legislative Counsel Bureau for  
18 transmission to the next regular session of the Legislature.

19 8. The Commission may appoint an advisory committee  
20 composed of members of the Commission or other qualified persons  
21 to provide recommendations to the Commission regarding standards  
22 for the establishment, coordination and use of a telecommunications  
23 network in the public schools throughout the various school districts  
24 in this State. The advisory committee serves at the pleasure of the  
25 Commission and without compensation unless an appropriation or  
26 other money for that purpose is provided by the Legislature.

27 9. As used in this section, "public school" includes the Caliente  
28 Youth Center, the Nevada Youth Training Center and any other  
29 state facility for the detention of children that is operated pursuant to  
30 title 5 of NRS.

31 **Sec. 7.** Chapter 391 of NRS is hereby amended by adding  
32 thereto the provisions set forth as sections 8 and 9 of this act.

33 **Sec. 8. 1. *The board of trustees of each school district***  
34 ***shall:***

35 ***(a) Establish a program of performance pay and enhanced***  
36 ***compensation for the recruitment and retention of licensed***  
37 ***teachers and administrators which must be negotiated pursuant to***  
38 ***chapter 288 of NRS; and***

39 ***(b) Commencing with the 2014-2015 school year, implement***  
40 ***the program established pursuant to paragraph (a).***

41 ***2. The program of performance pay and enhanced***  
42 ***compensation established by a school district pursuant to***  
43 ***subsection 1 must have as its primary focus the improvement in***  
44 ***the academic achievement of pupils and must give appropriate***  
45 ***consideration to implementation in at-risk schools. In addition, the***



1 *program may include, without limitation, the following*  
2 *components:*

3 *(a) Career leadership advancement options to maximize the*  
4 *retention of teachers in the classroom and the retention of*  
5 *administrators;*

6 *(b) Professional development;*

7 *(c) Group incentives; and*

8 *(d) Multiple assessments of individual teachers and*  
9 *administrators, with primary emphasis on individual pupil*  
10 *improvement and growth in academic achievement, including,*  
11 *without limitation, portfolios of instruction, leadership and*  
12 *professional growth, and other appropriate measures of teacher*  
13 *and administrator performance which must be considered.*

14 **Sec. 9. 1.** *If a written evaluation of a probationary teacher*  
15 *or probationary administrator designates the overall performance*  
16 *of the teacher or administrator as “unsatisfactory”:*

17 *(a) The written evaluation must include the following*  
18 *statement: “Please be advised that, pursuant to Nevada law, your*  
19 *contract may not be renewed for the next school year. If you*  
20 *receive two evaluations for this school year which designate your*  
21 *performance as ‘unsatisfactory,’ and if you have another*  
22 *evaluation remaining this school year, you may request that the*  
23 *evaluation be conducted by another administrator.”*

24 *(b) The probationary teacher or probationary administrator, as*  
25 *applicable, must acknowledge in writing that he or she*  
26 *has received and understands the statement described in*  
27 *paragraph (a).*

28 **2.** *If a probationary teacher or probationary administrator*  
29 *requests that his or her next evaluation be conducted by another*  
30 *administrator in accordance with the notice required by subsection*  
31 *1, the administrator conducting the evaluation must be:*

32 *(a) Employed by the school district or, if the school district has*  
33 *five or fewer administrators, employed by another school district*  
34 *in this State; and*

35 *(b) Selected by the superintendent and the probationary*  
36 *teacher or probationary administrator, as applicable.*

37 **Sec. 10.** NRS 391.311 is hereby amended to read as follows:

38 391.311 As used in NRS 391.311 to 391.3197, inclusive, *and*  
39 *section 9 of this act*, unless the context otherwise requires:

40 1. “Administrator” means any employee who holds a license as  
41 an administrator and who is employed in that capacity by a school  
42 district.

43 2. “Board” means the board of trustees of the school district in  
44 which a licensed employee affected by NRS 391.311 to 391.3197,  
45 inclusive, *and section 9 of this act* is employed.



3. "Demotion" means demotion of an administrator to a position of lesser rank, responsibility or pay and does not include transfer or reassignment for purposes of an administrative reorganization.

4. "Immorality" means:

(a) An act forbidden by NRS 200.366, 200.368, 200.400, 200.508, 201.180, 201.190, 201.210, 201.220, 201.230, 201.265, 201.540, 201.560, 207.260, 453.316 to 453.336, inclusive, 453.337, 453.338, 453.3385 to 453.3405, inclusive, 453.560 or 453.562; or

(b) An act forbidden by NRS 201.540 or any other sexual conduct or attempted sexual conduct with a pupil enrolled in an elementary or secondary school. As used in this paragraph, "sexual conduct" has the meaning ascribed to it in NRS 201.520.

5. "Postprobationary employee" means an administrator or a teacher who has completed the probationary period as provided in NRS 391.3197 and has been given notice of reemployment.

6. "Probationary employee" means an administrator or a teacher who is employed for the period set forth in NRS 391.3197.

7. "Superintendent" means the superintendent of a school district or a person designated by the board or superintendent to act as superintendent during the absence of the superintendent.

8. "Teacher" means a licensed employee the majority of whose working time is devoted to the rendering of direct educational service to pupils of a school district.

**Sec. 11.** NRS 391.3115 is hereby amended to read as follows:

391.3115 1. The demotion, suspension, dismissal and nonreemployment provisions of NRS 391.311 to 391.3197, inclusive, do not apply to:

(a) Substitute teachers; or

(b) Adult education teachers.

2. *The admonition, demotion, suspension, dismissal and nonreemployment provisions of NRS 391.311 to 391.3194, inclusive, do not apply to:*

(a) *A probationary teacher. The policy for evaluations prescribed in NRS 391.3125 and section 9 of this act applies to a probationary teacher.*

(b) *A new employee who is employed as a probationary administrator. The policy for evaluations prescribed in NRS 391.3127 and section 9 of this act applies to a probationary administrator.*

3. *The admonition, demotion and suspension provisions of NRS 391.311 to 391.3194, inclusive, do not apply to a postprobationary teacher who is employed as a probationary administrator with respect to his or her employment in the administrative position. The policy for evaluations prescribed in*



*NRS 391.3127 and section 9 of this act applies to a probationary administrator.*

4. The provisions of NRS 391.311 to 391.3194, inclusive, *and section 9 of this act* do not apply to a teacher whose employment is suspended or terminated pursuant to subsection 3 of NRS 391.120 or NRS 391.3015 for failure to maintain a license in force.

~~3.1~~ 5. A licensed employee who is employed in a position fully funded by a federal or private categorical grant or to replace another licensed employee during that employee's leave of absence is employed only for the duration of the grant or leave. Such a licensed employee and licensed employees who are employed on temporary contracts for 90 school days or less, or its equivalent in a school district operating under an alternative schedule authorized pursuant to NRS 388.090, to replace licensed employees whose employment has terminated after the beginning of the school year are entitled to credit for that time in fulfilling any period of probation and during that time the provisions of NRS 391.311 to 391.3197, inclusive, *and section 9 of this act* for demotion, suspension or dismissal apply to them.

**Sec. 12.** NRS 391.312 is hereby amended to read as follows:

391.312 1. A teacher may be suspended, dismissed or not reemployed and an administrator may be demoted, suspended, dismissed or not reemployed for the following reasons:

- (a) Inefficiency;
- (b) Immorality;
- (c) Unprofessional conduct;
- (d) Insubordination;
- (e) Neglect of duty;
- (f) Physical or mental incapacity;
- (g) A justifiable decrease in the number of positions due to decreased enrollment or district reorganization;
- (h) Conviction of a felony or of a crime involving moral turpitude;
- (i) Inadequate performance;
- (j) Evident unfitness for service;
- (k) Failure to comply with such reasonable requirements as a board may prescribe;
- (l) Failure to show normal improvement and evidence of professional training and growth;
- (m) Advocating overthrow of the Government of the United States or of the State of Nevada by force, violence or other unlawful means, or the advocating or teaching of communism with the intent to indoctrinate pupils to subscribe to communistic philosophy;
- (n) Any cause which constitutes grounds for the revocation of a teacher's license;



(o) Willful neglect or failure to observe and carry out the requirements of this title;

(p) Dishonesty;

(q) Breaches in the security or confidentiality of the questions and answers of the achievement and proficiency examinations that are administered pursuant to NRS 389.015;

(r) Intentional failure to observe and carry out the requirements of a plan to ensure the security of examinations adopted pursuant to NRS 389.616 or 389.620; ~~for~~

(s) An intentional violation of NRS 388.5265 or 388.527 ~~for~~; *or*

*(t) Gross misconduct.*

2. In determining whether the professional performance of a licensed employee is inadequate, consideration must be given to the regular and special evaluation reports prepared in accordance with the policy of the employing school district and to any written standards of performance which may have been adopted by the board.

*3. As used in this section, "gross misconduct" includes, without limitation, any act or omission that is in intentional, wanton, willful, reckless or deliberate disregard of the interests of a school or school district or a pupil thereof.*

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

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

2. Each board, following consultation with and involvement of elected representatives of the teachers or their designees, shall develop a policy for objective evaluations in narrative form. The policy must set forth a means according to which an employee's overall performance may be determined to be satisfactory or unsatisfactory. The policy may include an evaluation by the teacher, pupils, administrators or other teachers or any combination thereof. In a similar manner, counselors, librarians and other licensed personnel must be evaluated on forms developed specifically for their respective specialties. A copy of the policy adopted by the board must be filed with the Department. The primary purpose of an evaluation is to provide a format for constructive assistance. Evaluations, while not the sole criterion, must be used in the dismissal process.

3. A conference and a written evaluation for a probationary employee must be concluded not later than:

(a) December 1;

(b) February 1; and

(c) April 1,



1 ↪ of each school year of the probationary period, except that a  
2 probationary employee assigned to a school that operates all year  
3 must be evaluated at least three times during each 12 months of  
4 employment on a schedule determined by the board. An  
5 administrator charged with the evaluation of a probationary teacher  
6 shall personally observe the performance of the teacher in the  
7 classroom for not less than a cumulative total of 60 minutes during  
8 each evaluation period, with at least one observation during that  
9 60-minute evaluation period consisting of at least 45 consecutive  
10 minutes.

11 4. ~~[Whenever an administrator charged with the evaluation of a~~  
12 ~~probationary employee believes the employee will not be~~  
13 ~~reemployed for the second year of the probationary period or the~~  
14 ~~school year following the probationary period, the administrator~~  
15 ~~shall bring the matter to the employee's attention in a written~~  
16 ~~document which is separate from the evaluation not later than~~  
17 ~~March 1 of the current school year. The notice must include the~~  
18 ~~reasons for the potential decision not to reemploy or refer to the~~  
19 ~~evaluation in which the reasons are stated. Such a notice is not~~  
20 ~~required if the probationary employee has received a letter of~~  
21 ~~admonition during the current school year.~~

22 —5.] Each postprobationary teacher must be evaluated at least  
23 once each year. An administrator charged with the evaluation of a  
24 postprobationary teacher shall personally observe the performance  
25 of the teacher in the classroom for not less than a cumulative total of  
26 60 minutes during each evaluation period, with at least one  
27 observation during that 60-minute evaluation period consisting of at  
28 least 30 consecutive minutes.

29 [6.] 5. The evaluation of a probationary teacher or a  
30 postprobationary teacher must include, without limitation:

31 (a) An evaluation of the classroom management skills of the  
32 teacher;

33 (b) A review of the lesson plans and the work log or grade book  
34 of pupils prepared by the teacher;

35 (c) An evaluation of whether the curriculum taught by the  
36 teacher is aligned with the standards of content and performance  
37 established pursuant to NRS 389.520, as applicable for the grade  
38 level taught by the teacher;

39 (d) An evaluation of whether the teacher is appropriately  
40 addressing the needs of the pupils in the classroom, including,  
41 without limitation, special educational needs, cultural and ethnic  
42 diversity, the needs of pupils enrolled in advanced courses of study  
43 and the needs of pupils who are limited English proficient;

44 (e) If necessary, recommendations for improvements in the  
45 performance of the teacher;



(f) A description of the action that will be taken to assist the teacher in correcting any deficiencies reported in the evaluation; and

(g) A statement by the administrator who evaluated the teacher indicating the amount of time that the administrator personally observed the performance of the teacher in the classroom.

~~[7-]~~ 6. The teacher must receive a copy of each evaluation not later than 15 days after the evaluation. A copy of the evaluation and the teacher's response must be permanently attached to the teacher's personnel file. Upon the request of a teacher, a reasonable effort must be made to assist the teacher to correct those deficiencies reported in the evaluation of the teacher for which the teacher requests assistance.

**Sec. 14.** NRS 391.3125 is hereby amended to read as follows:

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

2. Each board, following consultation with and involvement of elected representatives of the teachers or their designees, shall develop a policy for objective evaluations in narrative form. The policy must set forth a means according to which an employee's overall performance is determined to be ~~[satisfactory or unsatisfactory.]~~ *highly effective, effective, minimally effective or ineffective.* The policy may include an evaluation by the teacher, pupils, administrators or other teachers or any combination thereof. In a similar manner, counselors, librarians and other licensed personnel must be evaluated on forms developed specifically for their respective specialties. A copy of the policy adopted by the board must be filed with the Department. The primary purpose of an evaluation is to provide a format for constructive assistance. Evaluations, while not the sole criterion, must be used in the dismissal process.

3. A conference and a written evaluation for a probationary employee must be concluded not later than:

- (a) December 1;
- (b) February 1; and
- (c) April 1,

↳ of each school year of the probationary period, except that a probationary employee assigned to a school that operates all year must be evaluated at least three times during each 12 months of employment on a schedule determined by the board. An administrator charged with the evaluation of a probationary teacher shall personally observe the performance of the teacher in the classroom for not less than a cumulative total of 60 minutes during each evaluation period, with at least one observation during that





1 60-minute evaluation period consisting of at least 45 consecutive  
2 minutes.

3 4. Each postprobationary teacher must be evaluated at least  
4 once each year. An administrator charged with the evaluation of a  
5 postprobationary teacher shall personally observe the performance  
6 of the teacher in the classroom for not less than a cumulative total of  
7 60 minutes during each evaluation period, with at least one  
8 observation during that 60-minute evaluation period consisting of at  
9 least 30 consecutive minutes.

10 5. The evaluation of a probationary teacher or a  
11 postprobationary teacher must include, without limitation:

12 (a) An evaluation of the classroom management skills of the  
13 teacher;

14 (b) A review of the lesson plans and the work log or grade book  
15 of pupils prepared by the teacher;

16 (c) An evaluation of whether the curriculum taught by the  
17 teacher is aligned with the standards of content and performance  
18 established pursuant to NRS 389.520, as applicable for the grade  
19 level taught by the teacher;

20 (d) An evaluation of whether the teacher is appropriately  
21 addressing the needs of the pupils in the classroom, including,  
22 without limitation, special educational needs, cultural and ethnic  
23 diversity, the needs of pupils enrolled in advanced courses of study  
24 and the needs of pupils who are limited English proficient;

25 (e) If necessary, recommendations for improvements in the  
26 performance of the teacher;

27 (f) A description of the action that will be taken to assist the  
28 teacher in correcting any deficiencies reported in the evaluation; and

29 (g) A statement by the administrator who evaluated the teacher  
30 indicating the amount of time that the administrator personally  
31 observed the performance of the teacher in the classroom.

32 6. The teacher must receive a copy of each evaluation not later  
33 than 15 days after the evaluation. A copy of the evaluation and the  
34 teacher's response must be permanently attached to the teacher's  
35 personnel file. Upon the request of a teacher, a reasonable effort  
36 must be made to assist the teacher to correct those deficiencies  
37 reported in the evaluation of the teacher for which the teacher  
38 requests assistance.

39 **Sec. 15.** NRS 391.3127 is hereby amended to read as follows:

40 391.3127 1. Each board, following consultation with and  
41 involvement of elected representatives of administrative personnel  
42 or their designated representatives, shall develop an objective policy  
43 for the objective evaluation of administrators in narrative form. The  
44 policy must set forth a means according to which an administrator's  
45 overall performance may be determined to be satisfactory or



1 unsatisfactory. The policy may include an evaluation by the  
2 administrator, superintendent, pupils or other administrators or any  
3 combination thereof. A copy of the policy adopted by the board  
4 must be filed with the Department and made available to the  
5 Commission.

6 2. Each administrator must be evaluated in writing at least once  
7 a year.

8 3. *Each probationary administrator is subject to the*  
9 *provisions of NRS 391.3197 and section 9 of this act.*

10 4. Before a superintendent transfers or assigns an administrator  
11 to another administrative position as part of an administrative  
12 reorganization, if the transfer or reassignment is to a position of  
13 lower rank, responsibility or pay, the superintendent shall give  
14 written notice of the proposed transfer or assignment to the  
15 administrator at least 30 days before the date on which it is to be  
16 effective. The administrator may appeal the decision of the  
17 superintendent to the board by requesting a hearing in writing to the  
18 president of the board within 5 days after receiving the notice from  
19 the superintendent. The board shall hear the matter within 10 days  
20 after the president receives the request, and shall render its decision  
21 within 5 days after the hearing. The decision of the board is final.

22 **Sec. 16.** NRS 391.3127 is hereby amended to read as follows:

23 391.3127 1. Each board, following consultation with and  
24 involvement of elected representatives of administrative personnel  
25 or their designated representatives, shall develop an objective policy  
26 for the objective evaluation of administrators in narrative form. The  
27 policy must set forth a means according to which an administrator's  
28 overall performance is determined to be ~~[satisfactory or~~  
29 ~~unsatisfactory.]~~ *highly effective, effective, minimally effective or*  
30 *ineffective.* The policy may include an evaluation by the  
31 administrator, superintendent, pupils or other administrators or any  
32 combination thereof. A copy of the policy adopted by the board  
33 must be filed with the Department and made available to the  
34 Commission.

35 2. Each administrator must be evaluated in writing at least once  
36 a year.

37 3. Each probationary administrator is subject to the provisions  
38 of NRS 391.3197 and section 9 of this act.

39 4. Before a superintendent transfers or assigns an administrator  
40 to another administrative position as part of an administrative  
41 reorganization, if the transfer or reassignment is to a position of  
42 lower rank, responsibility or pay, the superintendent shall give  
43 written notice of the proposed transfer or assignment to the  
44 administrator at least 30 days before the date on which it is to be  
45 effective. The administrator may appeal the decision of the



1 superintendent to the board by requesting a hearing in writing to the  
2 president of the board within 5 days after receiving the notice from  
3 the superintendent. The board shall hear the matter within 10 days  
4 after the president receives the request, and shall render its decision  
5 within 5 days after the hearing. The decision of the board is final.

6 **Sec. 17.** NRS 391.313 is hereby amended to read as follows:

7 391.313 1. Whenever an administrator charged with  
8 supervision of a licensed employee believes it is necessary to  
9 admonish the employee for a reason that the administrator believes  
10 may lead to demotion or dismissal or may cause the employee not to  
11 be reemployed under the provisions of NRS 391.312, the  
12 administrator shall:

13 (a) Except as otherwise provided in subsection 3, bring the  
14 matter to the attention of the employee involved, in writing, stating  
15 the reasons for the admonition and that it may lead to the  
16 employee's demotion, dismissal or a refusal to reemploy him or her,  
17 and make a reasonable effort to assist the employee to correct  
18 whatever appears to be the cause for the employee's potential  
19 demotion, dismissal or a potential recommendation not to reemploy  
20 him or her; and

21 (b) Except as otherwise provided in NRS 391.314, allow  
22 reasonable time for improvement, which must not exceed 3 months  
23 for the first admonition.

24 ➤ The admonition must include a description of the deficiencies of  
25 the teacher and the action that is necessary to correct those  
26 deficiencies.

27 2. An admonition issued to a licensed employee who, within  
28 the time granted for improvement, has met the standards set for the  
29 employee by the administrator who issued the admonition must be  
30 removed from the records of the employee together with all  
31 notations and indications of its having been issued. The admonition  
32 must be removed from the records of the employee not later than 3  
33 years after it is issued.

34 3. An administrator need not admonish an employee pursuant  
35 to paragraph (a) of subsection 1 if his or her employment will be  
36 terminated pursuant to NRS 391.3197. ~~[If by March 1 of the first or~~  
37 ~~second year of the employee's probationary period a probationary~~  
38 ~~employee does not receive a written notice pursuant to subsection 4~~  
39 ~~of NRS 391.3125 of a potential decision not to reemploy him or her,~~  
40 ~~the employee must receive an admonition before any such decision~~  
41 ~~is made.]~~

42 4. A licensed employee is subject to immediate dismissal or a  
43 refusal to reemploy according to the procedures provided in NRS  
44 391.311 to 391.3197, inclusive, *and section 9 of this act* without the  
45 admonition required by this section, on grounds contained in



1 paragraphs (b), (d), (e), (f), (g), (h) ~~{and}~~, (j), (n), (o), (p), (r) and  
2 (t) of subsection 1 of NRS 391.312.

3 **Sec. 18.** NRS 391.317 is hereby amended to read as follows:

4 391.317 1. At least 15 days before recommending to a board  
5 that it demote, dismiss or not reemploy a postprobationary  
6 employee, ~~{or dismiss or demote a probationary employee,}~~ the  
7 superintendent shall give written notice to the employee, by  
8 registered or certified mail, of the superintendent's intention to  
9 make the recommendation.

10 2. The notice must:

11 (a) Inform the licensed employee of the grounds for the  
12 recommendation.

13 (b) Inform the employee that, if a written request therefor is  
14 directed to the superintendent within 10 days after receipt of the  
15 notice, the employee is entitled to a hearing before a hearing officer.

16 (c) Refer to chapter 391 of NRS.

17 **Sec. 19.** NRS 391.3197 is hereby amended to read as follows:

18 391.3197 1. A probationary employee is employed on a  
19 contract basis for ~~{two}~~ *three* 1-year periods and has no right to  
20 employment after ~~{either}~~ *any* of the ~~{two}~~ *three* probationary  
21 contract years.

22 2. The board shall notify each probationary employee in  
23 writing on or before May 1 of the first, ~~{and}~~ second *and third*  
24 school years of the employee's probationary period, as appropriate,  
25 whether the employee is to be reemployed for the second *or third*  
26 year of the probationary period or for the ~~{next}~~ *fourth* school year  
27 as a postprobationary employee. *Failure of the board to notify the*  
28 *probationary employee in writing on or before May 1 in the first or*  
29 *second year of the probationary period does not entitle the*  
30 *employee to postprobationary status.* The employee must advise the  
31 board in writing on or before May 10 of the first, ~~{or}~~ second *or*  
32 *third* year of the employee's probationary period, as appropriate, of  
33 the employee's acceptance of reemployment. If a probationary  
34 employee is assigned to a school that operates all year, the board  
35 shall notify the employee in writing, in ~~{both}~~ the first, ~~{and}~~ second  
36 *and third* years of the employee's probationary period, no later than  
37 45 days before his or her last day of work for the year under his or  
38 her contract whether the employee is to be reemployed for the  
39 second *or third* year of the probationary period or for the ~~{next}~~  
40 *fourth* school year as a postprobationary employee. *Failure of the*  
41 *board to notify a probationary employee in writing within the*  
42 *prescribed period in the first or second year of the probationary*  
43 *period does not entitle the employee to postprobationary status.*  
44 The employee must advise the board in writing within 10 days after  
45 the date of notification of his or her acceptance or rejection of



1 reemployment for another year. Failure to advise the board of the  
2 employee's acceptance of reemployment *pursuant to this*  
3 *subsection* constitutes rejection of the contract.

4 3. A probationary employee who completes a ~~[2-year]~~ *3-year*  
5 probationary period and receives a notice of reemployment from the  
6 school district in the ~~[second]~~ *third* year of the employee's  
7 probationary period is entitled to be a postprobationary employee in  
8 the ensuing year of employment.

9 4. ~~[If a probationary employee receives notice pursuant to~~  
10 ~~subsection 4 of NRS 391.3125 not later than March 1 of a potential~~  
11 ~~decision not to reemploy him or her, the employee may request a~~  
12 ~~supplemental evaluation by another administrator in the school~~  
13 ~~district selected by the employee and the superintendent. If a school~~  
14 ~~district has five or fewer administrators, the supplemental evaluator~~  
15 ~~may be an administrator from another school district in this State. If~~  
16 ~~a probationary employee has received during the first school year of~~  
17 ~~the employee's probationary period three evaluations which state~~  
18 ~~that the employee's overall performance has been satisfactory,~~  
19 ~~the superintendent of schools of the school district or the~~  
20 ~~superintendent's designee shall waive the second year of the~~  
21 ~~employee's probationary period by expressly providing in writing~~  
22 ~~on the final evaluation of the employee for the first probationary~~  
23 ~~year that the second year of the employee's probationary period is~~  
24 ~~waived. Such an employee is entitled to be a postprobationary~~  
25 ~~employee in the ensuing year of employment.~~

26 ~~—5.]~~ If a probationary employee is notified that the employee  
27 will not be reemployed for the ~~[second year of the employee's~~  
28 ~~probationary period or the ensuing]~~ school year ~~[.]~~ *following the 3-*  
29 *year probationary period*, his or her employment ends on the last  
30 day of the current school year. The notice that the employee will not  
31 be reemployed must include a statement of the reasons for that  
32 decision.

33 ~~[6.]~~ 5. A new employee *who is employed as an administrator*  
34 or a postprobationary teacher who is employed as an administrator  
35 shall be deemed to be a probationary employee for the purposes of  
36 this section and must serve a ~~[2-year]~~ *3-year* probationary period as  
37 an administrator in accordance with the provisions of this section.  
38 ~~[If the administrator does not receive an unsatisfactory evaluation~~  
39 ~~during the first year of probation, the superintendent or the~~  
40 ~~superintendent's designee shall waive the second year of the~~  
41 ~~administrator's probationary period. Such an administrator is~~  
42 ~~entitled to be a postprobationary employee in the ensuing year of~~  
43 ~~employment.]~~ If:



(a) A postprobationary teacher who is an administrator is not reemployed as an administrator after ~~either~~ any year of his or her probationary period; and

(b) There is a position as a teacher available for the ensuing school year in the school district in which the person is employed, the board of trustees of the school district shall, on or before May 1, offer the person a contract as a teacher for the ensuing school year. The person may accept the contract in writing on or before May 10. If the person fails to accept the contract as a teacher, the person shall be deemed to have rejected the offer of a contract as a teacher.

~~[7-]~~ 6. An administrator who has completed his or her probationary period pursuant to subsection ~~[6]~~ 5 and is thereafter promoted to the position of principal must serve an additional probationary period of 1 year in the position of principal. *If an administrator is promoted to the position of principal before completion of his or her probationary period pursuant to subsection 5, the administrator must serve the remainder of his or her probationary period pursuant to subsection 5 or an additional probationary period of 1 year in the position of principal, whichever is longer.* If the administrator serving the additional probationary period is not reemployed as a principal after the expiration of the *probationary period* or additional probationary period, *as applicable*, the board of trustees of the school district in which the person is employed shall, on or before May 1, offer the person a contract for the ensuing school year for the administrative position in which the person attained postprobationary status. The person may accept the contract in writing on or before May 10. If the person fails to accept such a contract, the person shall be deemed to have rejected the offer of employment.

~~[8.—Before dismissal, the probationary employee is entitled to a hearing before a hearing officer which affords due process as set out in NRS 391.311 to 391.3196, inclusive.]~~

**Sec. 20.** Section 9 of this act is hereby amended to read as follows:

Sec. 9. 1. If a written evaluation of a probationary teacher or probationary administrator designates the overall performance of the teacher or administrator as ~~["unsatisfactory";]~~ *"minimally effective" or "ineffective":*

(a) The written evaluation must include the following statement: "Please be advised that, pursuant to Nevada law, your contract may not be renewed for the next school year. If you receive two evaluations for this school year which designate your performance as ~~["unsatisfactory;"]~~ *'minimally effective' or 'ineffective,'* and if you have another evaluation



1 remaining this school year, you may request that the  
2 evaluation be conducted by another administrator.”

3 (b) The probationary teacher or probationary  
4 administrator, as applicable, must acknowledge in writing  
5 that he or she has received and understands the statement  
6 described in paragraph (a).

7 2. If a probationary teacher or probationary  
8 administrator requests that his or her next evaluation be  
9 conducted by another administrator in accordance with the  
10 notice required by subsection 1, the administrator conducting  
11 the evaluation must be:

12 (a) Employed by the school district or, if the school  
13 district has five or fewer administrators, employed by another  
14 school district in this State; and

15 (b) Selected by the superintendent and the probationary  
16 teacher or probationary administrator, as applicable.

17 **Sec. 21.** The provisions of section 9 of this act, NRS 391.311  
18 to 391.3125, inclusive, as amended by sections 10 to 13, inclusive,  
19 of this act, NRS 391.3127, as amended by section 15 of this act,  
20 NRS 391.313, as amended by section 17 of this act, NRS 391.317,  
21 as amended by section 18 of this act, and NRS 391.3197, as  
22 amended by section 19 of this act, apply to all:

23 1. Teachers who are initially employed by a school district on  
24 or after July 1, 2011.

25 2. A new employee who is hired by a school district as an  
26 administrator on or after July 1, 2011.

27 3. A postprobationary teacher who is employed as an  
28 administrator on or after July 1, 2011.

29 **Sec. 22.** The board of trustees of each school district shall:

30 1. Commencing with the 2013-2104 school year, implement  
31 and carry out the policies for evaluations of teachers and  
32 administrators required by NRS 391.3125, as amended by section  
33 14 of this act, NRS 391.3127, as amended by section 16 of this act,  
34 and section 20 of this act.

35 2. Commencing with the 2014-2105 school year, implement  
36 and carry out the program of performance pay and enhanced  
37 compensation established by the board of trustees pursuant to  
38 section 8 of this act.

39 **Sec. 23.** 1. This section and sections 1 to 7, inclusive, 9 to  
40 13, inclusive, 15, 17, 18, 19, 21 and 22 of this act become effective  
41 on July 1, 2011.

42 2. Sections 8, 14, 16 and 20 of this act become effective on  
43 July 1, 2013.

