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## DIGEST

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Champagne

HB No. 478

**Abstract:** Provides relative to reduction in force polices which local school boards are required to adopt.

Present law requires local school boards to adopt rules and policies that delegate authority for reduction in force decisions to the local superintendent. Proposed law retains present law.

Present law provides that in implementing a reduction in force and making dismissal decisions affecting teachers and administrators, the superintendent shall consider demand, performance, and effectiveness. Present law provides that effectiveness shall be as determined by present law relative to the performance evaluation program. Dismissal determinations regarding employees who are not evaluated pursuant to the program shall be based on performance and effectiveness as determined by local board policy and certification or academic preparation if applicable.

Proposed law provides that effectiveness of all employees shall be as determined by the performance evaluation program. Removes performance as a factor to be considered in dismissal decisions.

Proposed law provides that no teacher dismissed due to a reduction in force shall have a preference in hiring regardless of the teacher's tenure status at the time of dismissal.

Present law prohibits inclusion of seniority or tenure as a primary dismissal criterion in a reduction in force policy. Proposed law prohibits any inclusion of seniority or tenure status as a criterion in the policy and prohibits the superintendent from considering seniority or tenure status in making dismissal decisions.

(Amends R.S. 17:81.4)