



Colorado *Legislative Council Staff Fiscal Note*
LOCAL
FISCAL IMPACT

Drafting Number: LLS 10-0318

Date: January 18, 2010

Prime Sponsor(s): Sen. Spence

Bill Status: Senate Education

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TITLE: CONCERNING TEACHER EMPLOYMENT STATUS AS IT RELATES TO CONTRACT RENEWAL, AND, IN CONNECTION THEREWITH, IMPROVING TEACHING QUALITY FOR STUDENTS.

Fiscal Impact Summary	FY 2010-2011	FY 2011-2012
State Revenue		
State Expenditures		
FTE Position Change		
Effective Date: August 11, 2010, assuming the General Assembly adjourns May 12, 2010, as scheduled and no referendum petition is filed.		
Appropriation Summary for FY 2010-2011: None.		
School District Impact: See School District Impact section.		

Summary of Legislation

This bill modifies the ways school districts conduct performance evaluations for both tenured and probationary (non-tenured) teachers. Under current law, each school district must have an evaluation system that ensures that:

- probationary teachers receive at least 2 documented observations and 1 evaluation that results in a written report;
- probationary teachers have 3 years of continuous employment before being considered for tenure; and
- tenured teachers receive at least 1 documented observation each year and 1 written evaluation every 3 years.

Under Senate Bill 10-050, districts must modify their evaluation systems to ensure that:

- probationary teachers receive at least 2 documented observations and 1 evaluation that results in a *final cumulative* written report;
- probationary teachers have 5 years of continuous employment before being considered for tenure;
- tenured teachers receive at least 1 documented observation each year and 1 *final cumulative written* report every 5 years;

- the *final cumulative* written report measures performance for the purposes of *contract renewal*; and
- tenured teachers receive a *5-year contract* and be considered for contract renewal *every 5 years thereafter*.

School District Impact

This bill will impact school districts differently, depending on their current review process. Under current practice, probationary teacher observations may or may not be documented, and some districts only conduct one per year. Written reports are sometimes not prepared until the district is recommending a probationary teacher for tenure or a professional license. Since the bill changes the length of the probationary period and adds a "final cumulative report" annually for 5 years, some districts will have increased work for the following:

- more observations under the extended probationary period; and
- increased work completing the final cumulative report.

Expenses for changing the evaluation and review process will be paid from existing school and district budgets.

Departments Contacted

Education