

SB 123 / HB 176 **Continued Contractual Service** **Sen. Deanna Demuzio / Rep. Bob Flider**

Coalition Position – Support

Bill Analysis

This initiative provides for a full time tenured teacher to have a two year probationary period rather than a four year probationary period when changing school districts. This is contingent upon already having entered into continued contractual service (tenure) in their previous school district.

- Applies only to full time teachers who have already achieved tenure status in the school district in which they are leaving.
- Provides an opportunity for the new district to evaluate a teacher's performance before granting tenure.
- Does not reduce the initial probationary period for new teachers from the initial four years.
- Provides new opportunities for an experienced quality teacher to change districts with limited portability of an earned benefit.
- Opens the door for districts to acquire experienced teachers.
- Supports a quality evaluation system.
- Service must be consecutive.

Rationale for support

We believe there should be a quality teacher in every classroom and that the tenure process should support this goal. Non-tenured teachers are evaluated at a minimum of once a year, and if evaluations are thorough and constructive, through this process teachers should receive instructive guidance, corrective action, or further development, all with the goal of helping teachers achieve excellence.

If a teacher has received tenure in one district, we believe that two years is an appropriate amount of time to evaluate a teacher in a new district.

Proponents:
Illinois Federation of Teachers
Illinois Education Association