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ABSTRACT

Achievements and legislation (1972) related to teachers and school personnel are listed. Information was garnered via questionnaires sent to all state departments of education and related educational agencies in October 1972; legislative status as of March 1972 is indicated at the beginning of each description. Included topics are certification, collective bargaining, evaluation, personnel utilization, professional practices, tenure, and training. An appendix describes the survey instrument and lists the state agencies contacted. (JB)

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1972

**LEGISLATION AND ACHIEVEMENTS
RELATED TO
TEACHERS AND OTHER SCHOOL PERSONNEL**

Prepared by Doris M. Ross
Department of Research and Information Services

Russell B. Vlaanderen, Director

Research Brief No. 4

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April 1973

U.S. DEPARTMENT OF HEALTH,
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State Abbreviations Inside Back Cover

INTRODUCTION

Research Brief No. 4, devoted to legislation and achievements related to teachers and school personnel, is the first of a series of short reports on specific subject areas in education for 1972. This series is designed to replace the "big book" format used in previous years, and it is hoped that these smaller booklets will be easier to use and that they will provide the reader with a more definitive approach to his search for information.

In October of 1972, questionnaires asking for information on legislation and achievements in education were sent to all state departments of education, legislative service agencies, state school boards associations and state offices of the National Education Association and the American Federation of Teachers. In most states (twelve either failed to reply or did not furnish information on teachers and other school personnel), one or more of the organizations queried sent a reply, and the compilation in this book is based on those replies with supplementation and expansion from information collected by ECS in an on-going effort to keep abreast of state education activity.

This report is in no way exhaustive or comparative of individual state activities involving teachers and school personnel; it merely presents a picture of the state scenes as reported by those organizations queried and as seen by an ECS staff review of newsletters, bulletins, special reports and legislative summaries on file. We have deliberately omitted information on salaries, benefits and retirement—a large area which is quite adequately covered by other organizations such as the NEA and AFT.

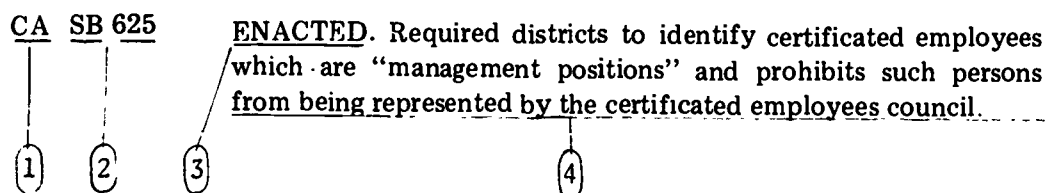
As you go through this book, you will note that the states are identified by the official two-letter postal abbreviations listed on the inside back cover. Under each category, reporting states are listed alphabetically. Legislative citations or identifying words are used after each state abbreviation; statute citations (if reported) are listed as well.

Each description of legislation begins with a capitalized word (ENACTED, FAILED, etc.) which indicates the status of the legislation as of March 1973. Other activity descriptions include the name and address (when available) of a person to contact for additional information. We have listed addresses of state departments of education and legislative reference bureaus in the back of the book, along with addresses of the national offices of the National School Boards Association (NSBA), the NEA and the AFT.

The index used in prior "big books" has been omitted; cross-referencing within the body of the report alerts the reader to items covering more than one category.

HOW TO READ ITEMS IN THIS REPORT

Sample



1. State Abbreviation—"California"—See inside back cover.

2. Bill number and/or Statute Citation. Terms include:

A - Assembly

ACT - Act

AB - Assembly Bill

Ch - Chapter

CSHB - Committee Substitute for House Bill.

H - House

HB - House Bill

HCR - House Concurrent Resolution

HJR - House Joint Resolution

KRS - Kentucky Revised Statutes

LB - Legislative Bill

PA - Public Act

PF - Pre-File

S - Senate

SB - Senate Bill

SF - Senate File

SJR - Senate Joint Resolution

SR - Senate Resolution

St - Statute

3. Status of Legislation March 1973. Terms include: ADOPTED, ENACTED, FAILED, NO ACTION, STATUS UNKNOWN, VETOED, WITHDRAWN, CARRYOVER TO 1973 (bill remains under legislative consideration during 1973 session without reintroduction or change in number).

4. Description of item.

CERTIFICATION

CERTIFICATION

- AZ
COMMITTEE See Personnel Utilization
- CA AB 257 ENACTED. Deletes authority of the Commission on Teacher Preparation and Licensing to waive the fifth year educational requirement and reduces period of time for completion of the fifth year from seven years to five years. Provides that minimum credential requirement include not more than one year of professional preparation of which at least one-half shall be in student teaching.
- CA AB 833 FAILED. Implements the Certified Master Teacher Law statewide rather than the present limitation to two districts for a period of three years. Limits the growth of the program.
- CA AB 1764 See Personnel Utilization
- DE NOTE: The State Board changed certification regulations to allow a standard certificate to be issued good for ten years rather than the previous three years. Contact: Howard E. Row, Delaware State Department of Education.
- FL CSHB 3636 FAILED. Requires full-year internship for beginning teachers for certification and ten weeks internship in order to attend upper division of college of education, with all school districts required to establish preservice and inservice centers with three instruction units allocated for each center and interns to be paid on Rank IV salary schedule, with DOE to prepare guidelines.
- HI HB 701 FAILED. Part-time Teacher Employment Program. Allowing persons who are qualified for a certificate or who have a certificate to work part time as tutors, assistants to teachers of exceptional children and in other educational positions.
- ID SB 1497 See Professional Practices
- IL HB 4168 ENACTED. Amends school code to exclude a physical handicap as a bar to teacher certification or employment where teacher or practice teacher applicant is able to carry out the duties of the position for which applying.
PA 77-2079
- IL HB 4337 ENACTED. Amends the school code to provide for an early childhood certificate to be issued to teachers for teaching of children up to age six. Establishes educational requirements for eligibility to receive such certificate.
PA 77-2727
- KY HB 370 ENACTED. Creates a council to make recommendations to State Board on teacher education programs and certification standards.
- KY HB 487 FAILED. To create a Kentucky Council on Teacher Education and Certification to advise on college curricula for persons seeking certification.
- KY SR 50 ADOPTED. Directs the Legislative Research Commission to study teacher training and certification. Results to be available prior to 1974 session.

CERTIFICATION

- KY HB 225 See Professional Practices
- MD HB 1180 See Evaluation
- MD HB 67
PF 70 FAILED. To amend Sections 16 and 27 of Article 77 to waive renewal requirements for teachers' certificates for teachers who are either age fifty-five or older or who have been employed as teachers for a certain period.
- MD HB 532 ENACTED. To amend Sections 16 and 27 to provide in both sections for amending the renewal requirements for the certification of teachers.
- MD HB 996
Ch 574 ENACTED. To amend Section 16 of Article 77 to provide that no person otherwise possessing the qualifications of a teacher may be denied either certification or a job solely on the basis that the person is blind.
- MD SJR 21 FAILED. Requesting the State Department of Education to require that all teachers requesting certification complete a training program containing human relations components.
- MA Ch 64 ENACTED. Non-citizens who are qualified as certified teachers may now be employed to teach upon presentation to the Board of Education of a copy of a declaration of intention to become a citizen of the United States.
- MA H 3146
(H 3898) FAILED. To upgrade teacher certification. Petition of the Massachusetts Teachers Association and others for legislation to regulate the issuance of educational certificates and establishing a commission for the division of educational personnel.
- MI HB 5603 FAILED. Revises teacher oath provisions in school code.
- MI HB 5956 FAILED. Licensing and regulation of teachers; teacher standards and licensure commission.
- MI HB 6207 FAILED. Provides for State Board of Education, Teacher Certification Unit to license and evaluate teachers.
- MI SB 1250 FAILED. Licenses and regulates teachers (proposed Senate substitute).
- MO HB 1044 FAILED. A proposal strengthening the authority of the State Board of Education and State Department of Education to issue teachers' certificates while repealing the authority of county superintendents to issue such certificates.
- MO HB 1045 FAILED. A proposal to create a Professional Responsibilities Commission with broad powers to make recommendations in regard to teacher education, teacher certification, and revocation or suspension of teachers' certificates.
- MO HB 1520 FAILED. A proposal to require all applicants for teachers' certificates to have completed courses in psychology and education of the exceptional child before the certificate could be granted.

CERTIFICATION

- NB LB 1015 ENACTED. Interstate agreement on qualification of educational personnel.
- NY S 6810-A
A 80248 FAILED. To establish a State Board of Teacher Licensing. Bill would regulate teaching in same manner as physicians or professional engineers rather than SED Office of Teacher Certification.
- NC STUDY The Legislative Research Commission was directed by the General Assembly to study professional regulation of teacher licensing and practices by Resolution 99 ratified on July 13, 1971. A committee of the Legislative Research Commission is now studying the question of the creation of a board comprised of members of the education profession to regulate the preparation, licensing and certain aspects of performance of teachers. Contact: Representative Ernest B. Messer, Chairman, Committee on Teacher Licensing and Practices, Legislative Research Commission, State Legislative Building, Raleigh, North Carolina 27601.
- ND STUDY The Legislative Council Interim Committee on Education conducted a study of teacher certification procedures during the last interim. It has recommended a proposal to give the Teachers' Professional Practices Commission advisory responsibilities regarding teacher certification. The TPPC will consist of five members nominated by the ND Education Association, two members nominated by the school boards association, and two members nominated by school administrators. The Superintendent of Public Instruction will have discretion in determining the criteria for teacher certification after consulting with the TPPC. The proposal will not affect the holders of life certificates.
- PA. SB 849 FAILED. Creation of Professional Standards and Practices Commission for the certification of teachers.
- PA PROJECT See Training
- SD
COMMISSION See Professional Practices
- TN HB 369 FAILED. Requires teacher in public elementary or high school to be certified in the area or field of learning in which he is employed to teach.
- TN HB 2250
SB 1584 FAILED. Provides persons receiving bachelor's and master's degree before September 1, 1953 deemed eligible for teacher's certificate upon certain conditions.
- VT NOTE: New certification regulations for educational personnel were adopted by the State Board of Education for implementation. K-12 levels. 1971*

* Not previously reported.

COLLECTIVE BARGAINING

COLLECTIVE BARGAINING

- AL HB 520
SB 206 FAILED. To allow state, county and municipal employees to organize for collective bargaining purposes.
- AZ HB 2328 FAILED. Educational Dispute Resolution by Negotiation. Would have authorized certified teaching personnel and professional educational personnel employed by a school or community college district to form or join professional employees organizations and to participate in negotiations with their respective governing boards for establishing, maintaining, or improving terms and conditions related to their employment.
- AZ SB 1297 FAILED. School strikes, slowdowns. Would have established procedures for the orderly, equitable, and expeditious resolution of disagreements involving salaries and other economic policies between district school boards and certified school personnel.
- AZ SB 1296 FAILED. Would have established a teaching practices commission and a state education association, as a body politic, and would have provided entities and procedures within the education profession of the state to aid school boards, administrative personnel, and teachers to join together in negotiations concerning matters of mutual concern, resolving disputes and establishing a code of ethics and a system of arbitration.
- CA AB 1764 See Personnel Utilization
- CA AB 1357
Ch 1108 ENACTED. Requires districts to identify certificated employees which are "management positions" and prohibits such persons from being represented by the certificated employees council.
- CA SB 625
Ch 211 ENACTED. Provides that in any county in which more than one employee organization represents the employees of either or both the county superintendent of schools and the county board of education, that such employee organization be represented by a single certificated employee council. In such cases the county board of education is deemed to be the public school employer for meet and confer purposes.
- CA AB 2252 FAILED. Gives public employees the right to self-organization, requires public employees to recognize employees organizations as negotiating units, authorizes written agreements, provides impasse procedure, establishes Public Employment Relations Commission, etc.
- CA AB 2142 FAILED. Gives public employees the right to self-organization, requires public employers to recognize employees organizations as negotiating units, authorizes written agreements, provides impasse procedures, establishes Public Employment Relations Commission, etc.
- CA AB 2028 FAILED. Gives public employees the right to self-organization, requires public employers to recognize employees organizations as negotiating units, authorizes written agreements, provides impasse procedures, establishes Public Employment Relations Commission, etc.

COLLECTIVE BARGAINING

- CA AB 1850 FAILED. Creates California Public Employment Relations Commission to resolve local disputes; provides for factfinding, mediation, secret elections.
- CA AB 545 FAILED. Adds new provisions governing collective negotiations to current law, allows education employees to form negotiating organizations, prescribes rights, duties and obligations of boards of education and employees organizations re collective negotiations, creates Educational Employer-Employee Relations Commission, etc.
- CA AB 559 FAILED. Makes significant changes in the education code dealing with collective bargaining. Major features are the establishment of a state-level Commission on Education Employer- Employee Relations with considerable power to regulate and mediate disputes, the provision for arbitration and utilization of designated judicial procedures, and the provision for binding arbitration. Effect is to remove the public school employer from position as the final decision-maker in employer-employee negotiations.
- CA SB 372 See Tenure
- FL SB 91 WITHDRAWN. Establishes system and procedures for collective bargaining by all public employees (including school board and employees) and recognition of employee organization by public employer, prohibiting strikes, creating Public Employee Relations Commission appointed by Governor to set rules and regulations.
- FL HB 3314 FAILED. To permit public school teachers to organize and bargain.
- HI HR 28 ADOPTED. Requesting the Department of Education and the Hawaii State Teachers' Association to continue to bargain in good faith in view of the serious ramifications a bargaining impasse will have on the education of the children of Hawaii. 1/25/72.
- HI SR 36 FAILED. Requesting the Board of Education and the Hawaii State Teachers Association to intensify their efforts to reach a collective bargaining agreement and exert every effort to avoid a strike. 1/31/72.
- HI SR 52 FAILED. Requesting the Senate Committee on Education to investigate the "strike substitute" policy of the Department of Education. 2/3/72.
- HI SR 54 FAILED. Directing the Senate Committee on Education to study the impact of a prolonged teachers' strike on the flow of federal funds to the Department of Education. 2/3/72.
- HI SR 141 ADOPTED. Requesting the employer, as defined in the Collective Bargaining Law for the Department of Education, to submit the cost items in the new public school teachers' contract to the Sixth Legislature as required by the collective bargaining law. 2/29/72.
- HI SR 236 STATUS UNKNOWN. Directing the Senate Committees on Education and Ways and Means to immediately call joint hearings to determine the cost items contained in the public school

COLLECTIVE BARGAINING

teachers contract and make appropriate recommendations for action by the Sixth Legislature. 3/28/72.

- HI HR 327 FAILED. Directing the House Committees on Education and Finance to call joint hearings immediately to determine the cost items contained in the public school teachers' contract and make appropriate recommendations for action by the Sixth Legislature. 3/29/72.
- HI HR 358 FAILED. Requesting the House Committee on Education to conduct hearings to investigate the handling of the collective bargaining process by the Department of Education and the Hawaii State Teachers Association. 3/30/72.
- HI HCR 57 ADOPTED. Relating to the collective bargaining agreements between the Board of Education, the Hawaii Government Employees' Association, and the Hawaii State Teachers' Association, stating that 1972 appropriations for cost items in agreements are unnecessary. 4/13/72.
- IN SB 280 FAILED. This bill was stripped and a comprehensive labor bill was inserted covering all aspects of public sector bargaining. The impasse machinery ended with the "final offer" concept. The scope of bargaining in the education area was limited. The bill also contained a fiscal responsibility clause.
- IN SB 12 On collective bargaining. Many pieces of legislation on collective
SB 44 bargaining were introduced and considered by the Indiana General
HB 1062 Assembly. Both houses passed bills which were not considered by
HB 1114 the other house. All bills listed at left FAILED.
HB 1134
HB 1201
- IA SF 387 FAILED. Relating to collective bargaining in public employment, providing penalties for violations, and making an appropriation therefor.
- KS HB 1584 FAILED. An act concerning public schools and community junior colleges; meeting, conferring, discussing and consulting regarding terms and conditions of employment, amending 1970 collective negotiations bill. 1971*.
- KS SB 288 FAILED. An act concerning public schools and community and junior colleges; relating to collective negotiations; amending previous collective negotiations bill of 1970. 1971.*
- KS SB 234 FAILED. An act relating to public schools and community junior colleges amending the collective negotiations law by limiting the definition of the term "professional negotiation" to mean meeting and conferring language regarding good faith efforts to reach agreements would be deleted. 1971.*
- KY SB 148 VETOED. To provide for negotiation between school boards and local associations. A KEA-sponsored bill with Committee amendments.

*Not previously reported.

COLLECTIVE BARGAINING

- KY HB 364 FAILED. To provide for collective bargaining between public employees and employers, including school employees.
- KY SB 276 FAILED. "Meet and Confer" bill. Sponsored by Kentucky School Boards Association.
- KY HB 509 FAILED. To establish right of school employees to organize and bargain collectively on terms and conditions of employment. AFT-sponsored bill.
- MD HB 547 FAILED. Employee organizations: to amend Section 160 (h) of Article 77 to except matters prohibited by statutory law from negotiations between a public school employer and an employee organization.
- MD SB 604 FAILED. To amend Section 160 (h) of Article 77 to limit the negotiations relating to salaries, wages, hours, and other working conditions between public school employers and negotiating agents for public school employees to areas which are not already covered by statute or regulations.
- MD HB 1393 FAILED. Permitting the creation of and generally relating to employee organizations in community colleges.
- MD HB 1490
Ch 630 ENACTED. Permitting the Board of Education of Prince George County to negotiate with organizations representing non-certificated public school employees.
- MD SB 604 FAILED. Limiting the negotiations relating to salaries, wages, hours, etc., between public school employers and negotiating agents for public school employees to those areas not already covered by statute or regulation.
- MD HB 547 FAILED. Excepting matters prohibited by statutory law from negotiation between a public school employer and an employee organization.
- MD
RESOLUTION FAILED. Requesting an expansion of authority of the "Governors Commission to Study Negotiations Within Public Education Agencies" to study the status of higher education and of all professional, classified and nonclassified employees of all governments within the state.
- MA H 4378 FAILED. Authorization for administrative and supervisory employees of school committees to form separate units for the purpose of collective bargaining. 1971.*
- MA S 416 NO ACTION. To eliminate date limitations on collective bargaining between school committees and school employee organizations.
- MA S 953 To require timely action by agency and department heads and the Bureau of Personnel on state employee collective bargaining contracts. Placed into study order S 1655. 1971.*

*Not previously reported.

COLLECTIVE BARGAINING

- MA Ch 24 ENACTED. To establish a collective bargaining commission. 1971*.
- MA H 4476 FAILED. Municipal employees covered by collective bargaining agreements exempted from the provisions of the civil service and tenure laws. 1971.*
- MA Ch 307 ENACTED. Regarding the rights of school employees in regional districts. 1971.*
- MA H 715 FAILED. Arbitration awards involving school committees and employee organizations. 1971.*
- MA S 235
Ch 375 ENACTED. An act guaranteeing the enforcement of arbitration awards arising out of written agreements between a municipal employee organization and a municipal employer.
- MA H 1603
Ch 490 ENACTED. An act prohibiting a fact finder's appointment by the state of any person who actively represented management or an employee organization during the previous year.
- MA H 1514 FAILED. To include compensation and hours of work in bargaining at institutions of higher learning.
- MA S 748 FAILED. To recognized teachers' right to strike.
- MA H 1730 FAILED. To provide three-judge panel on the facts prior to issuing injunctions.
- MA H 616 FAILED. Appointment of collective bargaining committees in towns.
- MA S 144 FAILED. To require timely action by agency and department heads and the Bureau of Personnel on state employee collective bargaining contracts.
- MA H 1769 FAILED. Certain agreements reached in municipal collective bargaining shall be binding.
- MA H 1514 Regarding bargaining; certain rights of employees of institutions of higher learning. Placed into study order S 1532.
- MA Ch 490 ENACTED. Appointment of fact finders by the Board of Conciliation and Arbitration.
- MA Ch 713 ENACTED. To provide discretionary hearings by a member or agent of the labor relations commission under certain provisions of the public employee collective bargaining law.
- MI SB 1450 FAILED. Teacher negotiations to begin by March 15.
- MN Ch 33 ENACTED. Public Employees Collective Bargaining; an act relating to labor relations between public employees and their public employers; creating a Minnesota public employment relations board and designating its membership, powers and duties;

*Not previously reported.

COLLECTIVE BARGAINING

- MN Ch 33
(cont.) assigning the duties of the director of the bureau of mediation services; providing for exclusive representation of public employees, providing for meeting and conferring by public professional employees and their public employers and making available qualified consultants therefor; providing for arbitration of disputes between public employees and providing penalties for violation thereof; providing jurisdiction to district courts to enjoin strikes by public employees; providing jurisdiction to district courts to enjoin the committing of unfair labor practices by public employees and public employers; repealing Minnesota Statutes 1969, various sections. 1971 Extra Session.*
- MO HB 1324 FAILED. A proposal to permit certificated employees to form an employee organization and to require the State Department of Education to conduct elections held for the purpose of determining if a particular organization would be an exclusive negotiating representative.
- MO HB 1250 FAILED. Provides for collective bargaining by public employees, including teachers.
- MO HB 1274 FAILED. Provides for collective bargaining by public employees, including teachers.
- NB LB 1441 FAILED. To change the public negotiations law by providing that items that are the prerogative of the administration of the school board "are not negotiable".
- NJ S 913 CARRYOVER TO 1973. Designated the "Public Employer-Employee Relations Act," creates the Public Employment Relations Council, repeals the Public Employment Relations Commission, appropriates \$50,000.
- NJ S 962 CARRYOVER TO 1973. Amends the "Employer-Employee Relations Act" to provide whenever negotiations reach an impasse, to appoint an impartial arbitrator, who shall conduct a hearing as to the matter or matters in dispute and render a decision which shall be binding on all parties.
- NJ A 14 CARRYOVER TO 1973. Prohibits temporary restraining order being issued unless court is satisfied either that present representative or attorney of employer or labor organization participating on such dispute was informed of the time and place in which application would be presented.
- NJ A 202 CARRYOVER TO 1973. Permits public employees to strike under certain circumstances.
- NJ A 485 CARRYOVER TO 1973. Requires public employers and public employees to negotiate labor disputes in the same manner as other employers and employees.
- NJ A 496 CARRYOVER TO 1973. Defines "improper employer practices" and "improper employee organization practices" under the Employer-Employee Relations Act.

*Not previously reported.

COLLECTIVE BARGAINING

- NJ A 521 CARRYOVER TO 1973. Permits public employees to strike under certain circumstances.
- NJ A 1018 CARRYOVER TO 1973. Prohibits the issuing of a restraining order or temporary or permanent injunction in any case involving a strike by a majority representative of public employees.
- NJ A 1047 CARRYOVER TO 1973. Establishes a three-member Public Employment Relations Council in but not of the Department of Labor and Industry; repeals the Public Employment Relations Commission.
- NJ A 1215 CARRYOVER TO 1973. Provides for binding arbitration in public employer-employee disputes involving school districts.
- NJ A 1287 CARRYOVER TO 1973. Permits local boards of education to establish regional negotiating districts for public school employees; effective January 1, 1974.
- NY S 4367-A
A 9643 FAILED. Would exempt public school districts (except NYC) from the legislative hearing presently provided by law as the final step in the resolution of negotiation impasse and empowers the Public Employers Relations Board in cases where negotiation impasse continues after the fact finding report has been made public, to hold a hearing where both parties would be required to show why the fact finders report should not be accepted.
- OK SB 550 FAILED. To permit the establishment of a faculty representative negotiating team to bargain with the governing board of each institution of higher learning.
- OR STUDY Governor McCall has appointed a special Task Force on Collective Bargaining in the Public Sector to prepare legislation for the 1973 session. At this time (Dec. 1972) it appears that this task force's proposed legislation will seek to create one collective bargaining process for all public employees, including local school districts and local governmental jurisdictions. Their proposed draft may be obtained from: Mel Cleveland, executive director, Public Employees Relations Board, 430 Summer Street NE, Salem, Oregon 97310.
- RI H 5354A
Ch 277 ENACTED. Providing a system of conciliation of unresolved labor disputes involving state employees, amending, repealing and adding to existent legislation.
- SD HB 748 FAILED. Provides limited right to strike for public employees.
- SD HB 756 FAILED. Adds three sections to laws governing public employers and employees, defines good faith bargaining as not requiring concessions; defines conditions of employment as not including inherent managerial policy rights but requires public employer to meet and discuss policy not to exceed three times a year; provides that employers and employees cannot agree to anything which violates the law.
- SD HB 797 FAILED. Prevents school boards from issuing contracts if impasse exists on May 1.

COLLECTIVE BARGAINING

- TN SB 1816
HB 2041 FAILED. Recognized the right of teachers to join organizations of their choosing and granted local boards of education the authority to recognize such organizations.
- VT HB 224
ACT 193 ENACTED. Relating to collective bargaining by state employees, providing that commissioner of personnel shall make regulations and adopt methods of qualifying employees for positions; amending sections relating to legislative pay board, employee organizations for collective bargaining, providing for fact-finding and arbitration, treatment of grievances, etc.
- VA SB 180 FAILED. Right of bargaining by public school teachers with school boards.
- WA HB 515 FAILED. Would have repealed the state's public negotiations law and placed educators under the Public Employees' Collective Bargaining Law.
- WV SB 208 FAILED. Creates Public Employee Relations Agency. Submitted as a result of a study of public employee relations, which continues.
- WV SB 158 FAILED. Professional negotiations for school personnel.
- WI Ch 124
St 111.70 ENACTED. A complete revision of the public employee negotiating law which provided for a dues check-off system, binding arbitration for protective services, a duty to collectively bargain in good faith and a duty to complete the bargaining with a signed agreement. School boards allowed to issue teacher contracts before completing negotiations under certain circumstances.

EVALUATION

EVALUATION

- AZ HB 2054 FAILED. Would have required the governing board of every school district in the state to develop, adopt, and administer teaching performance evaluations to the teachers in their districts; the overall objective of the program would have been to improve the state's educational system.
- CA SB 517
Ch 535 ENACTED. Exempts certificated personnel employed on an hourly basis in adult education classes from evaluation provisions of AB 293 of 1971.
- CA AB 1940 FAILED. Modifies teacher evaluation and assessment procedures, requires governing board to confer with certificated employee organizations in development of guidelines, permits certificated employees participating in guideline development to be released from regular duties without pay loss, requires guidelines to set forth reasonable standards of performance rather than specified elements.
- CA SB 397 See Tenure
- CA AB 1192 See Tenure
- CA AB 1420 FAILED. Evaluation of school employees. Requires, regarding the adoption by school district governing boards of guidelines, evaluation procedures, and standards for assessment of certificated personnel, that certificated employees participating in development and revision of guidelines be paid at regular rate when such duties are required after the regular school day or after the regular school year.
- CA SB 383 FAILED. Schools: certificated employees. Requires, re adoption by school district governing boards of guidelines, evaluation procedures and standards for assessment of certificated personnel that governing board confer with certificated employee organizations in development of guidelines, permits certificated employees participating in guideline development to be released from regular duties without pay loss, requires guidelines to set forth reasonable standards of performance rather than specified elements.
- FL NOTE Teacher Evaluation — A Comprehensive Catalog of Teacher Competencies is under development (available Spring 1973). K-12 levels. State funding. Contact: Mrs. Nancy Benda, Coordinator of Research and Development for Teacher Education, Division of Elementary and Secondary Education, Florida State Department of Education.
- KS STUDY Interim Legislative Committee has released study of teacher evaluation systems as directed by SCR 84. Available from Legislative Coordinating Council.
- HI HB 1337 FAILED. Relating to the establishment of an evaluation program for all teachers and educational officers.
- MD HB 1180 FAILED. To add new Section 16A to Article 77 to provide for developing a performance evaluation to determine the criteria necessary for an individual to demonstrate his competence to teach before being issued an initial teaching certificate.

EVALUATION

- MI HB 6207 See Certification
- NJ S 719 CARRYOVER TO 1973. Evaluation of non-tenured teachers four times yearly: if board fails to evaluate, teacher must be re-employed next year.
- PA NOTE: Teacher evaluation programs: Section 1123 of the Public School Code of 1949 as amended provides for the rating of professional employees in accordance with standards and regulations as defined by the rating card which was prepared by the DOE. Each board of school directors may adopt and file with the DOE in lieu of temporary and professional employees rating card, a plan of evaluation for the professional employees in the public schools. K-12 levels. Contact: Mr. Waldo G. Weaver, Curriculum Development Specialist, Pennsylvania State Department of Education.
- SD NOTE: See Professional Practices
- TN HJR 228 ADOPTED. Directs higher education commission to study utilization of teachers time in institutions of higher learning. Findings reported January 1973.
- TN HJR 227 ADOPTED. Teacher evaluation: Joint Resolution directing Commissioner's State Board to develop guidelines for retention and remuneration of teachers. Findings to 1973 legislature.
- TN NOTE: Pursuant to HJR 227, State Board has developed guidelines and requires local school boards to develop teacher evaluation procedures to submit to State Board for approval by June 1, 1974. Required evaluations are annual for probationary teachers, once in three years for tenured teachers.
- WI Ch 125 ENACTED. A requirement that the State Superintendent establish a pilot program on evaluating and assessing the effectiveness and efficiency of local school districts. This may include teacher evaluation approaches.

PERSONNEL UTILIZATION

PERSONNEL UTILIZATION

- AZ SB 1106 FAILED. Regarding the *loan of teachers, equipment, etc. to private schools.*
- AZ SB 1174 ENACTED. Requires the state board of education to supervise and control the qualifications of *nonteaching school personnel* and to prescribe rules and regulations relating to such qualifications.
Ch 111
- AZ COMMITTEE Certification of *Nonteaching Personnel Committee* - Senate. Elementary and secondary levels. State support. Contact: Senator James A. Mack, Chairman, Arizona State Capitol, Senate Wing, Phoenix, Arizona 85007.
- CA AB 1764 VETOED. Permits *pupil services employees* to be represented by the certificated employees council or establish a pupil services committee to represent such employees.
- CA AB 1218 FAILED. Authorizes governing boards of school districts, when lot drawing is required in order to reduce the number of probationary certificated employees of the district, to exempt from the lot drawing and to reemploy, *minority probationary certificated employees* until the percentage of permanent and probationary minority certificated employees in the district equals the percentage of minority students in the district.
- DE SB 665 FAILED. Provides one *supervisor* for first 100 units and one for each additional 150 units. Would save seven positions statewide.
- DE HB 752 FAILED. An Act to amend Title 14, Delaware Code in order to provide for the *flexible assignment of school district personnel* after appropriations have been determined for Division 1 of any public education budget.
- DE HB 675 ENACTED. To permit annual contracts for school nurses.
Ch 552
- FL CSHB 2977 FAILED. Provides 500 *teacher aides* for grades 1-6 on formula of one aide per county and remainder distributed on ADA, with appropriation of \$1,800,000.
- FL PROJECT *Differentiated Staffing* - Pilot Projects. K-12 levels. Contact: Dr. William Maloy, Office of the Governor, State Capitol, Tallahassee, Florida 32301.
- FL PROJECT *Differentiated Staffing* -during 1972, Florida received federal funds for further development of differentiated staffing programs in local school districts. Currently, the differentiated staffing project is operable in three school districts which have expressed interest in improving individual teacher performance through better staff utilization. Contact: Mr. William E. Whaley, Program Services, Division of Elementary and Secondary Education, State Department of Education.
- HI HB 701 See Certification
- KS HB 1782 FAILED. An act relating to *privately owned and operated schools, authorizing unified school districts to assign teachers* to such schools when the private school is in danger of closing due to financial reasons with the result of transferring its students to

PERSONNEL UTILIZATION

public schools. The act authorizes a tax levy by which such a district may provide funds therefor.

- KY SCR 49 VETOED. To direct the Department of Education to submit to Legislative Research Commission by 9/1/72 a plan for training, supervision, and use of *paraprofessionals and teacher aides* and, upon approval to implement same by 1/1/73.
- KY SB 341 ENACTED. Authorized use of *student teachers and paraprofessionals* in public schools under supervision of certified teacher personnel.
 HB 603
 KRS 161
- KY HB 361 ENACTED. To remove limit of 10 on experimental districts designated by State Superintendent for use of *paraprofessionals and teachers aides*.
 KRS 161
- KY SB 105 FAILED. To require one classroom unit for exceptional children for each *teacher aide and paraprofessional*.
 HB 291
- MD PROJECT See Training
- MD NOTE: See Training
- MD SB 570 ENACTED. To add new Section 112A to Article 77 to authorize the county boards of education and and the Board of School Commissioners of Baltimore City to utilize *volunteer aides* in the schools of the counties and Baltimore City, and providing for comprehensive liability insurance for said aides.
 Ch 220
- MA H 1309 FAILED. To provide for employment of *school professional personnel*. 1971.*
- MA S 1354 FAILED. To allow districts to employ *guidance counselors*.
- MI PROJECT See Training
- MI PROJECT Region Interdisciplinary Services Team Project in Detroit Public Schools. Objectives include developing a hierarchy of teaching roles and degrees of responsibility for the planning and delivery of instructional services (*Teacher — paid aide — adult volunteers — cross-age tutors*). Project 058. Contact Eugene Paslov, Supervisor (ESEA Title III), General Services, State Department of Education.
- MI PROJECT Student Personnel Services Demonstration Project in Gennessee Community College. Objectives include demonstrating communication services to support inner-city students in improving (a) *self* concept, (b) academic progress by the use of group guidance, tutorial services, peer counseling; by *paraprofessionals*, paraprofessionals working as staff assistants in admissions, guidance and counseling, financial aids and placement to demonstrate their impact on the educational progression of inner city students in a community college. Project No. 0771. Contact Eugene Paslov, Supervisor (ESEA Title III), General Services, State Department of Education.

*Not previously reported.

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- MI PROJECT** Individually Prescribed Instructional Support Program in Kalamazoo Valley ISD. Objectives are (1) to establish the organizational procedures as related to teachers, administrators, parents and children in the development of the *New American Open School* in the five-county region; (2) to demonstrate to the educational and lay community of the service region the feasibility of the New American Open School concept as an alternative to existing educational processes; (3) to implement the New American Open School concept which encourages individual differences and individual learning styles, allowing participants a range of flexibility uncommon in existing learning and educational processes; (4) Through the use of the New American Open School philosophy, provide academic and creative achievement superior to existing achievements for participants in the service region. Project No 0631. Contact: Eugene Paslov, Supervisor (ESEA Title III), General Services, State Department of Education.
- MI PROJECT** The *Open-Concept School for Indian Education*, in Sault Ste. Marie Area Public Schools. Objectives include demonstrating the feasibility of an open-concept neighborhood school for the education of the Indian cultural minority. This goal includes involvement of flexible student management practices and introduction of new educational practices. Project 0721. Contact: Eugene Paslov, Supervisor (ESEA Title III), General Services, State Department of Education.
- MI PROJECT** *Counselor Aide* project in Flint Community Schools. A counselor aide is assigned to each secondary school building in Flint including the parochial school, performs routine functions clerical and otherwise, previously performed by counselors, thus improving quality and quantity of time available for counselors to have contact with clients, particularly to disadvantaged youth, and providing opportunity for career development in guidance and counseling. Project No 0761. Contact: Eugene Paslov, Supervisor, (ESEA Title III), General Services, State Department of Education.
- OK PROJECT** *Differentiated Staffing* is being implemented in Project New Design in selected schools in Tulsa. A basis staffing pattern for the elementary schools included a team leader, two teacher members, and two aides for the three divisions, math-science, communication skills, and humanities. A kindergarten teacher, physical education teacher, and principal complete this staffing pattern. Contact: Mrs. Dale Edmond, Project Director, Project New Design, Tulsa Independent School District No. 1, P.O. Box 45208, Tulsa, Oklahoma 74145. ESEA Title III funding.
- PA NOTE:** Guidelines for Program Development, Employment and Utilization of Education *Paraprofessionals*. Outlines a broad policy within each local authority may develop its own policies, roles and job descriptions. The underlying intent is to provide guidance rather than minute details so that adequate flexibility and local autonomy may be permitted to meet local conditions. State Support. Contact: Mr. M. Wayne Neff Bureau of Curriculum Development and Evaluation, Division of Planning, State Department of Education.

PERSONNEL UTILIZATION

- PA PROJECT Special Educational Manpower Development Project. The School District of Erie, Pennsylvania, has two projects (1) to train 35 *substitute aides*, and (2) to train 10 *teacher aides*. Contact: Mr. Dalhart T. Dobbs, Project Director, the School District of Erie, Pennsylvania, 1511 Peach Street Erie, Pennsylvania 16401.
- SC H 3309 ENACTED. *Differentiated staffing* for Department of Juvenile Corrections in regard to academic training.
- VT NOTE: See Certification
- WV PROJECT See Training
- WI AB 1470 FAILED. Development of an *open education* plan and making an appropriation.
- WY STUDY The Wyoming Education Association Research Commission is researching a study concerning proper assignment of teachers and teacher aides in Wyoming.

PROFESSIONAL PRACTICES

PROFESSIONAL PRACTICES

- AK SB 126
Ch 77 ENACTED. An Act relating to the Professional Teaching Practices Act. Adds to the powers of the Professional Teaching Practices Commission the appointment of an executive secretary and the delegation to him of ministerial functions.
- AZ SB 1296 See Collective Bargaining.
- ID SB 1497 ENACTED. Relating to teacher certification and fee charges for expenses of a professional practices commission, changing the name to professional standards commission and making other changes, relating to hearing procedures and reporting, providing that commission may make recommendations to the state board of education on teacher education, certification, standards.
- KY HB 225 FAILED. To allow Professional Practices Commission to suspend a school employee's certificate for not more than one year and require the state board of education to enforce the PPC order.
- MO HB 1045 See Certification
- ND STUDY See Certification
- PA SB 849 See Certification
- SD NOTE: Professional Practices Commission has written code of Ethics for teaching profession, has proposed guidelines for school districts to use in establishing evaluation system for teachers, will study teacher training programs.

TENURE

TENURE

- AK SB 309
Ch 503 ENACTED. Provides that when an attendance area is transferred from one school district or absorbed into another district, teachers in the transferred or absorbed attendance area also are transferred unless the teachers and the chief school administrator or the new district mutually agree otherwise. Transferring teachers take with them accumulated or earned benefits, e.g., seniority, salary level, tenure, leave and retirement. The effective date of this Act is July 1, 1972.
- AZ HB 2053 FAILED. Would have revised the manner in which teaching contracts would be offered to probationary teaching personnel and renewal contracts to continuing teachers under contract with a school district; in addition, it would have revised the dismissal and suspension procedure and would have established a three-member commission to hear dismissal and suspension appeals.
- AZ
COMMITTEE Joint House Committee of State Governmental Relations and Education on Teacher Tenure. Elementary and secondary levels. State support. Contact: Representative Gladys Gardner, Chairman, Arizona State Capitol, House Wing, Phoenix, Arizona 85007.
- CA AB 1766
Ch 507 ENACTED. Makes portions of investigations of original and supplemental allegations which constitute the basis for allegations of misconduct of credential holder open to inspection and copying by such employee and his attorney rather than open to inspection by the employee.
- CA SB 397 FAILED. Designates law re dismissal and evaluation and assessment of performance of public school certificated employees as the Stull-Rodda Professional Competence Act, changes discipline procedure re suspended employees, provides latitude for evaluation and assessment procedures within school districts, prohibits evaluations from norms established by standardized tests, etc.
- CA AB 1192 VETOED. Designated law re dismissal and evaluation and assessment of performance of public school certificated employees as the Stull-Rodda Professional Competency Act, changes discipline procedure assessment procedures within school districts, prohibits evaluation from norms established by standardized tests, etc.
- CA SB 907 FAILED. Requires non-binding proposed decision of hearing officer re termination of probationary certificated school district employee to contain a determination as to the sufficiency of the cause and a recommendation as to disposition.
- CA SB 841 FAILED. Provides that certificated employee not given prescribed notice is deemed re-employed for ensuing school year; deletes terminations arising from declines in ADA and discontinuance of services.
- CA AB 257 See Certification
- CA AB 1153 ENACTED. Affords the parties in dismissal hearings for permanent or regular certificated employees the rights and duties of discovery of any party in a civil action brought in a superior court; requires discovery to be completed prior to one week before date set for hearing.

TENURE

- CA AB 1969 FAILED. Certificated community college personnel. Deletes power of governing boards to impose penalties upon contract and regular certificated community college personnel and administrators. Deems decision of arbitrator and decision of hearing officer to be final decisions of the governing board. Makes related changes.
- CA SB 372 FAILED. Deprives certificated or academic employees of public schools and state colleges of tenure or any years credited toward tenure when they go out on strike against their employer.
- DE HB 596
Ch 569 ENACTED. To repeal the restrictions on the right to contract with state employees in 58 Laws of Delaware Chapter 306, and to amend Title 14, Delaware Code to permit annual contracts for certain employees not to be entered into prior to May first of the fiscal year prior to the fiscal year covered by such contract and long term contracts for a limited group of employees.
- DE HB 573
Ch 327 See Miscellaneous
- FL CSSB 126 FAILED. University Tenure Limitation: provides for five-year review of each person holding tenure according to criteria prescribed by Board of Regents with present persons holding tenure to be reviewed no later than December 31, 1972.
- FL HB 4146 FAILED. University Tenure: provides for review of tenure status every five years.
- IL HB 311 VETOED. Amends the School Code to provide that teacher removal or dismissal hearings be held before a disinterested hearing officer appointed and paid by the Superintendent of Public Instruction.
- IA SF 1135 FAILED. Regarding termination of contracts with school teachers.
- KS HB 1585 FAILED. Due Process Act for teachers — provides for specific charges, a chance to improve performance, a hearing before an unbiased panel and appeal to state level board whose judgment would be binding. 1971.*
- KS SB 233 FAILED. An Act relating to a procedure for fair employment, retention and dismissal of teachers in all school districts and community junior college districts operating under the laws of Kansas; establishment of a Kansas teacher professional employment practices appeal board. 1971.*
- KS SB 487 STRICKEN FROM SENATE CALENDAR. This act amends the public school continuing contract law and provides that a written notice of intention to terminate a contract must be served by the governing body upon any teacher on or before March 15, and that teachers who have been consecutively employed more than three years have a right to a hearing.

*Not previously reported.

TENURE

- KS SCR 44 FAILED. A concurrent resolution requesting the Standards Board of the State Board of Education to develop due process regulations and guidelines to be followed by local boards of education in all instances when termination of teachers is considered necessary. 1971.*
- MD HB 331 FAILED. To amend Section 114 of Article 77 to extend the
SB 258 probationary period of service for public school teachers, to change the period of tenure of such teachers, to provide for the procedure for renewal or nonrenewal of tenure, and to provide for a procedure for hearings on the nonrenewal of tenure.
- MD SB 644 FAILED. To add new Section 144A to Article 77 to provide for hearing examiners who may hear matters relating to the suspension or dismissal of teachers or certain educational administrators and to provide for making a report to the county board of education, which report is subject to appeal.
- MA S 416 See Collective Bargaining
- MA Ch 464 ENACTED. Eliminates the provisions that mandate tenure for superintendents after three years of service, and allows a school committee to award a contract to a superintendent for a period of up to six years. A school committee is still free to grant tenure to a superintendent after three or more years of service if it so chooses. It also provides that the salary of a superintendent not be reduced without his consent unless a general salary reduction has been made.
- MA H 5678 FAILED. To abolish tenure for superintendents of schools. 1971.*
- MA H 2393 FAILED. Regarding tenure rights of certain school adjustment counselors. 1971.*
- MA H 1111 FAILED. To eliminate tenure for superintendents and teachers. 1971.*
- MI HB 6011 FAILED. Extends second teacher tenure probationary period from one to two years.
- MI HB 6279 FAILED. Provides for waiver of certain rights by teacher who institutes proceedings under Teacher Tenure Act.
- MO HB 1043 FAILED. A proposal to extend certain continuing contract and tenure rights to school administrators not now covered by the Tenure Act.
- MO SB 655 FAILED. A proposal to clarify the language of the Teacher Tenure Act that became effective July 1, 1970.
- MO HB 1599 FAILED. Would repeal Missouri's tenure law except for teachers already on tenure.
- NJ S 411 CARRYOVER TO 1973. Protects the employment rights of teaching staff members wherever a school is operated by a school district and is subsequently operated by others than the school district.

*Not previously reported.

TENURE

- NJ S 1126 WITHDRAWN. Eliminates career tenure for superintendents of schools; provides for three to five year contracts, permits a board of education to terminate a contract at the end of the contract period with not less than one year's notice.
- NJ A 328 CARRYOVER TO 1973. Designated "The College Tenure Act," provides for tenure for state and county college faculty members beginning their employment after the 1972-73 academic year; effective July 1, next following its enactment.
- NJ S 526 CARRYOVER TO 1973. Every school district employee under tenure of service shall by May 1 of each year or within 30 days after receiving notification of his salary and position for the following school year, whichever date is later, indicate in writing his acceptance or rejection of the salary and position for the following year, with penalties for failure to comply.
- NJ A 576 CARRYOVER TO 1973. Grants tenure to all employees of the Department of Education and Higher Education who have been employed continuously for three calendar years.
- NY S 9830
Ch 866 ENACTED: In cases where tenure is not to be granted at the end of the probationary period, upon teacher's request, reasons for such refusal must be given in writing. 1971.*
- NY A 338
Ch 158 ENACTED. Teachers involved in school district programs assumed by BOCES carry tenure rights and other fringe benefits. 1971.*
- OK HB 1389 ENACTED. Provides for reinstatement of a teacher upon dismissal without sufficient cause. Causes are: immorality, wilful neglect of duty, cruelty, incompetency, teaching disloyalty to American Constitutional system of government, reason involving moral turpitude. After a hearing before the Professional Practices Commission and State Board of Education and a finding that the teacher was dismissed without sufficient cause, shall automatically extend for one year the contract of the teachers. During this period the teacher and local board shall attempt to resolve their differences.
- PA HB 656 FAILED. Elimination of teacher tenure, mandated salaries and increments.
- SD HB 759 ENACTED. Provides that teachers' employment contracts for an ensuing school year not be issued by school board prior to first day of March of current school year.
- SD HB 860 FAILED. Would have enacted a new teachers' contract law and repealed the prior law. Provides reasons in writing on or before April 1 of notice of non-reemployment, failure to do so constitutes reemployment; does not allow reasons to appear in official minutes, omitting the name of a teacher from the minutes list of teachers to be hired considered official action of non-renewal with no other statement in the minutes; within seven days a teacher may request a conference with the board in executive session unless by mutual agreement it is open, conference to be held within 15 days attended by the board and its officials with the teachers, attorneys may be present by conference deemed

*Not previously reported.

TENURE

privileged communication; board required to make available any written information in its files bearing on the decision; free discussion of relevant matters but no formal description; a copy of the written decision shall be delivered to the teacher within 10 days. Repeals last year's session law on non-reemployment.

- TN HB 244
SB 159
Ch 022
- ENACTED. Restricts attaining and maintaining limited tenure by teachers.
- TN HB 270
SB 190
Ch 049
- ENACTED. Established April 15 as date by which written notice of dismissal or failure of re-election is to be given to teachers for next school term, excludes teachers who reach age 70 by July 1 or any year and prohibits their re-election to full time employment.
- TN HJR 227
- See Evaluation
- TN SB 332
- WITHDRAWN. Provides that any teacher who breaches contract with board of education without good cause shall not be permitted to teach or given recommendation for three years after breach.
- TN SB 1711
Ch 588
- ENACTED. Tenure law revised to allow 30 days rather than 10 for dismissed teachers to request hearing before board.

TRAINING

TRAINING

- AK HB 772 ENACTED. An act relating to inservice training for teachers. Provides that inservice training for teaching up to a 10-day maximum may be used, with the commissioner's approval, in calculating the 180 days that a school must be in session.
- FL HB 3058 FAILED. Educational service field centers: sets up demonstration centers for the improvement of inservice and preservice training.
- FL CSHB 3636 See Certification
- FL PROJECT Inservice training. A project to develop teacher assessment and training techniques for middle school teachers is under way. The project will seek to define "key" competencies and produce training material and assessment techniques appropriate to the "key" competencies. Performance-based inservice teacher education programs for middle school teachers operational September 2, 1973. State support. Contact: Mr. John Patrick, Associate, Educational Personnel Development Division of Elementary and Secondary Education, State Department of Education.
- HI PROJECT Inservice training for the Outreach Counselors and other related personnel of the Comprehensive School Alienation Program. Training to provide techniques in working with alienated youths both in urban and rural areas of the State. Grades 4-12. State support. Contact: Leslie Kobayashi, Program Specialist, Compensatory Education Section, 1270 Queen Emma Street, Rm. 1106, Honolulu, Hawaii 96813.
- IL HB 4422 ENACTED. Amends the School Code to authorize State Scholarship Commission to award (1) language grants to certain uncertified bilingual teachers and (2) language scholarships to students not speaking English as a primary language who wish to attend college. Recipients must agree, on completion of studies, to teach two years in a school having a substantial number of students not speaking English as a primary language.
PA 77-2139
- IL HB 4420 ENACTED. Amends School Code to authorize State Superintendent of Public Instruction to award grants to certain uncertified special education teachers in "poverty area" schools for enrollment in special education courses. Recipients must agree, after completing studies, to teach for two years in a "poverty area" school. Effective July 1, 1972.
PA 77-2731
- KS SB 521 FAILED. An act stating regulations pertaining to the number of hours, days and weeks that shall constitute a school year and providing that the time for inservice activities such as teacher workshops may not exceed an equivalence of two school days in any 180 day school year.
- KY SR 50 See Certification
- KY HB 370 See Certification
- LA HB 972 FAILED. To appropriate \$3,000,000 to parish and city school boards to finance an inservice training program for teachers. (A large proportion of this appropriation would have been used by New Orleans Public Schools.)

TRAINING

- MD HB 1375** FAILED. To amend Section 12 (g) and to add new Section 70 to Article 77A to relate generally to the qualifications, repayment, funding and administering of the teacher education grants-in-aid program.
- MD NOTE:** A five-year plan has been developed to ensure improvement in reading programs throughout the state. Three areas are emphasized: (1) student improvement, (2) inservice education, and (3) use of paraprofessionals and volunteers.
- MD PROJECT** Comprehensive Educational Manpower Information System. A project involving three surveys of the SEA, three LEA's and teacher education institutions to determine the need for and feasibility of developing such a system. The study will look at information needs for planning, program management and evaluation related needs for planning, program management and evaluation related to manpower utilization. All levels. Federal and state support. Contact: Mr. Leonard D. Garlick, Staff Specialist III, Management Information Systems, DREIS, State Department of Education.
- MD SJR 21** See Certification
- MI HB 4135** AILED. Course in problems of environmental quality, teacher training.
- MI PROJECT** IMPACT: Instructional Model Program for All Children and Teachers. Activities include operation of workshops for teachers and administrators to observe techniques on small-group activity centers and individualized instruction, diagnostic-prescriptive teaching. Project No. 056, Berrian County area. Contact: Engene Paslov, Supervisor (ESEA Title III) General Education Services, State Department of Education.
- MI PROJECT** CERT: Career Exploration for Related Training. Objectives include Career Development Inservice Workshop for 20 eighth-grade project participant teachers. Activities include two-week inservice for teacher participants to develop curriculum. Project No. 0751, Eastern Upper Peninsula ISD. Contact Engene Paslov, Supervisor, (ESEA Title III) General Education Services, State Department of Education.
- MI PROJECT** Instructional Program Planning and Evaluation System in Jackson Public Schools. Activities include a 12-session, inservice training program emphasizing the elementary theory and practice of instructional program planning and formative and summative evaluation based upon behavioral-performance objectives. Project No. 0621. Contact Eugene Paslov, Supervisor (ESEA Title III) General Education Services, State Department of Education.
- MI PROJECT** Discovery Through Outdoor Education. Objectives include training special education teachers in the utilization of the outdoors for providing learning opportunities to handicapped children. Project No. 064. Contact Eugene Paslov, Supervisor (ESEA Title III) General Education Services, State Department of Education.

TRAINING

- MI PROJECT** An Area Educational-Vocational Guidance Center at Montcalm Community College in Sidney. Objectives include providing inservice training to area counselors in the uses of the center and the latest "thinking" in vocational counseling. Project 0791. Contact Eugene Paslov, Supervisor (ESEA Title III), General Education Services, State Department of Education.
- MI PROJECT** D.R.U.G.S. Drug Re-Education Utilizing Guidance Services, in Pnymouth Community Schools. Objectives include development of a counselor image that allows drug users and experimenters the freedom to relate suppressed or repressed drug use behavior. Activities include in-depth training for selected counselors for persons expert in drug counseling. Project 0801. Contact: Eugene Paslov, Supervisor (ESEA Title III) General Education Services, State Department of Education.
- MI PROJECT** An Exemplary Vocational Guidance Project in Saginaw Public Schools. Objectives include acquainting all secondary guidance counselors with updated skills, understandings, abilities and knowledge specific to Vocational Counseling; training a cadre of vocational counselors specialists. Project No. 0711. Contact: Eugene Paslov, Supervisor (ESEA Title III) General Education Services, State Department of Education.
- MI PROJECT** Taylor Elementary Guidance Project in Taylor Public Schools. Objectives include training counselors and principals to work as a team in meeting the guidance needs of student, parents, and teacher. Project No. 0811. Contact: Eugene Paslov, Supervisor (ESEA Title III) General Education Services, State Department of Education.
- MI PROJECT** PRIDE. Providing Reading Impetus Through Developmental Experiences. Objectives include training of 100 Head Start teachers and aides in the techniques of diagnosing potential reading failure, and in the use of prescriptive teaching techniques. Project No. 0741. Contact: Eugene Paslov, Supervisor (ESEA Title III) General Education Services, State Department of Education.
- MI PROJECT** Behavior Engineering for Handicapped Children. Wayne-Westland Community Schools. Activities include training workshops for teachers in the use of behavior modification techniques. Project No. 0442. Contact: Eugene Paslov, Supervisor (ESEA Title III) General Education Services, State Department of Education.
- MI PROJECT** Inservice Training Projects: Neighborhood Education Center, Detroit Public Schools — Classroom Management and Basic Student Skills Development. K-6, Federal support; Performance Contract with Inkster Public Schools, K-6, State support; Inservice Training for Classroom Management and Accountability in Flint Public Schools, K-6, Federal support; Management Training Programs for Teachers in Jackson Public Schools, K-6, Federal support; Differentiated Staffing Program for Teachers in Lansing Public Schools, 7-9, Federal Support; "Hilda Taba" inservice program for teachers in Lansing Schools, K-6, Federal support. Contact: Eugene Paslov, Supervisor (ESEA Title III) General Education Services, State Department of Education.

TRAINING

MO HB 1045 See Certification

MO HB 1520 See Certification

NY NOTE: In the 1971-72 school year, the sum of \$904,603 was expended on the inservice training of teachers and paraprofessionals to help them provide direct educational services to disadvantaged urban residents. There were over 300 people involved in the inservice training of teachers and paraprofessionals. Part of the New York State Urban Education Program.

NY PROJECT Program for correcting Racial Imbalance. The SEA provides technical assistance and consultant services to provide inservice training for teachers as school districts desegregate and integrate their programs. K-12. State (administrative costs), Title I, ESEA (administrative costs) and Title IV of the Civil Rights Act. Contact: Morton Sobel, Acting Coordinator, Division of Inter-cultural Relations in Education, State Education Department.

NY PROJECT Seminar in Puerto Rican Culture. Acquainted 40 NY City area teachers with the cultural attributes and achievements of Puerto Rican students to help teachers deal with differences in learning style. State funds under a now defunct Urban Teacher Corps Program. Consultative services supported. In December 1971, the teachers visited Puerto Rico for a first hand study of their educational processes. The SEA managing unit presently provides consultative services to inservice programs for inner city services. Contact: Norman Abramowitz, Associate in Foreign Area Studies, Center for International Programs and Comparative Studies, State Education Department.

NY PROJECT Effective Urban Teacher Project: Interstate Urban Elementary School Network. An interstate network of urban elementary schools to test out programs and activities designed to improve the learning outcomes for inner city pupils. Processes and activities based on recommendations of effective urban teachers from the participating states of Connecticut, Delaware, New Jersey, New York and Pennsylvania. K-12. Title V, Section 505, ESEA, plus state support of some administrative costs in 1972-73. Contact: Richard Weiner, Assistant Director, Division of Urban Education, State Education Department.

NC STUDY See Certification

OK PROJECT Consortium for urban teacher education. Grades K-8. Federal support. Contact: Mr. Joe Hodges, LEA Coordinator Teacher Corps Project, Oklahoma City, Oklahoma 73106.

PA PROJECT Training: Teaching in Urban Schools; Sensitive Awareness of the Disadvantaged. Contact: Dr. Alan Wolf, Intermediate Unit No. 5, RITEC, 2911 State Street, Erie, Pennsylvania 16805.

PA PROJECT Training: Attitude Development and Motivation for Teachers of Disadvantaged. Contact: Mr. Paul R. Miller, Superintendent, Kane Area School District, West Hemlock Avenue, Kane, Pennsylvania 16735; or Dr. Robert P. Stromberg, Assistant Executive Director Seneca Highlands I. E. No. 9, 325 West Main Street Smethport, Pennsylvania 16749.

TRAINING

- PA PROJECT** The School District of Philadelphia to train 20 bilingual teachers. Contact Mrs. Eleanor L. Sandstrom, School District of Philadelphia, Parkway at Twenty-first Street, Philadelphia, Pennsylvania 19103.
- SD NOTE:** See Professional Practices
- WV PROJECT** Experimental Program in Teacher Preparation. The WV Board of Education approved an experimental program in teacher preparation involving Preston County, Mineral County and West Virginia University. The program includes training experiences for both pre-service and inservice teachers within patterns of differentiated staffing. Undergraduate, graduate, fulltime county teachers, college instructors, teachers of elementary and secondary pupils included. County and University funding. Contact: Dr. John Carline, College of Human Resources and Education, West Virginia University, Morgantown, West Virginia 16506; or Mr. Ernest Page, Superintendent, Mineral County Schools, Keyser, West Virginia 27626; or Dr. John Miller, Superintendent, Preston County Schools, Kingwood, West Virginia 26537.

MISCELLANEOUS

MISCELLANEOUS

- AK SB 308
am H ENACTED. Provides that when a teacher is involuntarily transferred or reassigned to another position within the district, his *moving expenses* shall be paid unless the one-way driving distance is 20 miles or less from the teacher's residence, or unless otherwise mutually agreed by the teacher and chief school administrator of the district. This act takes effect July 1, 1972.
- CA AB 1647 FAILED. Requires any *school employee who is attacked, assaulted or menaced* by a pupil or by a pupil's parent or guardian, or any school employee who witnesses such event, to immediately notify principal and to submit, within two days, to principal and district superintendent a detailed report re event. Requires principal and superintendent to notify specified law enforcement agencies re event. Deletes present requirement that school employee who is victim of such event to notify law enforcement authorities. Requires law enforcement agencies to take appropriate action following receipt of notification.
- CA AB 981
Ch 977 ENACTED. Permits school district governing boards with the approval of the personnel commission and a majority vote of classified employees to establish a ten-hour, four-day week for specified classes of classified employees.
- CA AB 1467 ENACTED. Permits school district governing boards with the approval of the personnel commission and a majority of classified employees to establish a ten-hour, four-day work week for specified classes of classified employees. Further specifies provisions for premium overtime pay for full-time and part-time classified employees.
- CA SB 470
Ch 769 ENACTED. Prohibits sex discrimination in the hiring of certified and classified school employees.
- DE NOTE : New state regulations hold that *illnesses associated with pregnancy* be considered as any other temporary disability for purposes of sick leave and sick pay. Contact Howard E. Row, State Department of Education.
- DE HB 573
Ch 327 ENACTED. *Maternity leave*. Indicating certain requirements of all pregnant teachers, and the terms under which return to employment shall be guaranteed to a female teacher who is absent from duty because of pregnancy.
- LA SB 643
Act 438 ENACTED. Changes the time requirement for filing application for *sabbatical leave* for the first semester of a school year for a teacher from 90 days to 60 days prior to the beginning of the semester. Amends R.S. 17:1172.
- MA S 182 FAILED. To require cities and towns to indemnify certain school officials for *expenses or damages incurred*, including counsel fees, in defense of claims arising out of the exercise of their official duties. 1971.*
- MA H 3766 FAILED. To provide *faculty representation* on certain educational boards. 1971.*

*Not previously reported.

MISCELLANEOUS

- MA Ch 379 ENACTED. To regulate the indemnification of certain school personnel for *expenses or damages* sustained by reason of certain actions or claims. 1971.*
- MA Ch 507 ENACTED. To regulate *elections of teachers* by school committees. 1971.*
- MA H 3780 FAILED. To authorize school committees to *suspend teachers* who disrupt the school day routine.
- MI SB 1354 FAILED. Creates *teacher placement office* and provides for duties, powers and employment or assignment of teachers.

APPENDIX

STATE EDUCATION AGENCIES

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