

Regular Session, 2013

HOUSE BILL NO. 269

BY REPRESENTATIVE REYNOLDS

Prefiled pursuant to Article III, Section 2(A)(4)(b)(i) of the Constitution of Louisiana.

SCHOOLS/LOCAL SUPERINTDT: Provides relative to the employment contracts and termination of superintendents of public school systems

1 AN ACT

2 To amend and reenact R.S. 17:54(B)(1)(b)(i)(aa) and (iii), relative to superintendents  
3 employed by city, parish, and other local public school boards; to provide relative  
4 to the performance targets in the employment contracts of certain superintendents;  
5 to increase the length of time that a superintendent must be notified prior to  
6 termination; to authorize rather than require the removal of a superintendent from  
7 office under certain circumstances; and to provide for related matters.

8 Be it enacted by the Legislature of Louisiana:

9 Section 1. R.S. 17:54(B)(1)(b)(i)(aa) and (iii) and are hereby amended and reenacted  
10 to read as follows:

11 §54. Officers of boards, election; superintendents, qualifications, appointment and  
12 removal

13 \* \* \*

14 B.(1)

15 \* \* \*

16 (b)(i)(aa) The superintendent of schools shall be employed by a city, parish,  
17 or other local public school board pursuant to a written contract. Such contract shall  
18 contain but need not be limited to specific performance objectives. However, for the  
19 board of a local public school system that received any variation of a school  
20 performance letter grade of "~~C~~", "D"; or "F", such contract shall establish

1 performance targets at the school and district level as follows: (1) student  
 2 achievement; (2) student achievement for schools that have received any variation  
 3 of a school performance letter grade designation of "~~C~~", "D"; or "F"; (3) graduation  
 4 rates; (4) graduation rates for schools that have received any variation of a school  
 5 performance letter grade designation of "~~C~~", "D"; or "F"; and (5) the percentage of  
 6 teachers with an "effective" or "highly effective" performance rating. Not less than  
 7 ~~thirty~~ ninety days prior to the termination of such a contract, the school board shall  
 8 notify the superintendent of termination of employment under such contract, or in  
 9 lieu thereof the board and the superintendent may negotiate and enter into a contract  
 10 for subsequent employment.

11 \* \* \*

12 (iii) The superintendent shall be retained during the term of a contract;  
 13 however, if the superintendent is found incompetent, unworthy, or inefficient or is  
 14 found to have failed to fulfill the terms and performance objectives of his contract  
 15 or to comply with school board policy, then the superintendent ~~shall~~ may be removed  
 16 from office as provided by Subsection C of this Section. Before the superintendent  
 17 can be removed during the contract period, he shall have the right to written charges  
 18 and a fair hearing before the board after reasonable written notice.

19 \* \* \*

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DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

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Reynolds

HB No. 269

**Abstract:** Provides relative to the employment contracts and termination of public school superintendents.

Present law provides for the employment of a superintendent by a local public school board pursuant to a written contract, which shall contain specific performance objectives. Requires, for the board of a school system that received any variation of a school performance letter grade of "C", "D", or "F", such a contract to establish performance targets at the school and district level as follows:

- (1) Student achievement.

- (2) Student achievement for schools that have received any variation of a school performance letter grade designation of "C", "D", or "F".
- (3) Graduation rates.
- (4) Graduation rates for schools that have received any variation of a school performance letter grade designation of "C", "D", or "F".
- (5) The percentage of teachers with an "effective" or "highly effective" performance rating.

Proposed law removes "C" systems from those required to include the special performance targets in the superintendent's contract. Removes "C" schools from the requirement for special performance targets provided in (2) and (4) above.

Present law provides that at least 30 days prior to the termination of a superintendent's contract, the school board shall notify the superintendent of termination. Proposed law increases the length of this time period from at least 30 days to at least 90 days prior to termination.

Present law requires that a local school superintendent be removed from office upon being found incompetent, unworthy, or inefficient or to have failed to fulfill the terms and performance objectives of his contract or to comply with school board policy. Proposed law authorizes rather than requires removal from office under these circumstances.

(Amends R.S. 17:54(B)(1)(b)(i)(aa) and (iii))