

SENATE BILL NO. 120—SENATOR BROWER

FEBRUARY 5, 2015

Referred to Committee on Government Affairs

SUMMARY—Revises provisions governing reductions in the workforce of a school district. (BDR 23-595)

FISCAL NOTE: Effect on Local Government: No.  
Effect on the State: No.

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EXPLANATION – Matter in *bolded italics* is new; matter between brackets ~~omitted material~~ is material to be omitted.

AN ACT relating to educational personnel; requiring the board of trustees of a school district to consider the performance evaluations of certain employees in carrying out a reduction in force; and providing other matters properly relating thereto.

**Legislative Counsel’s Digest:**

1 Existing law authorizes the board of trustees of a school district, upon making a  
2 decision to reduce the existing workforce of the licensed educational personnel in  
3 the school district, to consider certain factors before laying off a teacher or  
4 administrator. (NRS 288.151) This bill requires that a decision to lay off a teacher  
5 or administrator must include consideration of the performance evaluations of the  
6 teacher or administrator.

THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN  
SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

1 **Section 1.** NRS 288.151 is hereby amended to read as follows:  
2 288.151 If the board of trustees of a school district determines  
3 that a reduction in the existing workforce of the licensed educational  
4 personnel in the school district is necessary, the decision to lay off a  
5 teacher or an administrator must not be based solely on the seniority  
6 of the teacher or administrator and *must include consideration of*  
7 *the performance evaluations of the teacher or administrator. The*  
8 *decision of the board of trustees to lay off a teacher or an*  
9 *administrator* may include, without limitation, a consideration of  
10 the following factors:



- 1 1. Whether the teacher or administrator is employed in a
- 2 position which is hard to fill;
- 3 2. Whether the teacher or administrator has received a national
- 4 board certification;
- 5 3. ~~{The performance evaluations of the teacher or~~
- 6 ~~administrator;~~
- 7 ~~—4.}~~ The disciplinary record of the teacher or administrator
- 8 within the school district;
- 9 ~~{5.}~~ 4. The criminal record of the teacher or administrator, if
- 10 any;
- 11 ~~{6.}~~ 5. The type of licensure held by the teacher or
- 12 administrator; and
- 13 ~~{7.}~~ 6. The type of degree attained by the teacher or
- 14 administrator and whether the degree is in a subject area that is
- 15 related to his or her position.
- 16 **Sec. 2.** This act becomes effective on July 1, 2015.

