

SENATE BILL NO. 380

June 10, 2025, Introduced by Senators JOHNSON, WEBBER, THEIS, DAMOOSE, BELLINO, HAUCK and NESBITT and referred to Committee on Education.

A bill to amend 1937 (Ex Sess) PA 4, entitled

"An act relative to continuing tenure of office of certificated teachers in public educational institutions; to provide for probationary periods; to regulate discharges or demotions; to provide for resignations and leaves of absence; to create a state tenure commission and to prescribe the powers and duties thereof; and to prescribe penalties for violation of the provisions of this act,"

by amending section 4 of article I, sections 2a and 3b of article II, and section 3 of article III (MCL 38.74, 38.82a, 38.83b, and 38.93), section 4 of article I and sections 2a and 3b of article II

as amended by 2023 PA 225 and section 3b of article III as amended by 2024 PA 134.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 ARTICLE I

2 Sec. 4. The word "demote" means to suspend without pay for 15
3 or more consecutive days or reduce compensation for a particular
4 school year by more than an amount equivalent to 30 days'
5 compensation or to transfer to a position carrying a lower salary.
6 ~~However, demote~~ **Demote** does not include **the** discontinuance of
7 salary under section 3 of article IV, **the discontinuance or**
8 **reduction of performance-based compensation under section 1250a of**
9 **the revised school code, 1976 PA 451, MCL 380.1250a,** or a reduction
10 in personnel, including, but not limited to, a reduction in
11 workweeks or workdays.

12 ARTICLE II

13 Sec. 2a. A probationary teacher who is rated as effective **or**
14 **highly effective** on the probationary teacher's most recent year-end
15 performance evaluation under section 1249 of the revised school
16 code, 1976 PA 451, MCL 380.1249, is not subject to displacement by
17 a teacher on continuing tenure solely because the other teacher has
18 continuing tenure.

19 Sec. 3b. (1) ~~Before July 1, 2024, and except~~ **Except** as
20 otherwise provided in subsection (2), a **probationary** teacher is not
21 considered to have successfully completed the probationary period
22 unless the teacher has been rated as effective or highly effective
23 on the teacher's 3 most recent year-end performance evaluations
24 under section 1249 of the revised school code, 1976 PA 451, MCL
25 380.1249, and has completed at least 5 full school years of
26 employment in a probationary period.

1 (2) ~~Before July 1, 2024, if~~ **If** a **probationary** teacher has been
 2 rated as highly effective on 3 consecutive year-end performance
 3 evaluations under section 1249 of the revised school code, 1976 PA
 4 451, MCL 380.1249, and has completed at least 4 full school years
 5 of employment in a probationary period, the teacher is considered
 6 to have successfully completed the probationary period.

7 ~~(3) Beginning July 1, 2024, if a teacher has been rated as~~
 8 ~~effective on or after July 1, 2024, or effective or highly~~
 9 ~~effective before July 1, 2024, on 3 of the teacher's year-end~~
 10 ~~performance evaluations, including the most recent year-end~~
 11 ~~performance evaluation, under section 1249 of the revised school~~
 12 ~~code, 1976 PA 451, MCL 380.1249, and has completed at least 4 full~~
 13 ~~school years of employment in a probationary period, the teacher is~~
 14 ~~considered to have successfully completed the probationary period.~~

15 ARTICLE III

16 Sec. 3. The controlling board of the school district employing
 17 a teacher on continuing tenure shall ensure that the teacher is
 18 provided with a year-end performance evaluation in accordance with
 19 section 1249 of the revised school code, 1976 PA 451, MCL 380.1249.
 20 If the teacher has received a ~~needing support~~ rating **of ineffective**
 21 **or minimally effective** on a year-end performance evaluation, the
 22 school district shall provide the teacher with an individualized
 23 development plan developed by appropriate administrative personnel
 24 in consultation with the individual teacher. The individualized
 25 development plan must require the teacher to make progress toward
 26 individual development goals within a specified time period, not to
 27 exceed 180 days. The year-end performance evaluation must be based
 28 on multiple classroom observations conducted during the period
 29 covered by the evaluation and must include, in addition to the

1 factors required under section 1249 of the revised school code,
2 1976 PA 451, MCL 380.1249, at least an assessment of the teacher's
3 progress in meeting the goals of the teacher's individualized
4 development plan. The controlling board shall determine the format
5 and number of the classroom observations in consultation with
6 teachers and school administrators.

7 Enacting section 1. This amendatory act does not take effect
8 unless Senate Bill No. 379 of the 103rd Legislature is enacted into
9 law.