

 KENTUCKY YMCA YOUTH ASSOCIATION KENTUCKY YOUTH ASSEMBLY Premiere Bill	Red Bill # P17						
	Referred to Committee: Senate 2						
Authors: Sam Johnson, Morgan Rehm	Action on the Bill <table> <tr> <td>House</td> <td>Senate</td> </tr> <tr> <td>___ <input type="checkbox"/> Passed</td> <td>___ <input type="checkbox"/> Passed</td> </tr> <tr> <td>___ <input type="checkbox"/> Defeated</td> <td>___ <input type="checkbox"/> Defeated</td> </tr> </table>	House	Senate	___ <input type="checkbox"/> Passed	___ <input type="checkbox"/> Passed	___ <input type="checkbox"/> Defeated	___ <input type="checkbox"/> Defeated
House		Senate					
___ <input type="checkbox"/> Passed		___ <input type="checkbox"/> Passed					
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School: Scott Co. HS							
City: Georgetown							

1 An act to eliminate tenure and replace it with Performance Based Salary.

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3 **Be it enacted by the Youth Assembly of the Commonwealth of Kentucky**

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5 Tenure provides undue protection of jobs, and therefore makes it extremely difficult and expensive to remove poorly-
6 performing teachers. Because of this, many districts resort to keeping the teacher. Tenure is no longer necessary due
7 to current laws on job discrimination, but it is still nice to have security in one’s position. Eliminating tenure and
8 replacing it with Performance Based Salary allows for striving teachers and the comforting protection the employees
9 need.

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11 Section 1: Performance Based Salary will be formulated by 2 categories- 40% comprising teacher evaluations, and 60%
12 recertification/aptitude to withhold the job. Teachers must have the prerequisite of Kentucky Teaching Certification
13 Standards.

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15 Section 2: Teacher evaluations will be comprised of existing programs such as TPGES (teachers evaluating teachers) and
16 a diverse, 5% random selection of students to evaluate teachers.

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18 Section 3: Recertification will include attendance at state or national curriculum conferences with corresponding
19 professional development offered by attending teachers to their colleagues, retesting of the Professional Readiness
20 Exam, and testing of an Age Group Understanding exam every five years. The state will pay for both exams and
21 conferences.

22
23 Section 4: To qualify as being recertified, you must attend the conference, get higher than 90% on the Professional
24 Readiness exam, and above an 85% on the Age Group Understanding exam, in combination with an efficiency rating of
25 greater than 85% on the teacher evaluation. If failure to meet these standards, the teacher will be removed.

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27 Section 5: This bill will be enforced by the Kentucky Department of Education. Penalties for not following the
28 Performance Based Salary procedure will result in teacher’s removal from the position and mandatory recompletion of
29 Kentucky Certification Standards to be rehired.

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31 Section 6: A \$5,000 categorical grant to use for education-related expenses will be given to each county that institutes
32 Performance Based Salary protocol.

33 Section 7: This program will go into effect upon the beginning of the 2015-2016 school year and affect all teachers.

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35 Section 8: The cost of this bill will be \$1,000,000 to enact it and carry it out. This is less than 1% of Kentucky’s annual
36 funding for education.