

Utah School Employees Association *Action Bulletin*

Breaking news for members of USEA

PROPOSED “PUBLIC EDUCATION EMPLOYMENT REFORM ACT”

Senator Aaron Osmond has proposed legislation that would, if passed, repeal the Orderly Termination Act and classified employees' career status, and replace it with a system of “employment contracts” of limited duration, without any expectation that those contracts would be renewed. The proposed legislation would also eliminate collective bargaining for school employees, require each district to set its own termination procedures, and make other changes to the employer-employee relationship.

If this legislation is passed, public education employees would have no more protection from arbitrary and capricious district acts than a present “provisional” employee.

It is USEA's position that:

- This legislation would eliminate the minimal protections school employees now have against arbitrary and capricious district actions.
- Contrary to what some opponents of career status say, no school employee in Utah has “tenure.” Under the present statute, career school employees have only an “expectation of continued employment” (not a guarantee of lifetime employment) that can be taken away for cause and after due process.
- A school district can terminate a career school employee at any time if the employee's job performance or conduct warrants it and if the district gives the employee due process. Career status simply protects the employee from termination for a reason unrelated to their job performance or conduct.
- Any system of employee management should include fair and objective evaluations of employee performance. The proposed legislation does not do so for classified employees.

Senator Osmond welcomes comments on these proposals from public education employees. If you want to let the Senator know what you think (in a respectful manner, of course), we urge you to do so. You can e-mail the Senator at aosmond@utahsenate.org.

