



# LOUISIANA DEPARTMENT OF EDUCATION

## MEMO

**Date:** June 18, 2013  
**To:** Louisiana Educators  
**From:** Louisiana Department of Education  
**Re:** **Labor Policies Affecting Teachers and Leaders**

---

The purpose of Compass is to support teachers in improving their practice so that students meet new, more rigorous standards. Starting this summer, Compass ratings will also contribute to some workforce management decisions. This memo outlines these responsibilities.

### **CURRENT REQUIREMENTS**

#### ***Educator Compensation***

Districts adopted new educator compensation policies that recognize performance, as defined by the Compass rating, demand, and experience. These policies are effective July 1, 2013.

During the 2013 Regular Session, the legislature and the Governor agreed to a budget that provided a one-time allocation of \$68 million for public schools, which is roughly equivalent to a 2.75% increase in the Minimum Foundation Program. This funding was provided outside of the MFP as part of House Bill 1, the general appropriations bill. The law requires that 50% of these funds be used to provide a "pay raise" to certificated school teachers. Because these funds are outside of the MFP and because local compensation plans for teachers include a mix of one-time and recurring funds, we urge school districts to use these funds as they deem appropriate in giving either one-time salary supplements or base-building pay raises to certificated teachers.

#### ***Hiring***

Act 1 requires that school boards delegate personnel decisions to superintendents, including hiring, assignment, and dismissal. School boards are not to make, or require approval of, such decisions.

#### ***Intensive Assistance and Dismissal***

Act 54 requires that educators receiving an Ineffective rating be placed on an Intensive Assistance Plan of no more than two years. If the employee receives an Ineffective rating upon completing the plan, the district must initiate dismissal proceedings. Administrators may, however, initiate dismissal proceedings at any time provided evidence of incompetence. Under the law, an ineffective rating creates a presumption of incompetence.

**Louisiana Believes**



# LOUISIANA DEPARTMENT OF EDUCATION

## ***Reductions in Force***

Districts adopted reduction in force policies that use performance as a criterion and do not permit seniority to be used. These policies should be applied beginning July 1, 2013.

## ***Tenure***

Educators who earned tenure prior to July 1, 2012, will retain this status in 2013 no matter their evaluation rating. No educators will lose tenure due to evaluation ratings this summer. For educators without tenure, those who receive a Highly Effective rating for five years within a six-year timeframe will gain tenure. Thus, no teacher will be newly awarded tenure this year.

**Louisiana Believes**