

PLEASE NOTE: Legislative Information **cannot** perform research, provide legal advice, or interpret Maine law. For legal assistance, please contact a qualified attorney.

## **An Act To Address the Evaluations of Certain School Employees**

**Be it enacted by the People of the State of Maine as follows:**

**Sec. 1. 20-A MRS c. 503-A** is enacted to read:

### **CHAPTER 503-A**

#### **EMPLOYMENT OF SCHOOL PERSONNEL WHO ARE SUBJECT TO APPROVAL BY DEPARTMENT**

##### **§ 13251. Definition**

For the purposes of this chapter, “school personnel” means persons paid to work in schools in positions that require the approval of the department pursuant to section 13024.

##### **§ 13252. Nomination and employment**

The superintendent shall nominate for employment all school personnel, subject to school board regulations governing compensation and the qualifications of school personnel. If the school board approves the nomination, the superintendent may employ school personnel so nominated for a term not to exceed 2 years as determined by the school board.

##### **§ 13253. Mandatory evaluation**

The superintendent is responsible for the evaluation of all school personnel employed by the school administrative unit. All school personnel must receive a written evaluation of job performance within 6 to 12 months of employment by the school administrative unit. The evaluation of school personnel must use the criteria and standards of job performance established by school boards in accordance with section 13254.

##### **§ 13254. Dismissal**

A school board shall establish reasonable criteria and standards of job performance to be used for the purpose of determining whether employment of its school personnel should be terminated. These criteria and standards must be consistent for all school personnel in the same or similar job classifications and must be applied fairly to all school personnel.

### **SUMMARY**

This bill requires that a person paid to work in a school in a position that does not require certification or authorization but whose employment requires the approval of the Department of Education must receive an evaluation from the school administrative unit before the end of the first year of employment. The bill also provides that school boards must establish criteria and standards for job performance for

those personnel and further provides that the evaluation of those personnel must use the criteria and standards of job performance established by school boards.