It is enacted by the General Assembly as follows:

SECTION 1. Sections 16-13-2, 16-13-3, 16-13-6 and 16-13-8 of the General Laws in Chapter 16-13 entitled "Teachers' Tenure" are hereby amended to read as follows:

16-13-2. Annual contract basis -- Automatic continuation. -- (a) Teaching service shall be on the basis of an annual contract, except as hereinafter provided, and the contract shall be deemed to be continuous unless the governing body of the schools shall notify the teacher in writing on or before March 1 June 1 that the contract for the ensuing year will not be renewed; provided, however, that a teacher, upon request, shall be furnished a statement of cause for dismissal or nonrenewal of his or her contract by the school committee; provided further, that whenever any contract is not renewed or the teacher is dismissed, the teacher shall be entitled to a hearing and appeal pursuant to the procedure set forth in section 16-13-4.

(b) Nothing contained in this section shall be construed to prohibit or at any time to have prohibited a school committee from agreeing, in a collective bargaining agreement, to the arbitration of disputes arising out of a dismissal or nonrenewal of a nontenured teacher pursuant to subsection (a) of this section.

16-13-3. Probationary period -- Tenure after probation. -- (a) Three (3) annual contracts within five (5) successive school years shall be considered evidence of satisfactory teaching and shall constitute a probationary period. Teachers who complete the probationary period shall be considered in continuous service and shall not be subject to annual renewal or nonrenewal of their contracts. No tenured teacher in continuous service shall be dismissed except
for good and just cause. Whenever a tenured teacher in continuous service is to be dismissed, the 
notice of the dismissal shall be given to the teacher, in writing, on or before March 1st June 1 of 
the school year immediately preceding the school year in which the dismissal is to become 
effective. The teacher shall be furnished with a complete statement of the cause(s) for the 
dismissal by the governing body of the school and shall be entitled to a hearing and appeal 
pursuant to the procedure set forth in section 16-13-4.

(b) Nothing contained in this section shall be construed to prohibit or at any time to have 
prohibited a school committee from agreeing, in a collective bargaining agreement, to the 
arbitration of disputes arising out of the dismissal of a tenured teacher pursuant to subsection (a) 
of this section.

(c) Any teacher appointed to a position of principal, assistant principal, or vice principal 
within the school system in which the teacher has attained tenure shall, upon termination or 
resignation of the administrative position, be allowed to return to his or her former status as a 
tenured teacher within the system.

16-13-6. Suspension because of decrease in school population -- Seniority --

Reinstatement. -- (a) A school board may, by reason of a substantial decrease of pupil 
population within its school system, suspend teachers in numbers necessitated by the decrease in 
pupil population; provided, however, that suspension of teachers shall be in the inverse order of 
their employment unless it is necessary to retain certain teachers of technical subjects whose 
places cannot be filled by teachers of earlier appointment; and, provided, further, that teachers 
that are suspended shall be reinstated in the inverse order of their suspension. No new 
appointments shall be made while there are available teachers so suspended.

(b) Notice of suspension under this section and section 16-13-5 shall be given, in 
writing, by the governing body of schools on or before March 1 June 1 notifying the teacher that 
his or her employment for the ensuing year shall be suspended, provided however, notice by that 
date need not be provided in the instance of an emergency performance related cause.

16-13-8. Continuity of tenure upon transfer. -- Any teacher in continuing service who 
voluntarily resigns and transfers to another community in Rhode Island without interrupting his 
or her professional career, shall be considered to remain under tenure unless the teacher is 
notified to the contrary, in writing, prior to March 1 June 1 of the second school year in which the 
teacher transfers.

SECTION 2. This act shall take effect upon passage.
EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF
A N A C T
RELATING TO EDUCATION

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1 This act would extend the notification requirements regarding the dismissal, suspension
2 or lay-off of teachers from March 1 to June 1.
3 This act would take effect upon passage.

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