



Assembly Bill (AB) 469 (2017)

Definition of Terms

January 20, 2022

Overview of AB 469 Subcommittee Work

Work to Date

NRS 388G.610 (AB 469 - Section 16.4)

Subsection 4:

To the greatest extent possible, the principal of a local school precinct shall select teachers who are licensed and *in good standing* before selecting substitutes to teach at the local school precinct. The principal, in consultation with the organizational team, shall make every effort to ensure that effective licensed teachers are employed at the local school precinct.

Recommendations – In Good Standing

- Employee has the appropriate license for the open position
- Employee’s previous evaluation has a summative rating of “developing” or higher
- Employee with active discipline (pending or documented discipline within the last 3 years)
 - Any pending discipline would give the local precinct the discretion to refuse placement
 - Any documented discipline would give the local precinct the discretion to refuse placement
- Employee has “good” attendance
 - Poor attendance is demonstrated by a pattern of excessive use of leave without appropriate documentation.

Recommendations – To the Greatest Extent Possible

- The principal has the ability to see all eligible candidates (not just those who applied to their school)
- The principal has made every effort to hire a candidate that meets the definition of “in good standing” (clearly defined definition of “in good standing”)
- CCSD must develop procedures for principals to follow to document their compliance of “to the greatest extent possible” in the hiring process (similar to the procedures already used in the hiring of administrative candidates)
 - During any open transfer period, local school precincts shall have the ability to select candidates that meet the needs of the school and the position hired (unique needs of the school, i.e. experience with PBL, AP, etc.)
 - Principals/local school precinct may exercise discretion in selecting a candidate who does not meet the definition of “in good standing.”

Recommendation – Potential Regulation

- Large school district shall not place any employee at a local school precinct at any point of a year without the consent of the principal and/or local school precinct.

Statement of Purpose

The purpose of this work is to create guardrails within the definition of “in good standing” so that principals clearly understand how to comply with the intent of “to the greatest extent possible” when choosing to hire a substitute teacher instead of a licensed teacher.

- As was communicated by NDE on January 12, 2022, the placement of employees is not allowable per the 2018 Plan of Implementation; therefore, the definition of “to the greatest extent possible” does not pertain to the surplus process and placement of employees.

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