



**FLOOR ALERT**  
**June 1, 2015**

**HAVING A GREAT TEACHER IN EVERY CLASSROOM SHOULD BE NON-NEGOTIABLE.  
 TAKE OUR STUDENTS OFF THE BARGAINING TABLE -  
 VOTE **NO** ON SB 499 (LIU) & AB 575 (O'DONNELL)**

Senate Bill 499 (Liu) and Assembly Bill 575 (O'Donnell) both seek to replace the state's existing framework for teacher evaluations. We, the undersigned local education agencies and statewide organizations are opposed to both bills, despite the recent amendments.

While we have strong concerns about many provisions in both bills and believe they warrant deeper consideration over the interim recess, we particularly object to their expansion of the role of collective bargaining, which goes far beyond giving teachers a say in how they are evaluated. Currently, the conditions and benefits of employment – including evaluation procedures – are the subjects of bargaining. Should SB 499 and AB 575 be approved, however, academic and student progress issues would become inextricably linked with financial matters and other employment conditions subject to bargaining. These measures would dramatically increase the complexity of contract negotiations and the frequency of impasse by giving the unions the power to negotiate such things as:

- The definition of what is deemed acceptable job performance
- Whether unannounced classroom observations are part of an evaluation
- Classroom rosters
- The acceptable rate of student progress
- How test results are weighted against other measures of student progress
- What instructional materials must be made available
- The interventions for struggling teachers

Furthermore, it is critical that school district governing boards retain the sole right to determine the *standards and criteria for job performance and student achievement*, so they cannot be required to negotiate away the significance of student progress as an indicator of teacher effectiveness, or their responsibility to provide professional development and support to struggling teachers.

As such, we urge you to **VOTE NO on SB 499 & AB 575** when they come before you on the floor.

*Association of California School Administrators  
 California Chamber of Commerce  
 California Association of School Business Officials  
 California Association of Suburban Schools  
 California County Superintendent Educational Services Association  
 California School Boards Association  
 Camarillo Chamber of Commerce  
 Central Valley Education Coalition  
 Chambers of Commerce Alliance of Ventura & Santa Barbara Counties  
 Children Now*

*EdVoice  
 Fullerton Chamber of Commerce  
 Kern County Superintendent of Schools  
 Los Angeles Unified School District  
 Orange County Office of Education  
 Riverside County Superintendent of Schools  
 San Joaquin County Office of Education  
 Small School Districts Association  
 Southwest California Legislative Council  
 Students First  
 The Education Trust - West*