

Call to Action – Act Now!

Contact Your Senators Today to Oppose Senate Bill 639

Bill Title: “Education - Public School Personnel - Disciplinary Hearing Procedures”

MABE opposes Senate Bill 639 because this legislation would remove the authority to discipline employees from the local board of education based on the superintendent’s decision - and transfer the final decision-making authority to an outside arbitrator.

MABE opposes this legislation because it would severely limit the ability of local boards to respond to employee misconduct – if the employee chooses to have an arbitrator decide on the discipline or discharge action instead of the local board. MABE opposes this bill because it would place the interests of individual employees over those of the students, the school system, and community.

- *Yes, it’s urgent! - On March 13, SB 639 received a favorable report by the Education, Health, and Environmental Affairs Committee.*

MABE urges all boards and board members to call and email [members of the Senate](#) now to oppose [Senate Bill 639](#).

Local boards of education approve the hiring of all “certificated” employees (generally teachers and other licensed professionals). Therefore, local boards should retain the authority to terminate or suspend their employment for one of the five reasons stated in the law (immorality, misconduct, incompetency, willful neglect of duty, insubordination).

- This bill would transfer the board responsibility to an arbitrator, an independent third party who is not required to balance of the employee’s interests and the school system’s on behalf of all students.
- Outside arbitrators, who by definition have no connection to the school system, should not be empowered to determine who should remain employed by the school system.
- Local boards represent the interests of the entire community – students, teachers, parents, businesses, government leaders – and must be able to decide when any specific individual’s actions should disqualify that person from teaching the students in that community, either temporarily or permanently.
- This bill would place these decisions in the hands of a single individual without any option to for the local board to consider and deliberate on the appropriate response to the employee actions at issue.
- For additional information, read [MABE’s testimony opposing SB 639](#).

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