

REFERENCE TITLE: school superintendents; in-state work requirements

State of Arizona
Senate
Fifty-sixth Legislature
Second Regular Session
2024

SB 1143

Introduced by
Senators Kern: Hoffman, Rogers, Wadsack; Representatives Heap, Hendrix,
Jones, Kolodin

AN ACT

AMENDING SECTION 15-503, ARIZONA REVISED STATUTES; RELATING TO SCHOOL
EMPLOYEES.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Section 15-503, Arizona Revised Statutes, is amended to
3 read:

4 15-503. Superintendents, principals, head teachers and school
5 psychologists; term of employment; evaluation;
6 contract delivery; nonretention notice

7 A. The governing board may:

8 1. Employ a superintendent or principal, or both. If the governing
9 board employs a superintendent, the governing board shall determine the
10 qualifications for the superintendent by action taken at a public meeting.
11 The governing board shall require a superintendent to **BOTH:**

12 (a) Have a valid fingerprint clearance card that is issued pursuant
13 to title 41, chapter 12, article 3.1.

14 (b) **WORK IN THIS STATE FOR AT LEAST SEVENTY-FIVE PERCENT OF THE**
15 **TOTAL HOURS WORKED BY THE SUPERINTENDENT DURING ANY PAY PERIOD.**

16 2. Appoint a head teacher.

17 3. Jointly with another governing board employ a superintendent or
18 a principal, or both. If the governing board jointly employs a
19 superintendent, the governing boards shall jointly determine the
20 qualifications for the superintendent by action taken at a public meeting.
21 The governing boards shall require a superintendent to have a valid
22 fingerprint clearance card that is issued pursuant to title 41, chapter
23 12, article 3.1.

24 B. The term of employment of superintendents may be for any period
25 not exceeding three years, except that if the superintendent's contract
26 with the school district is for multiple years pursuant to this
27 subsection, the school district shall not offer to extend or renegotiate
28 the contract ~~until no~~ earlier than fifteen months before the ~~expiration of~~
29 ~~the~~ contract **EXPIRES**. The term of employment of principals may be for any
30 period not exceeding three years, except that if the principal's contract
31 with the school district is for multiple years the school district shall
32 not offer to extend or negotiate the contract until May of the year
33 preceding the final year of the contract. The school district governing
34 board or the governing body of the charter school shall communicate the
35 superintendent's or principal's duties with respect to the classroom site
36 fund established by section 15-977.

37 C. The governing board shall establish systems for ~~the evaluation~~
38 ~~of~~ **EVALUATING** the performance of principals and other school
39 administrators and certificated school psychologists in the school
40 district. In ~~the development~~ **DEVELOPING** and ~~adoption of~~ **ADOPTING** these
41 performance evaluation systems, the governing board shall avail itself of
42 the advice of its administrators and certificated school
43 psychologists. Each evaluation shall include recommendations as to areas
44 of improvement in the performance of the certificated school psychologist
45 if the performance of the certificated school psychologist warrants

1 improvement. After ~~transmittal of~~ TRANSMITTING an assessment, a governing
2 board designee shall confer with the certificated school psychologist to
3 make specific recommendations as to areas of improvement in the
4 certificated school psychologist's performance. The governing board
5 designee shall provide assistance and opportunities for the certificated
6 school psychologist to improve performance and shall follow up with the
7 certificated school psychologist after a reasonable period of time for the
8 purpose of ascertaining that the certificated school psychologist is
9 demonstrating adequate performance. The evaluation process for
10 certificated school psychologists shall include appeal procedures for
11 certificated school psychologists who disagree with the evaluation of
12 their performance, if the evaluation is for use as criteria for
13 establishing compensation or dismissal.

14 D. On or before May 15 each year, the governing board shall offer a
15 contract for the next school year to each certified administrator and
16 certificated school psychologist who is in the last year of the person's
17 contract unless, on or before April 15, the governing board, a member of
18 the board acting on behalf of the governing board or the superintendent of
19 the school district gives notice to the administrator or certificated
20 school psychologist of the governing board's intention not to offer a new
21 contract. If the governing board has called for an override election for
22 the third Tuesday in May as provided in section 15-481, the governing
23 board shall offer a contract for the next school year to each certified
24 administrator or certificated school psychologist who is in the last year
25 of the person's contract on or before June 15 unless, ~~no~~ NOT later than
26 five days after the override election excluding Saturday, Sunday and legal
27 holidays, the governing board, a member of the governing board acting on
28 behalf of the governing board or the superintendent of the school district
29 gives notice to the administrator or the certificated school psychologist
30 of the governing board's intention not to offer a new contract. The
31 administrator's or the certificated school psychologist's acceptance of
32 the contract shall be indicated within thirty days after the date of the
33 written contract or the offer is revoked. The administrator or
34 certificated school psychologist accepts the contract by signing the
35 contract and returning it to the governing board or by making a written
36 instrument that accepts the terms of the contract and delivering the
37 written instrument to the governing board.

38 E. Notice of the governing board's intention not to reemploy the
39 administrator or certificated school psychologist shall be made by
40 delivering the notice personally to the administrator or the certificated
41 school psychologist or by sending the notice by certified mail, postmarked
42 on or before the applicable deadline prescribed in subsection D of this
43 section, and directed to the administrator or the certificated school
44 psychologist at the person's place of residence as recorded in the school
45 district records.

1 F. The governing board shall make available the evaluation and
2 performance classification of each principal in the school district to
3 school districts and charter schools that are inquiring about the
4 performance of the principal for hiring purposes.

5 Sec. 2. Existing contracts; applicability

6 This act applies to all employment contracts entered into or renewed
7 after the effective date of this act.