
Detailed Fiscal Analysis

Effects of the Bill

The bill changes the procedures a board of education or governing board of an educational service center (ESC) must follow in the re-employment of assistant superintendents, principals, assistant principals and other administrators such as supervisors or management level employees. Specifically, the bill requires that a board adopt a position description for each administrative post and that the description be included as part of an administrator's contract. Additionally, the bill requires that the evaluations of an administrator in conjunction with what is deemed to be other "relevant information" must serve as the basis for a board's decision to renew or not to renew an administrator's contract. While current law requires the superintendent to conduct one evaluation of an administrator's performance annually, the bill requires a second evaluation in years in which the contract is set to expire. These two evaluations would differ in that the first would include an assessment of an administrator's performance as well as prescriptions for correcting any deficiencies, while the second would also assess the degree to which an administrator was successful in correcting the previously identified deficiencies. The bill also amends current law relating to the suspension of administrative contracts and permits the adoption of local criteria for contract suspension based on guidelines provided in the bill. The bill would not apply to an administrator whose contract expires during the 1999-2000 school year.

According to a representative of the Ohio School Boards Association, since a number of school districts currently follow many of the practices addressed in the bill, the cost of implementation to districts should be minimal. These increased expenditures to the extent they occur are related to the adoption and inclusion in the contracts of the administrator's job description and changing the evaluation process.

Since the requirement to conduct two evaluations in the final year of a contract would not be effective until after the 1999-2000 school year, most of the increased expenditures tied to evaluation would not occur until future years.

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