

PREPARED BY: Sandy Sostad  
 DATE PREPARED: March 01, 2019  
 PHONE: 471-0054

**LB 537**

Revision: 00

**FISCAL NOTE**  
**LEGISLATIVE FISCAL ANALYST ESTIMATE**

<b>ESTIMATE OF FISCAL IMPACT – STATE AGENCIES (See narrative for political subdivision estimates)</b>				
	<b>FY 2019-20</b>		<b>FY 2020-21</b>	
	<b>EXPENDITURES</b>	<b>REVENUE</b>	<b>EXPENDITURES</b>	<b>REVENUE</b>
GENERAL FUNDS				
CASH FUNDS				
FEDERAL FUNDS				
OTHER FUNDS				
TOTAL FUNDS				

**Any Fiscal Notes received from state agencies and political subdivisions are attached following the Legislative Fiscal Analyst Estimate.**

LB 537 authorizes a school superintendent to take action with regard to a certificated employee's performance or conduct by providing a performance improvement plan or other form of administrative directive to address performance deficiencies. The bill allows a certificated employee the opportunity to present the employee's version of the facts and proceed under the school district's grievance procedure if the district has such a procedure to review such action. The bill also changes current law to allow an employee to appeal a decision related to a written reprimand or the implementation of a performance improvement plan to the school board.

The bill has no fiscal impact for any state agency. It is assumed the changes in procedures relating to improving the conduct of certificated employees and grievance procedures may increase the workload of school staff and school boards, but should not require any additional staff or resources to comply with the requirements of the bill.

<b>ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY &amp; POLT. SUB. RESPONSE</b>			
LB: 537	AM:	AGENCY/POLT. SUB: Dept. of Education	
REVIEWED BY: Gary Bush	DATE: 01/29/19	PHONE: (402) 471-4161	
COMMENTS: No basis to disagree with estimate provided by the agency.			

Please complete ALL (5) blanks in the first three lines.

**2019**

**LB<sup>(1)</sup> 537**

**FISCAL NOTE**

State Agency OR Political Subdivision Name: <sup>(2)</sup> Education

Prepared by: <sup>(3)</sup> Sara Hulac Date Prepared: <sup>(4)</sup> 01/25/2019 Phone: <sup>(5)</sup> 402-471-0312

**ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION**

	<u>FY 2019-20</u>		<u>FY 2020-21</u>	
	<u>EXPENDITURES</u>	<u>REVENUE</u>	<u>EXPENDITURES</u>	<u>REVENUE</u>
GENERAL FUNDS	_____	_____	_____	_____
CASH FUNDS	_____	_____	_____	_____
FEDERAL FUNDS	_____	_____	_____	_____
OTHER FUNDS	_____	_____	_____	_____
<b>TOTAL FUNDS</b>	<b>=====</b>	<b>=====</b>	<b>=====</b>	<b>=====</b>

**Explanation of Estimate:**

This Bill has the potential to increase costs to school districts as it allows certificated employees to utilize a school district's grievance policy, if one exists, to challenge a superintendent's decision to put a certificated employee on an improvement plan. In addition, it allows certificated employees to appeal straight to the board of a local school district if the certificated employee is either put on an improvement plan or issues a reprimand by the superintendent. These new options are likely to increase administrative costs but the amount of which would be dependent on the number of certificated employees in a district and the number of sanctions that each school district provides to its certificated employees.

**BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE**

**Personal Services:**

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2019-20 EXPENDITURES</u>	<u>2020-21 EXPENDITURES</u>
	<u>19-20</u>	<u>20-21</u>		
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
Benefits.....	_____	_____	_____	_____
Operating.....	_____	_____	_____	_____
Travel.....	_____	_____	_____	_____
Capital outlay.....	_____	_____	_____	_____
Aid.....	_____	_____	_____	_____
Capital improvements.....	_____	_____	_____	_____
<b>TOTAL.....</b>	<b>_____</b>	<b>_____</b>	<b>_____</b>	<b>_____</b>