

SENATE SUBSTITUTE FOR  
HOUSE BILL NO. 4626

A bill to amend 1937 (Ex Sess) PA 4, entitled

"An act relative to continuing tenure of office of certificated teachers in public educational institutions; to provide for probationary periods; to regulate discharges or demotions; to provide for resignations and leaves of absence; to create a state tenure commission and to prescribe the powers and duties thereof; and to prescribe penalties for violation of the provisions of this act,"

by amending section 4 of article I, sections 1 and 3 of article IV, and section 2 of article V (MCL 38.74, 38.101, 38.103, and 38.112), section 4 of article I and section 3 of article IV as amended by 2005 PA 124 and section 1 of article IV as amended by 2005 PA 136.

**THE PEOPLE OF THE STATE OF MICHIGAN ENACT:**

1

ARTICLE I

2

Sec. 4. The word "demote" means to **SUSPEND WITHOUT PAY FOR 15**

3

**OR MORE CONSECUTIVE DAYS OR** reduce compensation for a particular

4

school year by more than an amount equivalent to ~~3~~**30** days'

1 compensation or to transfer to a position carrying a lower salary.  
2 However, demote does not include discontinuance of salary pursuant  
3 to section 3 of article IV, **THE DISCONTINUANCE OR REDUCTION OF**  
4 **PERFORMANCE-BASED COMPENSATION PAID PURSUANT TO SECTION 1250 OF THE**  
5 **REVISED SCHOOL CODE, 1976 PA 451, MCL 380.1250, OR A REDUCTION IN**  
6 **PERSONNEL, INCLUDING, BUT NOT LIMITED TO, A REDUCTION IN WORKWEEKS**  
7 **OR WORKDAYS.**

8 ARTICLE IV

9 Sec. 1. (1) Except as otherwise provided in section 1a of this  
10 article, discharge or demotion of a teacher on continuing tenure  
11 may be made only for ~~reasonable and just cause~~ **A REASON THAT IS NOT**  
12 **ARBITRARY OR CAPRICIOUS** and only as provided in this act.

13 (2) This act does not prevent any controlling board from  
14 establishing a reasonable policy for retirement to apply equally to  
15 all teachers who are eligible for retirement under the public  
16 school employees retirement act of 1979, 1980 PA 300, MCL 38.1301  
17 to ~~38.1408~~, **38.1437**, or, having established a reasonable retirement  
18 age policy, from temporarily continuing on a year-to-year basis on  
19 criteria equally applied to all teachers the contract of any  
20 teacher whom the controlling board might wish to retain beyond the  
21 established retirement age for the benefit of the school system.

22 Sec. 3. (1) On the filing of charges in accordance with this  
23 article, the controlling board may suspend the accused teacher from  
24 active performance of duty until 1 of the following occurs:

25 (a) The teacher fails to contest the decision to proceed upon  
26 the charges within the time period specified in section 4(1) of  
27 this article.

## House Bill No. 4626 as amended June 30, 2011

1 (b) A preliminary decision and order discharging or demoting  
 2 the teacher is issued by the administrative law judge under section  
 3 4(5)(i) of this article.

4 (c) If the preliminary decision and order is to reinstate the  
 5 teacher, a final decision and order is rendered by the tenure  
 6 commission under section 4(5)(m) of this article.

7 (2) ~~If EXCEPT AS OTHERWISE PROVIDED IN SUBSECTIONS (3) AND~~  
 8 ~~(4), IF~~ a teacher is suspended ~~as described in UNDER~~ subsection  
 9 (1), the teacher's salary shall continue during the suspension.  
 10 ~~However, if the teacher~~

11 (3) **<<IF CRIMINAL CHARGES HAVE BEEN FILED AGAINST A TEACHER,>>**  
 12 **A CONTROLLING BOARD MAY PLACE <<THE>> TEACHER'S SALARY IN AN**  
 13 **ESCROW ACCOUNT DURING A SUSPENSION UNDER SUBSECTION (1). BEFORE**  
 14 **PLACING THE TEACHER'S SALARY IN AN ESCROW ACCOUNT AS DESCRIBED IN**  
 15 **THIS SUBSECTION, THE CONTROLLING BOARD SHALL PROVIDE TO THE TEACHER**  
 16 **NOTICE OF THE CHARGES, AN EXPLANATION OF THE EMPLOYER'S EVIDENCE,**  
 17 **AND AN OPPORTUNITY FOR THE TEACHER TO RESPOND, EITHER IN WRITING OR**  
 18 **IN PERSON. HEALTH OR LIFE INSURANCE BENEFITS, OR BOTH, MAY BE**  
 19 **CONTINUED DURING THE SUSPENSION AT THE OPTION OF THE CONTROLLING**  
 20 **BOARD. IF THE ADMINISTRATIVE LAW JUDGE ISSUES A PRELIMINARY**  
 21 **DECISION AND ORDER UNDER SECTION 4(5)(I) OF THIS ARTICLE TO**  
 22 **REINSTATE THE TEACHER OR FOR PAYMENT FOR SALARY LOST BY THE TEACHER**  
 23 **DURING THE SUSPENSION, THE CONTROLLING BOARD SHALL RELEASE THE**  
 24 **MONEY IN THE ESCROW ACCOUNT TO THE TEACHER TO THE EXTENT NECESSARY**  
 25 **TO EFFECTUATE THE ORDER. IF THE TEACHER FAILS TO TIMELY CONTEST THE**  
 26 **DECISION TO PROCEED UPON THE CHARGES OR IF THE ADMINISTRATIVE LAW**  
 27 **JUDGE ISSUES A PRELIMINARY DECISION AND ORDER UNDER SECTION 4(5)(I)**  
**OF THIS ARTICLE DISCHARGING OR DEMOTING THE TEACHER, THE**

1 CONTROLLING BOARD IS ENTITLED TO THE MONEY IN THE ESCROW ACCOUNT.

2 (4) IF A TEACHER WHO IS SUSPENDED UNDER SUBSECTION (1) is  
 3 convicted of a felony that is not a listed offense or of a  
 4 misdemeanor that is a listed offense, the controlling board may  
 5 discontinue the teacher's salary effective upon the date of the  
 6 conviction. If the teacher is convicted of a felony that is a  
 7 listed offense, the controlling board shall discontinue the  
 8 teacher's salary effective upon the date of conviction. As used in  
 9 this subsection, "listed offense" means that term as defined in  
 10 section 2 of the sex offenders registration act, 1994 PA 295, MCL  
 11 28.722.

12 (5) ~~(3)~~—If a preliminary decision and order discharging a  
 13 teacher is issued by the administrative law judge and the tenure  
 14 commission subsequently reverses the preliminary decision and order  
 15 of the administrative law judge, the tenure commission may order  
 16 back pay.

#### 17 ARTICLE V

18 Sec. 2. (1) Any controlling board upon written request of a  
 19 teacher may grant leave of absence for a period not to exceed 1  
 20 year, subject to renewal at the will of the board. ~~÷ Provided, That~~  
 21 ~~without request,~~ **ADDITIONALLY, A CONTROLLING BOARD MAY GRANT A**  
 22 leave of absence because of physical or mental disability ~~may be~~  
 23 ~~granted by any controlling board~~ **WITHOUT RECEIVING A WRITTEN**  
 24 **REQUEST FROM A TEACHER** for a period not to exceed 1 year, ÷  
 25 ~~Provided further, That any~~ **SUBJECT TO RENEWAL AT THE WILL OF THE**  
 26 **CONTROLLING BOARD. A teacher** ~~se~~ **WHO IS** placed on **AN UNREQUESTED**  
 27 leave of absence ~~shall have~~ **HAS** the right to a hearing on such ~~THE~~

1 unrequested leave of absence in accordance with the provisions for  
2 a hearing in **SECTION 4 OF** article 4. ~~, section 4 of this act.~~  
3 ~~Provided, That no~~ **A** leave of absence shall ~~shall~~ **DOES NOT** serve to  
4 terminate continuing tenure previously acquired under this act.

5           **(2) AS A CONDITION TO REINSTATING THE TEACHER AT THE**  
6 **EXPIRATION OF THE LEAVE OF ABSENCE, A CONTROLLING BOARD MAY REQUIRE**  
7 **A TEACHER WHO IS ON AN UNREQUESTED LEAVE OF ABSENCE DUE TO PHYSICAL**  
8 **OR MENTAL DISABILITY TO FURNISH VERIFICATION ACCEPTABLE TO THE**  
9 **CONTROLLING BOARD OF THE TEACHER'S ABILITY TO PERFORM HIS OR HER**  
10 **ESSENTIAL JOB FUNCTIONS.**

11           Enacting section 1. This amendatory act does not take effect  
12 unless all of the following bills of the 96th Legislature are  
13 enacted into law:

- 14           (a) House Bill No. 4625.  
15           (b) House Bill No. 4627.  
16           (c) House Bill No. 4628.