



## **SB 3709 as amended (Holmes) - Support**

### **Seniority Protections for ESP Members and Tenure Parity for Certified Members in Special Education Cooperatives that Dissolve or Reorganize**

**SB 3709, as amended**, would simply apply the current seniority protections for educational support staff to those staff members that are part of a special education cooperative that reorganizes or dissolves. Additionally, the legislation would maintain the contractual continued service status of a teacher that is transferred to a new or different district if their transfer was a result of a special education cooperative dissolving or being reorganized.

**Background:** In 2007, legislation was passed to ensure that support staff that were part of a school district that dissolved or reorganized would maintain their seniority rights in the new district that they would be transferred to. Additionally, legislation was passed to allow certified staff that were in a similar situation maintain their contractual status with their new employer. However, in the event that a special education cooperative dissolved or reorganized, the educational support staff and certified staff members are not currently afforded the same protections.

**Rationale for Support:** The legislation simply ensures that all support staff are treated the same in the event there is a dissolution or reorganization of their employer, regardless if it is a school district or a special education cooperative.