

Category	Incentive Created	Intended Result
All	All	All
Job Posting Requirements	Districts must post vacant certified positions 5 days before filling instead of 10 days	Reduce administrative burden by maintaining interest in current employment
Job Posting Requirements	Districts must provide reasonable application opportunity for current employees	Ensure current district employees a fair opportunity for position changes
Emergency Filling Provisions	Emergency teacher position filling allowed in less than 5 days with immediate posting	Provide flexibility in sudden teacher departures to meet staffing needs
Emergency Filling Provisions	Districts not required to provide 5-day notice or application opportunity in emergencies	Balance emergency needs with maintaining preferences
Unpaid Leave Salary Calculations	Daily rate for unpaid leave calculated by dividing annual salary by expected work days	Create fair and standard method for calculating unpaid leave across districts
Certification Fee Waivers	Board must waive certification exam fees for special education and bilingual education candidates	Remove financial barrier to entry into high-needs and bilingual teaching
Certification Fee Waivers	Board must pay vendor fees for first administration of special education/bilingual exams	State assumption of district financial burden in certification areas
Bilingual Test Modifications	Failed bilingual test takers can retake only failed sections instead of entire test	Reduce time and cost of bilingual certification while maintaining competency
Bilingual Test Modifications	Retake candidates can demonstrate proficiency through fewer components, eliminating lesson plans	Streamline certification process by eliminating redundant demonstrated skills
Contract Resignation Protections	Teachers protected from sanctions for resignation due to serious illness or family health issues	Protect teachers from harsh sanctions when family emergencies require resignation

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