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1 ABLE REVENUE. EVIDENCE PROFFERED BY THE SCHOOL BOARD SHALL INCLUDE A  
2 SHOWING OF PROJECTED INCREASES IN CONTRACTUALLY MANDATED COSTS, PENSION  
3 COSTS, HEALTH CARE COSTS, UTILITY COSTS, AND OTHER EXPENDITURES, EXCEED  
4 REVENUES FROM STATE AID AND OTHER REVENUES. SUCH PUBLIC HEARING SHALL BE  
5 CONDUCTED PURSUANT TO THE PROVISIONS OF ARTICLE SEVEN OF THE PUBLIC  
6 OFFICERS LAW.

7 S 3851. TEMPORARY FREEZE OF EXPENDITURE INCREASES. 1. NOTWITHSTANDING  
8 ANY OTHER PROVISION OF LAW TO THE CONTRARY, UPON THE DECLARATION OF A  
9 FISCAL EMERGENCY PURSUANT TO SECTION THIRTY-EIGHT HUNDRED FIFTY OF THIS  
10 ARTICLE THE SCHOOL BOARD SHALL HAVE THE AUTHORITY TO FREEZE ANY  
11 INCREASES IN EXPENDITURES IN A MANNER THAT MINIMIZES ANY ADVERSE IMPACT  
12 ON STUDENT EDUCATION. EXPENDITURE FREEZES MAY INCLUDE FREEZING EMPLOYEE  
13 SALARIES AND ANY CONTRACTUALLY NEGOTIATED INCREASES TO EMPLOYEE SALARIES  
14 PROVIDED THAT BEFORE IMPLEMENTING A SALARY FREEZE THE SCHOOL BOARD  
15 DETERMINES BY A MAJORITY VOTE THAT:

16 A. THE SCHOOL BOARD HAS CONSIDERED ALL OTHER REASONABLE ALTERNATIVES  
17 PRIOR TO IMPAIRING ANY EXISTING EMPLOYEE CONTRACTS;

18 B. NO OTHER REASONABLE COURSE OF ACTION WOULD SERVE ITS PURPOSE; AND

19 C. ITS ACTIONS ARE REASONABLE IN LIGHT OF THE SURROUNDING CIRCUM-  
20 STANCES.

21 2. ALL EXPENDITURE FREEZES APPROVED BY THE SCHOOL BOARD SHALL BE  
22 DISCLOSED AT A PUBLIC HEARING CONDUCTED PURSUANT TO THE PROVISIONS OF  
23 ARTICLE SEVEN OF THE PUBLIC OFFICERS LAW.

24 S 3852. RESTRUCTURING OPERATIONS. 1. NOTWITHSTANDING ANY OTHER  
25 PROVISION OF THE LAW TO THE CONTRARY SHOULD A SCHOOL BOARD VOTE AFFIRMA-  
26 TIVELY TO ADOPT AN EMPLOYEE SALARY FREEZE THE SCHOOL BOARD SHALL BE  
27 REQUIRED TO COMPLY WITH ALL THE PROVISIONS OF THIS SECTION.

28 2. THE SCHOOL BOARD SHALL ENTER INTO A NINETY-DAY PERIOD OF NEGOTI-  
29 ATIONS WITH ITS EMPLOYEES AND/OR THEIR DULY APPOINTED REPRESENTATIVES.  
30 AT THE REQUEST OF EITHER PARTY, A PUBLIC EMPLOYMENT RELATIONS BOARD  
31 MEDIATOR SHALL BE ASSIGNED TO OVERSEE AND ASSIST SUCH NEGOTIATIONS.

32 3. UPON EXPIRATION OF SUCH NINETY-DAY PERIOD THE SCHOOL BOARD SHALL  
33 HAVE THE POWER TO RESTRUCTURE OPERATIONS INCLUDING CHANGING THE TERMS  
34 AND CONDITIONS OF ANY CURRENT EMPLOYMENT CONTRACTS, ADJUSTING PAY LEVELS  
35 AND MANDATORY STAFFING REQUIREMENTS, WORK RULES, AND HEALTH INSURANCE  
36 BENEFITS AND CONTRIBUTIONS. TO IMPLEMENT ANY MEASURE THAT IMPAIRS ANY  
37 EMPLOYEES' RIGHTS UNDER A CURRENT CONTRACT THE SCHOOL BOARD SHALL BE  
38 REQUIRED TO SHOW:

39 A. THAT PERFORMANCE UNDER THE CURRENT CONTRACT TERMS WOULD HAVE AN  
40 ADVERSE IMPACT ON STUDENT EDUCATION DUE TO FISCAL CONSTRAINTS;

41 B. THAT THE SCHOOL BOARD HAS CONSIDERED ALL OTHER REASONABLE ALTERNA-  
42 TIVES PRIOR TO IMPAIRING ANY EXISTING EMPLOYEE CONTRACTS AND NO OTHER  
43 COURSE OF ACTION WOULD BETTER SERVE ITS PURPOSE; AND

44 C. THE SCHOOL BOARD'S ACTIONS ARE REASONABLE IN LIGHT OF THE SURROUND-  
45 ING CIRCUMSTANCES.

46 4. ANY REVISED CONTRACTS SHALL REMAIN IN EFFECT UNTIL A NEW COLLECTIVE  
47 BARGAINING AGREEMENT IS NEGOTIATED.

48 5. THE PROVISIONS OF SECTIONS FIFTEEN HUNDRED FIVE-A, EIGHTEEN HUNDRED  
49 FOUR, NINETEEN HUNDRED SEVENTEEN, NINETEEN HUNDRED SEVENTEEN-A, TWENTY-  
50 FIVE HUNDRED TEN, TWENTY-FIVE HUNDRED EIGHTY-EIGHT, THREE THOUSAND THIR-  
51 TEEN, THREE THOUSAND FOURTEEN-A, THREE THOUSAND FOURTEEN-B, THREE THOU-  
52 SAND FOURTEEN-C, AND THREE THOUSAND FOURTEEN-D OF THIS CHAPTER  
53 PERTAINING TO SENIORITY BASE EMPLOYEE RETENTION SHALL NOT APPLY WHEN A  
54 SCHOOL BOARD HAS DECLARED A FISCAL EMERGENCY PURSUANT TO SECTION THIR-  
55 TY-EIGHT HUNDRED FIFTY OF THIS ARTICLE AND IS IN THE PROCESS OF RESTRUC-  
56 TURING OPERATIONS UNDER THE PROVISIONS OF THIS SECTION. DECISIONS ON THE

1 RETENTION OF TEACHERS, SHOULD POSITIONS BE ABOLISHED, SHALL BE BASED ON  
2 A NUMBER OF FACTORS INCLUDING, BUT NOT LIMITED TO: THE SCHOOLS' NEEDS  
3 FOR PARTICULAR LICENSE AREAS; THE ANNUAL PROFESSIONAL PERFORMANCE REVIEW  
4 CONDUCTED PURSUANT TO SECTION THREE THOUSAND TWELVE-C OF THIS CHAPTER,  
5 AVAILABLE STUDENT PERFORMANCE DATA; ATTENDANCE; AN ASSESSMENT OF THE  
6 TEACHER'S PERFORMANCE BY THE TEACHER'S BUILDING PRINCIPAL OR OTHER  
7 BUILDING ADMINISTRATOR IN CHARGE OF THE SCHOOL OR PROGRAM; THE EDUCA-  
8 TIONAL QUALIFICATIONS OF THE TEACHER INCLUDING CURRICULUM SPECIALIZED  
9 EDUCATION, DEGREES, LICENSES, OR AREAS OF EXPERTISE; THE LENGTH OF  
10 SATISFACTORY SERVICE; AND OTHER FACTORS RELATED TO THE TEACHER'S EXPERI-  
11 ENCE AND DEMONSTRATED ABILITY. THE TEACHER'S SALARY SHALL NOT BE A  
12 FACTOR IN MAKING A LAYOFF RECOMMENDATION. THE BOARD OF EDUCATION SHALL  
13 EXERCISE ITS DISCRETION AND SHALL APPROVE OR REJECT THE RECOMMENDATIONS  
14 OF THE SUPERINTENDENT SO AS TO MINIMIZE THE ADVERSE IMPACT ON STUDENT  
15 EDUCATION.

16 6. SCHOOL BOARDS SHALL HAVE THE AUTHORITY TO ENTER INTO NEW COLLECTIVE  
17 BARGAINING AGREEMENTS THAT ALTER EMPLOYEE CONTRIBUTION REQUIREMENTS  
18 AND/OR THE AMOUNT OF EMPLOYEE SALARIES CONSIDERED BY THE RETIREMENT  
19 SYSTEM FOR PENSION PURPOSES.

20 7. THE SCHOOL BOARD SHALL INCLUDE ANALYSIS OF OTHER PLAUSIBLE MEANS OF  
21 RAISING REVENUE, AND UPON A MAJORITY VOTE IMPLEMENT SUCH MEASURES BEFORE  
22 REDUCING EMPLOYEE SALARIES OR BENEFITS OR UTILIZE SUCH REVENUE TO OFFSET  
23 REDUCTIONS IN EMPLOYEE SALARIES OR BENEFITS.

24 S 3853. RESTRUCTURING PLAN. THE SCHOOL BOARD SHALL BE REQUIRED TO  
25 SUBMIT A RESTRUCTURING PLAN TO THE DEPARTMENT. SUCH RESTRUCTURING PLAN  
26 SHALL PROVIDE DETAILED ANALYSIS OF THE BOARD'S COMPLIANCE WITH SECTION  
27 THIRTY-EIGHT HUNDRED FIFTY-TWO OF THIS ARTICLE.

28 S 2. This act shall take effect immediately and shall expire December  
29 31, 2018, when upon such date the provisions of this act shall be deemed  
30 repealed.