

1685

2015-2016 Regular Sessions

I N A S S E M B L Y

January 12, 2015

Introduced by M. of A. MAGNARELLI -- read once and referred to the
Committee on Education

AN ACT to amend the education law, in relation to tenured teacher discipline

THE PEOPLE OF THE STATE OF NEW YORK, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

1 Section 1. Paragraph b of subdivision 2 and subdivisions 3, 4 and 5 of
2 section 3020-a of the education law, as amended by section 1 of part B
3 of chapter 57 of the laws of 2012, is amended to read as follows:
4 b. The employee may be suspended pending a hearing on the charges and
5 the final determination thereof. The suspension shall be with pay FOR A
6 PERIOD OF ONE HUNDRED TWENTY DAYS, except the employee may be suspended
7 without pay IMMEDIATELY if the employee has entered a guilty plea to or
8 has been convicted of a felony crime concerning the criminal sale or
9 possession of a controlled substance, a precursor of a controlled
10 substance, or drug paraphernalia as defined in article two hundred twenty
11 or two hundred twenty-one of the penal law; or a felony crime involving
12 the physical abuse of a minor or student. The employee shall be
13 terminated without a hearing, as provided for in this section, upon
14 conviction of a sex offense, as defined in subparagraph two of paragraph
15 b of subdivision seven-a of section three hundred five of this chapter.
16 To the extent this section applies to an employee acting as a school
17 administrator or supervisor, as defined in subparagraph three of paragraph
18 b of subdivision seven-b of section three hundred five of this
19 chapter, such employee shall be terminated without a hearing, as
20 provided for in this section, upon conviction of a felony offense
21 defined in subparagraph two of paragraph b of subdivision seven-b of
22 section three hundred five of this chapter.
23 3. Hearings. a. Notice of hearing. Upon receipt of a request for a
24 hearing in accordance with subdivision two of this section, the commissioner
25 shall forthwith notify the American Arbitration Association

EXPLANATION--Matter in *ITALICS* (underscored) is new; matter in brackets
[] is old law to be omitted.

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1 (hereinafter "association") of the need for a hearing and shall request
2 the association to provide to the commissioner forthwith a list of names
3 of persons [chosen by the association] from the association's panel of
4 labor arbitrators to potentially serve as hearing officers together with
5 relevant biographical information on each arbitrator. Upon receipt of
6 said list and biographical information, the commissioner shall [forth-
7 with send a copy of both simultaneously] WITHIN TEN BUSINESS DAYS
8 APPOINT A HEARING OFFICER FROM SAID LIST OF NAMES PROVIDED BY THE ASSO-
9 CIATION. UPON APPOINTMENT, THE COMMISSIONER SHALL IMMEDIATELY SEND
10 NOTIFICATION OF THE HEARING OFFICER to the employing board and the
11 employee. [The commissioner shall also simultaneously notify both the
12 employing board and the employee of each potential hearing officer's
13 record in the last five cases of commencing and completing hearings
14 within the time periods prescribed in this section.]

15 b. [(i)] APPOINTMENT. APPOINTMENT FROM SUCH LIST SHALL BE MADE ON A
16 SEQUENTIAL BASIS BEGINNING WITH THE FIRST NAME APPEARING ON SUCH LIST.
17 SHOULD THAT HEARING OFFICER DECLINE APPOINTMENT, OR IF, WITHIN
18 FORTY-EIGHT HOURS, THE HEARING OFFICER FAILS TO RESPOND OR IS UNREACHA-
19 BLE AFTER REASONABLE EFFORTS BY THE COMMISSIONER, EACH SUCCESSIVE HEAR-
20 ING OFFICER WHOSE NAME NEXT APPEARS ON THE LIST SHALL BE OFFERED AN
21 APPOINTMENT, UNTIL SUCH APPOINTMENT IS ACCEPTED. ARBITRATORS MAY NOT
22 ACCEPT AN APPOINTMENT UNLESS THEY ARE AVAILABLE TO COMMENCE AND COMPLETE
23 THE HEARING WITHIN THE TIME FRAMES SPECIFIED IN THIS SECTION. AN
24 ARBITRATOR'S UNEXCUSED FAILURE TO COMPLY WITH THE TIME FRAMES SPECIFIED
25 IN THIS SECTION SHALL BE DEEMED GOOD AND SUFFICIENT GROUNDS FOR DISQUAL-
26 IFYING HIM OR HER FROM CONSIDERATION FOR APPOINTMENT FROM SUCH LIST
27 SPECIFIED IN PARAGRAPH A OF THIS SUBDIVISION. IF, AFTER COMMENCEMENT OF
28 A HEARING AND BY MUTUAL AGREEMENT OF THE PARTIES, THE HEARING OFFICER IS
29 DEEMED INCAPACITATED OR OTHERWISE UNAVAILABLE OR UNWILLING TO CONTINUE
30 THE HEARING OR ISSUE THE DECISION, THE COMMISSIONER SHALL RESCIND THE
31 APPOINTMENT OF THE HEARING OFFICER AND APPOINT A NEW HEARING OFFICER IN
32 ACCORDANCE WITH THE PROCEDURES AS SET FORTH IN THIS SUBDIVISION, AND THE
33 NEW HEARING OFFICER SHALL RESUME AND CONTINUE THE HEARING AT THE POINT
34 AT WHICH IT WAS INTERRUPTED.

35 C. TRAINING PROGRAM. (I) THE COMMISSIONER SHALL ESTABLISH A TRAINING
36 PROGRAM WHICH SHALL BE COMPLETED TO THE SATISFACTION OF THE COMMISSIONER
37 AS A CONDITION FOR ELIGIBILITY FOR INCLUSION ON THE LIST OF NAMES OF
38 PERSONS FROM THE ASSOCIATION'S PANEL OF LABOR ARBITRATORS TO POTENTIALLY
39 SERVE AS HEARING OFFICERS UNDER THIS SECTION.

40 (II) EFFECTIVE SIX MONTHS FROM THE EFFECTIVE DATE OF THIS SUBPARA-
41 GRAPH, AS A CONDITION FOR ELIGIBILITY FOR INCLUSION ON THE LIST OF NAMES
42 OF PERSONS CHOSEN BY THE ASSOCIATION FROM THE ASSOCIATION'S PANEL OF
43 LABOR ARBITRATORS TO POTENTIALLY SERVE AS A HEARING OFFICER, AN ARBITRA-
44 TOR SHALL:

45 (A) HAVE SUCCESSFULLY COMPLETED A TRAINING PROGRAM PURSUANT TO SUBPARA-
46 AGRAPH (I) OF THIS PARAGRAPH;

47 (B) ATTEND SUCH PERIODIC UPDATE PROGRAMS AS MAY BE SCHEDULED BY THE
48 COMMISSIONER;

49 (C) POSSESS KNOWLEDGE OF, AND THE ABILITY TO UNDERSTAND, THE
50 PROVISIONS OF APPLICABLE LAW AND REGULATIONS PERTAINING TO THE DISCI-
51 PLINE OF TENURED EMPLOYEES UNDER THIS SECTION AND ADMINISTRATIVE AND
52 JUDICIAL INTERPRETATIONS OF SUCH LAW AND REGULATIONS;

53 (D) POSSESS KNOWLEDGE OF THE PROCEDURES INVOLVED IN CONDUCTING A HEAR-
54 ING, AND IN REACHING AND WRITING A DECISION AND THE ABILITY TO CONDUCT
55 HEARINGS IN ACCORDANCE WITH APPROPRIATE, STANDARD LEGAL PRACTICE; AND

(E) ANNUALLY SUBMIT, IN A FORMAT AND BY A DATE PRESCRIBED BY THE COMMISSIONER, A CERTIFICATION THAT THE HEARING OFFICER MEETS THE REQUIREMENTS OF THIS SUBDIVISION.

(III) THE COMMISSIONER SHALL ESTABLISH STANDARDS ALLOWING ARBITRATORS TO DOCUMENT THEIR QUALIFICATION TO BE IMMEDIATELY ELIGIBLE FOR APPOINTMENT FROM SUCH LIST SPECIFIED IN PARAGRAPH A OF THIS SUBDIVISION.

D.(I) Hearing officers. All hearings pursuant to this section shall be conducted before and by a single hearing officer selected as provided for in this section. A hearing officer shall not be eligible to serve in such position if he or she is a resident of the school district, other than the city of New York, under the jurisdiction of the employing board, an employee, agent or representative of the employing board or of any labor organization representing employees of such employing board, has served as such agent or representative within two years of the date of the scheduled hearing, or if he or she is then serving as a mediator or fact finder in the same school district.

(A) Notwithstanding any other provision of law, for hearings commenced by the filing of charges prior to April first, two thousand twelve, the hearing officer shall be compensated by the department with the customary fee paid for service as an arbitrator under the auspices of the association for each day of actual service plus necessary travel and other reasonable expenses incurred in the performance of his or her duties. All other expenses of the disciplinary proceedings commenced by the filing of charges prior to April first, two thousand twelve shall be paid in accordance with rules promulgated by the commissioner. Claims for such compensation for days of actual service and reimbursement for necessary travel and other expenses for hearings commenced by the filing of charges prior to April first, two thousand twelve shall be paid from an appropriation for such purpose in the order in which they have been approved by the commissioner for payment, provided payment shall first be made for any other hearing costs payable by the commissioner, including the costs of transcribing the record, and provided further that no such claim shall be set aside for insufficiency of funds to make a complete payment, but shall be eligible for a partial payment in one year and shall retain its priority date status for appropriations designated for such purpose in future years.

(B) Notwithstanding any other provision of law, rule or regulation to the contrary, for hearings commenced by the filing of charges on or after April first, two thousand twelve, the hearing officer shall be compensated by the department for each day of actual service plus necessary travel and other reasonable expenses incurred in the performance of his or her duties, provided that the commissioner shall establish a schedule for maximum rates of compensation of hearing officers based on customary and reasonable fees for service as an arbitrator and provide for limitations on the number of study hours that may be claimed.

(ii) The commissioner shall mail to the employing board and the employee the list of potential hearing officers and biographies provided to the commissioner by the association, the employing board and the employee, individually or through their agents or representatives, shall by mutual agreement select a hearing officer from said list to conduct the hearing and shall notify the commissioner of their selection.

(iii) Within fifteen days after receiving the list of potential hearing officers as described in subparagraph (ii) of this paragraph, the employing board and the employee shall each notify the commissioner of their agreed upon hearing officer selection. [If the employing board and the employee fail to agree on an arbitrator to serve as a hearing offi-

cer from the list of potential hearing officers, or fail to notify the commissioner of a selection within such fifteen day time period, the commissioner shall appoint a hearing officer from the list.] The provisions of this subparagraph shall not apply in cities with a population of one million or more with alternative procedures specified in section three thousand twenty of this article.

[(iv) In those cases in which the employee elects to have the charges heard by a hearing panel, the hearing panel shall consist of the hearing officer, selected in accordance with this subdivision, and two additional persons, one selected by the employee and one selected by the employing board, from a list maintained for such purpose by the commissioner. The list shall be composed of professional personnel with administrative or supervisory responsibility, professional personnel without administrative or supervisory responsibility, chief school administrators, members of employing boards and others selected from lists of nominees submitted to the commissioner by statewide organizations representing teachers, school administrators and supervisors and the employing boards. Hearing panel members other than the hearing officer shall be compensated by the department at the rate of one hundred dollars for each day of actual service plus necessary travel and subsistence expenses. The hearing officer shall be compensated as set forth in this subdivision. The hearing officer shall be the chairperson of the hearing panel.

c.] E. Hearing procedures. (i) (A) The commissioner shall have the power to establish necessary rules and procedures for the conduct of hearings under this section.

(B) The department shall be authorized to monitor and investigate a hearing officer's compliance with statutory timelines pursuant to this section. The commissioner shall annually inform all hearing officers who have heard cases pursuant to this section during the preceding year that the time periods prescribed in this section for conducting such hearings are to be strictly followed. A record of continued failure to commence and complete hearings within the time periods prescribed in this section shall be considered grounds for the commissioner to exclude such individual from the list of potential hearing officers sent to the employing board and the employee for such hearings.

(C) Such rules shall not require compliance with technical rules of evidence. Hearings shall be conducted by the hearing officer [selected] APPOINTED pursuant to [paragraph] PARAGRAPHS A AND b of this subdivision with full and fair disclosure of [the nature of the case and evidence against the employee] ALL MATERIAL RELEVANT TO THE PROSECUTION OR DEFENSE OF THIS ACTION by the [employing board] PARTIES TEN BUSINESS DAYS PRIOR TO THE FIRST HEARING DATE and shall be public or private at the discretion of the employee. The employee shall have a reasonable opportunity to defend himself or herself and an opportunity to testify in his or her own behalf. The employee shall not be required to testify, HOWEVER, THIS RIGHT SHALL NOT BE CONSTRUED TO MEAN THAT THE EMPLOYEE MAY REFUSE TO COOPERATE IN THE EMPLOYING SCHOOL DISTRICT'S INVESTIGATION OF ALLEGATIONS OF MISCONDUCT OR INCOMPETENCE RAISED AGAINST HIM OR HER. Each party shall have the right to be represented by counsel, to subpoena witnesses, and to cross-examine witnesses. All testimony taken shall be under oath which the hearing officer is hereby authorized to administer.

(D) An accurate record of the proceedings shall be kept at the expense of the department at each such hearing in accordance with the regulations of the commissioner. A copy of the record of the hearings shall,

1 upon request, be furnished without charge to the employee and the board
2 of education involved. The department shall be authorized to utilize any
3 new technology or such other appropriate means to transcribe or record
4 such hearings in an accurate, reliable, efficient and cost-effective
5 manner without any charge to the employee or board of education
6 involved.

7 (i-a)(A) Where charges of incompetence are brought based solely upon a
8 pattern of ineffective teaching or performance of a classroom teacher or
9 principal, as defined in section three thousand twelve-c of this arti-
10 cle, the hearing shall be conducted before and by a single hearing offi-
11 cer in an expedited hearing, which shall commence within seven days
12 after the pre-hearing conference and shall be completed within [sixty]
13 ONE HUNDRED TWENTY days after the pre-hearing conference. The hearing
14 officer shall establish a hearing schedule at the pre-hearing conference
15 to ensure that the expedited hearing is completed within the required
16 timeframes and to ensure an equitable distribution of days between the
17 employing board and the charged employee. Notwithstanding any other law,
18 rule or regulation to the contrary, no adjournments may be granted that
19 would extend the hearing beyond such [sixty] ONE HUNDRED TWENTY days,
20 except as authorized in this subparagraph. A hearing officer, upon
21 request, may grant a limited and time specific adjournment that would
22 extend the hearing beyond such [sixty] ONE HUNDRED TWENTY days if the
23 hearing officer determines that the delay is attributable to a circum-
24 stance or occurrence substantially beyond the control of the requesting
25 party and an injustice would result if the adjournment were not granted.

26 (B) Such charges shall allege that the employing board has developed
27 and substantially implemented a teacher or principal improvement plan in
28 accordance with subdivision four of section three thousand twelve-c of
29 this article for the employee following the first evaluation in which
30 the employee was rated ineffective, and the immediately preceding evalu-
31 ation if the employee was rated developing. Notwithstanding any other
32 provision of law to the contrary, a pattern of ineffective teaching or
33 performance as defined in section three thousand twelve-c of this arti-
34 cle shall constitute very significant evidence of incompetence for
35 purposes of this section. Nothing in this subparagraph shall be
36 construed to limit the defenses which the employee may place before the
37 hearing officer in challenging the allegation of a pattern of ineffec-
38 tive teaching or performance.

39 (C) The commissioner shall annually inform all hearing officers who
40 have heard cases pursuant to this section during the preceding year that
41 the time periods prescribed in this subparagraph for conducting expe-
42 dited hearings are to be strictly followed. A record of continued fail-
43 ure to commence and complete expedited hearings within the time periods
44 prescribed in this subparagraph shall be considered grounds for the
45 commissioner to exclude such individual from the list of potential hear-
46 ing officers sent to the employing board and the employee for such expe-
47 dited hearings.

48 (ii) The hearing officer [selected] APPOINTED to conduct a hearing
49 under this section shall, within [ten to fifteen] THIRTY days of agree-
50 ing to serve in such position, hold a pre-hearing conference which shall
51 be held in the school district or county seat of the county, or any
52 county, wherein the employing school board is located. The pre-hearing
53 conference shall be limited in length to one day except that the hearing
54 officer, in his or her discretion, may allow one additional day for good
55 cause shown.

1 (iii) At the pre-hearing conference the hearing officer shall have the
2 power to:
3 (A) issue subpoenas;
4 (B) hear and decide all motions, including but not limited to motions
5 to dismiss the charges;
6 (C) hear and decide all applications for bills of particular or
7 requests for production of materials or information, including, but not
8 limited to, any witness statement (or statements), investigatory state-
9 ment (or statements) or note (notes), exculpatory evidence or any other
10 evidence, including district or student records, relevant and material
11 to the employee's defense.
12 (iv) Any pre-hearing motion or application relative to the sufficiency
13 of the charges, application or amendment thereof, or any preliminary
14 matters shall be made upon written notice to the hearing officer and the
15 adverse party no less than five days prior to the date of the pre-hear-
16 ing conference. Any pre-hearing motions or applications not made as
17 provided for herein shall be deemed waived except for good cause as
18 determined by the hearing officer.
19 (v) [In the event that at the pre-hearing conference the employing
20 board presents evidence that the professional license of the employee
21 has been revoked and all judicial and administrative remedies have been
22 exhausted or foreclosed, the hearing officer shall schedule the date,
23 time and place for an expedited hearing, which hearing shall commence
24 not more than seven days after the pre-hearing conference and which
25 shall be limited to one day. The expedited hearing shall be held in the
26 local school district or county seat of the county or any county, where-
27 in the said employing board is located. The expedited hearing shall not
28 be postponed except upon the request of a party and then only for good
29 cause as determined by the hearing officer. At such hearing, each party
30 shall have equal time in which to present its case.] ALL RULINGS ON
31 SUBSTANTIVE MOTIONS SHALL BE PLACED ON THE RECORD WITH A FULL EXPLANA-
32 TION OF THE HEARING OFFICER'S REASONING.
33 (vi) During the pre-hearing conference, the hearing officer shall
34 determine the reasonable amount of time necessary for a final hearing on
35 the charge or charges and shall schedule the location, time(s) and
36 date(s) for the final hearing. The final hearing shall be held in the
37 local school district or county seat of the county, or any county, wher-
38 ein the said employing school board is located. In the event that the
39 hearing officer determines that the nature of the case requires the
40 final hearing to last more than one day, the days that are scheduled for
41 the final hearing shall be consecutive. The day or days scheduled for
42 the final hearing shall not be postponed except upon the request of a
43 party and then only for good cause shown as determined by the hearing
44 officer. In all cases, the final hearing shall be completed no later
45 than [sixty] ONE HUNDRED TWENTY days after the pre-hearing conference
46 unless the hearing officer determines that extraordinary circumstances
47 warrant a limited extension.
48 (vii) All evidence shall be submitted by all parties within one
49 hundred twenty-five days of the filing of charges and no additional
50 evidence shall be accepted after such time, absent extraordinary circum-
51 stances beyond the control of the parties.
52 d. Limitation on claims. Notwithstanding any other provision of law,
53 rule or regulation to the contrary, no payments shall be made by the
54 department pursuant to this subdivision on or after April first, two
55 thousand twelve for: (i) compensation of a hearing officer or hearing
56 panel member, (ii) reimbursement of such hearing officers or panel

1 members for necessary travel or other expenses incurred by them, or
2 (iii) for other hearing expenses on a claim submitted later than one
3 year after the final disposition of the hearing by any means, including
4 settlement, or within ninety days after the effective date of this para-
5 graph, whichever is later; provided that no payment shall be barred or
6 reduced where such payment is required as a result of a court order or
7 judgment or a final audit.

8 4. Post hearing procedures. a. The hearing officer shall render a
9 written decision within thirty days of the last day of the final hear-
10 ing, [or in the case of an expedited hearing within ten days of such
11 expedited hearing,] and shall forward a copy thereof to the commissioner
12 who shall immediately forward copies of the decision to the employee and
13 to the clerk or secretary of the employing board. The written decision
14 shall include the hearing officer's findings of fact on each charge, his
15 or her conclusions with regard to each charge based on said findings and
16 shall state what penalty or other action, if any, shall be taken by the
17 employing board. At the request of the employee, in determining what, if
18 any, penalty or other action shall be imposed, the hearing officer shall
19 consider the extent to which the employing board made efforts towards
20 correcting the behavior of the employee which resulted in charges being
21 brought under this section through means including but not limited to:
22 remediation, peer intervention or an employee assistance plan. In those
23 cases where a penalty is imposed, such penalty may be a written reprimand,
24 a fine, suspension for a fixed time without pay, or dismissal. In
25 addition to or in lieu of the aforementioned penalties, the hearing
26 officer, where he or she deems appropriate, may impose upon the employee
27 remedial action including but not limited to leaves of absence with or
28 without pay, continuing education and/or study, a requirement that the
29 employee seek counseling or medical treatment or that the employee
30 engage in any other remedial or combination of remedial actions.

31 b. Within fifteen days of receipt of the hearing officer's decision
32 the employing board shall implement the decision. If the employee is
33 acquitted he or she shall be restored to his or her position with full
34 pay for any period of suspension without pay and the charges expunged
35 from the employment record. If an employee who was convicted of a felony
36 crime specified in paragraph b of subdivision two of this section, has
37 said conviction reversed, the employee, upon application, shall be enti-
38 tled to have his or her pay and other emoluments restored, for the peri-
39 od from the date of his or her suspension to the date of the decision.

40 c. The hearing officer shall indicate in the decision whether any of
41 the charges brought by the employing board were frivolous as defined in
42 section eighty-three hundred three-a of the civil practice law and
43 rules. If the hearing officer finds that all of the charges brought
44 against the employee were frivolous, the hearing officer shall order the
45 employing board to reimburse the department the reasonable costs said
46 department incurred as a result of the proceeding and to reimburse the
47 employee the reasonable costs, including but not limited to reasonable
48 attorneys' fees, the employee incurred in defending the charges. If the
49 hearing officer finds that some but not all of the charges brought
50 against the employee were frivolous, the hearing officer shall order the
51 employing board to reimburse the department a portion, in the discretion
52 of the hearing officer, of the reasonable costs [said] THE department
53 incurred as a result of the proceeding and to reimburse the employee a
54 portion, in the discretion of the hearing officer, of the reasonable
55 costs, including but not limited to reasonable attorneys' fees, the
56 employee incurred in defending the charges.

1 5. Appeal. a. Not later than ten days after receipt of the hearing
2 officer's decision, THE EMPLOYEE OR THE EMPLOYING BOARD MAY MAKE AN
3 APPLICATION FOR REVIEW OF THE HEARING OFFICER'S DECISION TO THE STATE
4 TENURED TEACHERS AND ADMINISTRATORS DISCIPLINARY REVIEW PANEL, (HEREAFT-
5 ER REFERRED TO IN THIS SUBDIVISION AS THE "PANEL"), ESTABLISHED IN
6 ACCORDANCE WITH SUBDIVISION FIFTY-THREE OF SECTION THREE HUNDRED FIVE OF
7 THIS CHAPTER, AND THE RULES AND REGULATIONS PROMULGATED BY THE COMMIS-
8 SIONER. THE PANEL MAY MODIFY OR REVERSE THE DECISION OF A HEARING OFFI-
9 CER AS APPROPRIATE TO PROPERLY EFFECTUATE THE PURPOSES OF THIS SECTION.
10 THE DECISIONS OF THE PANEL SHALL CONSTITUTE BINDING DECISIONAL LAW UNTIL
11 MODIFIED OR REVERSED ON APPEAL BY EITHER PARTY BY A STATE SUPREME COURT
12 OR BY AN APPELLATE COURT ON FURTHER APPEAL. PANEL DECISIONS SHALL BE
13 PUBLISHED PURSUANT TO RULES AND REGULATIONS PROMULGATED BY THE COMMIS-
14 SIONER AND IN THE SAME MANNER AS ADMINISTRATIVE DECISIONS FROM OTHER
15 STATE AGENCIES.

16 B. NOT LATER THAN TEN DAYS AFTER RECEIPT OF THE DECISION OF THE PANEL,
17 the employee or the employing board may make an application to the New
18 York state supreme court to vacate or modify the decision of the [hear-
19 ing officer] PANEL pursuant to section seventy-five hundred eleven of
20 the civil practice law and rules. [The court's review shall be limited
21 to the grounds set forth in such section.] The [hearing] panel's deter-
22 mination shall be deemed to be final for the purpose of such proceeding.

23 [b.] C. In no case shall the filing or the pendency of an [appeal]
24 APPLICATION FOR REVIEW BY THE PANEL OR AN APPEAL TO THE COURTS delay the
25 implementation of the decision of the hearing officer.

26 S 2. Section 3020-a of the education law is amended by adding a new
27 subdivision 6 to read as follows:

28 6. IMMEDIATE REMOVAL. (A) NOTWITHSTANDING ANY OTHER PROVISION OF LAW,
29 A PERSON ENJOYING THE BENEFITS OF TENURE AS PROVIDED IN SUBDIVISION
30 THREE OF SECTION ELEVEN HUNDRED TWO, OR SECTION TWENTY-FIVE HUNDRED
31 NINE, TWENTY-FIVE HUNDRED SEVENTY-THREE, TWENTY-FIVE HUNDRED NINETY-J,
32 THREE THOUSAND TWELVE OR THREE THOUSAND FOURTEEN OF THIS CHAPTER SHALL
33 LOSE SUCH BENEFITS AND SHALL BE IMMEDIATELY REMOVED FROM EMPLOYMENT BY
34 THE EMPLOYING BOARD OF EDUCATION UPON CONVICTION OF ANY OFFENSE RELATED
35 TO CHILD ABUSE; CHILD ABUSE IN AN EDUCATIONAL SETTING AS DEFINED IN
36 SECTION ELEVEN HUNDRED TWENTY-FIVE OF THIS CHAPTER; OR ANY OTHER FELONY
37 OFFENSE THAT AFFECTS THE OPERATION OF A SCHOOL DISTRICT; OR, UPON REVO-
38 CATION OF A PROFESSIONAL CERTIFICATE PURSUANT TO SUBDIVISION SEVEN OF
39 SECTION THREE HUNDRED FIVE OF THIS CHAPTER.

40 (B) NOTWITHSTANDING ANY OTHER PROVISION OF LAW, NO PERSON ENJOYING THE
41 BENEFITS OF TENURE AS PROVIDED IN SUBDIVISION THREE OF SECTION ELEVEN
42 HUNDRED TWO, OR SECTION TWENTY-FIVE HUNDRED NINE, TWENTY-FIVE HUNDRED
43 SEVENTY-THREE, TWENTY-FIVE HUNDRED NINETY-J, THREE THOUSAND TWELVE OR
44 THREE THOUSAND FOURTEEN OF THIS CHAPTER WHO FAILS TO RECEIVE A PROFES-
45 SIONAL CERTIFICATE WITHIN THE STATUTORY TIMEFRAME AS REQUIRED BY SECTION
46 THREE THOUSAND FOUR OF THIS ARTICLE SHALL RETAIN SUCH BENEFITS AND MAY
47 BE IMMEDIATELY REMOVED FROM EMPLOYMENT BY A BOARD OF EDUCATION.

48 (C) ANY EMPLOYEE OF A SCHOOL DISTRICT SUBJECT TO IMMEDIATE TERMINATION
49 UNDER THE PROVISIONS OF THIS SECTION SHALL HAVE FIVE BUSINESS DAYS FROM
50 THE NOTICE OF TERMINATION IN WHICH TO PROVIDE DOCUMENTARY EVIDENCE
51 ESTABLISHING TO THE SATISFACTION OF THE EMPLOYING BOARD THAT HE OR SHE
52 IS NOT THE SAME INDIVIDUAL REFERENCED IN THE ACTION TRIGGERING HIS OR
53 HER REMOVAL.

54 S 3. Section 305 of the education law is amended by adding a new
55 subdivision 53 to read as follows:

1 53. (A) THE COMMISSIONER SHALL ESTABLISH THE STATE TENURED TEACHERS
2 AND ADMINISTRATORS DISCIPLINARY REVIEW PANEL, (HEREAFTER REFERRED TO IN
3 THIS SUBDIVISION AS THE "PANEL"). THE PANEL SHALL CONSIST OF NO LESS
4 THAN THREE MEMBERS APPOINTED BY THE COMMISSIONER. PANEL MEMBERS SHALL BE
5 EMPLOYED BY THE DEPARTMENT AND THEIR SALARY SHALL BE DETERMINED AND PAID
6 BY THE DEPARTMENT.
7 (B) PANEL MEMBERS SHALL:
8 (I) SUCCESSFULLY COMPLETE A TRAINING PROGRAM ESTABLISHED BY THE
9 COMMISSIONER AND ATTEND SUCH ADDITIONAL TRAINING PROGRAMS AS MAY BE
10 REQUIRED BY THE COMMISSIONER;
11 (II) POSSESS KNOWLEDGE OF AND THE ABILITY TO UNDERSTAND THE PROVISIONS
12 OF APPLICABLE LAW AND REGULATIONS PERTAINING TO THE DISCIPLINE OF
13 TENURED EMPLOYEES UNDER THIS SECTION, AND ADMINISTRATIVE AND JUDICIAL
14 INTERPRETATIONS OF SUCH LAWS AND REGULATIONS;
15 (III) POSSESS KNOWLEDGE OF THE PROCEDURES INVOLVED IN CONDUCTING A
16 HEARING UNDER THIS SECTION; AND
17 (IV) POSSESS THE ABILITY TO RENDER AND WRITE DECISIONS IN ACCORDANCE
18 WITH APPROPRIATE STANDARD LEGAL PRACTICE.
19 S 4. This act shall take effect immediately.