

SENATE BILL NO. 92—COMMITTEE ON EDUCATION

(ON BEHALF OF THE LIEUTENANT GOVERNOR)

PREFILED DECEMBER 20, 2014

Referred to Committee on Education

SUMMARY—Revises provisions relating to education.
(BDR 34-485)

FISCAL NOTE: Effect on Local Government: May have Fiscal Impact.
Effect on the State: Yes.

CONTAINS UNFUNDED MANDATE (§ 4.2)
(NOT REQUESTED BY AFFECTED LOCAL GOVERNMENT)

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EXPLANATION – Matter in *bolded italics* is new; matter between brackets ~~omitted material~~ is material to be omitted.

AN ACT relating to education; authorizing the designation of certain underperforming schools as turnaround schools; allowing certain measures to be taken with respect to the administration and personnel of such schools; excluding the right of a school district to make reassignments of a principal or teacher from such a school from the scope of collective bargaining; providing for certain incentives to encourage employment at a school designated as a turnaround school; revising provisions relating to the reassignment of a teacher or administrator whose overall performance is designated as minimally effective or ineffective; requiring the board of trustees of a school district to consider specified factors in carrying out a reduction in force; directing the Legislative Counsel to reorganize certain statutory provisions relating to education; and providing other matters properly relating thereto.

Legislative Counsel's Digest:

- 1 **Section 4.2** of this bill provides that if the Department of Education designates
- 2 a public school as a turnaround school, the board of trustees of the school district in
- 3 which the school is located may review the performance of the principal of the



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4 school and decide whether to retain or replace the principal. **Section 4.2** requires
5 the State Board of Education to adopt regulations to establish the criteria for
6 designating an underperforming school as a turnaround school.

7 The principal of a school so designated is authorized by **section 4.2** to review
8 the performance of the employees of the school and decide whether to retain or
9 replace each employee. If a principal or employee of such a school is not retained,
10 the board of trustees is required to reassign the principal or employee to another
11 school within the school district. **Section 29.7** of this bill excludes certain actions
12 concerning the reassignment of employees who are not retained at such a school
13 from the scope of collective bargaining. **Section 4.2** requires the board of trustees
14 of a school district to ensure that a teacher who is reassigned to another school
15 receives assistance to help the teacher to meet the standards for effective teaching.

16 **Section 4.2** also requires the board of trustees of a school district to create
17 financial and other incentives to motivate teachers, administrators and
18 paraprofessionals to accept positions at a public school that the Department
19 designates as a turnaround school. **Sections 24 and 25** of this bill provide that for
20 the first and second years after a school has been designated as a turnaround school
21 an evaluation of pupil performance will not be included in the evaluation of a
22 teacher or administrator of the school.

23 Existing law authorizes the board of trustees of a school district to employ a
24 superintendent of schools, teachers and all other necessary employees. **Section 20**
25 of this bill allows the board of trustees of a school district to transfer a teacher or
26 administrator, notwithstanding the provisions of a collective bargaining agreement
27 to the contrary, if the teacher or administrator received one of the two lowest
28 ratings on his or her evaluation if the board of trustees obtains the consent of the
29 principal at the other school before transferring the teacher or administrator. If a
30 principal does not provide such consent, **section 20** allows the superintendent of
31 schools of the school district to determine whether to reassign the teacher or
32 administrator to a school in the school district, which may be the school at which
33 the principal did not consent to the transfer of the teacher or administrator. **Section**
34 **20** also requires a superintendent of schools to develop a plan to address the
35 assignment of teachers or administrators who have received evaluations designating
36 their overall performance as minimally effective or ineffective when consent to the
37 transfer by the principal of a school is not obtained.

38 Existing law provides that when a reduction in the workforce is necessary, the
39 board of trustees of a school district must not lay off a teacher or an administrator
40 based solely on seniority. (NRS 288.151) **Section 30** of this bill requires the board
41 of trustees of a school district to base the decision to lay off a teacher or
42 administrator on the overall performance of the teacher or administrator and lay off
43 the least effective teachers and administrators first. **Section 30** also provides that, if
44 a further reduction in workforce is necessary, the board of trustees must lay off
45 teachers who have a criminal record which has resulted in a suspension or who
46 have had disciplinary action taken that results in suspension and is final. If a further
47 reduction in workforce is necessary after considering criminal records and
48 disciplinary action, **section 30** requires the board of trustees to consider: (1)
49 whether the teacher or administrator is employed in a position which is hard to fill;
50 and (2) certain certifications and degrees. If, after considering all of the above
51 factors, two or more employees are similarly situated after the application of those
52 factors, the decision by the board of trustees to lay off one or more of the
53 employees may be based on seniority. Finally, **section 30** does not require the
54 board of trustees of a school district to consider the above factors with respect to a
55 teacher who teaches in a subject area for which there is a shortage of teachers.

56 Under existing law, the Legislative Counsel is required to keep the
57 organizational structure of the Nevada Revised Statutes current, and the Legislative
58 Counsel may revise the titles, chapters and sections of the Nevada Revised Statutes



59 when necessary to effectuate the orderly and logical arrangement of the statutes.
60 (NRS 220.120) In addition, the Legislative Counsel may make recommendations to
61 the Legislature regarding the clarification of existing statutes and the revision or
62 elimination of obsolete and antiquated statutes. (NRS 220.080, 220.085) **Section**
63 **32.5** of this bill directs the Legislative Counsel to reorganize the provisions of title
64 34 of NRS during the 2015-2017 biennium so that they are easier to use and
65 understand. **Section 32.5** also requires the Legislative Counsel to present a bill
66 during the 2017 Legislative Session containing any provisions of title 34 of NRS
67 revised during the reorganization that the Legislative Counsel determines are
68 appropriate for ratification by the Legislature.

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

- 1 **Section 1.** (Deleted by amendment.)
2 **Sec. 2.** (Deleted by amendment.)
3 **Sec. 3.** (Deleted by amendment.)
4 **Sec. 4.** (Deleted by amendment.)
5 **Sec. 4.2.** Chapter 385 of NRS is hereby amended by adding
6 thereto a new section to read as follows:
7 1. *If the Department designates a school as a turnaround*
8 *school pursuant to this section:*
9 (a) *The board of trustees of the school district in which the*
10 *school is located may review the performance of the principal at*
11 *the school to determine whether to retain or replace the principal.*
12 *If the board of trustees decides to replace the principal, the board*
13 *of trustees must:*
14 (1) *Immediately commence the process of selecting a new*
15 *principal for the school to make a selection with the approval of*
16 *the Department so that the new principal may begin before the*
17 *start of the next school year; and*
18 (2) *Reassign the replaced principal to another public school*
19 *within the school district.*
20 (b) *The principal of the school may:*
21 (1) *Review the performance of each employee of the school*
22 *to determine whether to retain the employee based on the needs of*
23 *the school. The board of trustees of the school district in which the*
24 *school is located shall reassign any employee who is not retained*
25 *pursuant to this subparagraph to another public school within the*
26 *school district; and*
27 (2) *Make all determinations for the school concerning*
28 *hiring and the school's curriculum, schedule and instructional*
29 *design.*
30 (c) *The board of trustees of the school district in which the*
31 *school is located shall create financial and other incentives to be*
32 *offered to teachers, administrators and paraprofessionals who*



1 *work in classrooms or provide tutoring to pupils at the school that*
2 *are intended to motivate such persons to apply for positions with*
3 *the school and continue employment with the school. Such*
4 *incentives may include, without limitation:*

5 *(1) Salary increases and bonuses;*

6 *(2) Flexible schedules that allow teachers to pursue other*
7 *assignments or education;*

8 *(3) Opportunities to receive training and to participate in*
9 *programs for professional development; and*

10 *(4) Opportunities for promotion and career development.*

11 *2. If a teacher of a school is reassigned to another public*
12 *school within the school district pursuant to subparagraph (1) of*
13 *paragraph (b) of subsection 1, the board of trustees of the school*
14 *district shall ensure that the teacher receives assistance to help the*
15 *teacher meet the standards for effective teaching, which may*
16 *include, without limitation, peer assistance and review,*
17 *participation in programs of professional development and other*
18 *appropriate training.*

19 *3. If a determination made by the principal of a school*
20 *pursuant to paragraph (b) of subsection 1 will:*

21 *(a) Increase the cost of operating the school, the principal*
22 *must seek to obtain any available grant from the Department and*
23 *request any necessary additional amount of money from the board*
24 *of trustees of the school district.*

25 *(b) Decrease the cost of operating the school, the board of*
26 *trustees of the school district must not reduce the amount of*
27 *money allocated to the school as a result of the savings.*

28 *4. The State Board shall, in consultation with the board of*
29 *trustees of each school district, establish, by regulation, the*
30 *criteria for designating an underperforming school as a*
31 *turnaround school for the purposes of this section. Such criteria*
32 *must use current data from multiple sources.*

33 **Sec. 4.7.** NRS 386.650 is hereby amended to read as follows:

34 386.650 1. The Department shall establish and maintain an
35 automated system of accountability information for Nevada. The
36 system must:

37 (a) Have the capacity to provide and report information,
38 including, without limitation, the results of the achievement of
39 pupils:

40 (1) In the manner required by 20 U.S.C. §§ 6301 et seq., and
41 the regulations adopted pursuant thereto, and NRS 385.347 and
42 385.3572; and

43 (2) In a separate reporting for each group of pupils identified
44 in the statewide system of accountability for public schools;

45 (b) Include a system of unique identification for each pupil:



- 1 (1) To ensure that individual pupils may be tracked over time
2 throughout this State;
- 3 (2) That, to the extent practicable, may be used for purposes
4 of identifying a pupil for both the public schools and the Nevada
5 System of Higher Education, if that pupil enrolls in the System after
6 graduation from high school; and
- 7 (3) Which must, to the extent money is available for this
8 purpose, include, without limitation, a unique identifier for each
9 pupil whose parent or guardian is a member of the Armed Forces of
10 the United States, a reserve component thereof or the National
11 Guard in a manner that will allow for the disaggregation of each
12 category;
- 13 (c) Have the capacity to provide longitudinal comparisons of the
14 academic achievement, rate of attendance and rate of graduation of
15 pupils over time throughout this State;
- 16 (d) Have the capacity to perform a variety of longitudinal
17 analyses of the results of individual pupils on assessments,
18 including, without limitation, the results of pupils by classroom and
19 by school;
- 20 (e) Have the capacity to identify which teachers are assigned to
21 individual pupils;
- 22 (f) Have the capacity to provide other information concerning
23 schools and school districts that is not linked to individual pupils,
24 including, without limitation, the ratings of schools and, if available,
25 school districts pursuant to the statewide system of accountability
26 for public schools and an identification of which schools, if any, are
27 persistently dangerous;
- 28 (g) Have the capacity to access financial accountability
29 information for each public school, including, without limitation,
30 each charter school, for each school district and for this State as a
31 whole; and
- 32 (h) Be designed to improve the ability of the Department, the
33 sponsors of charter schools, the school districts and the public
34 schools in this State, including, without limitation, charter schools,
35 to account for the pupils who are enrolled in the public schools,
36 including, without limitation, charter schools.
- 37 ➤ The information maintained pursuant to paragraphs (c), (d) and
38 (e) must be used for the purpose of improving the achievement of
39 pupils and improving classroom instruction. Except as otherwise
40 provided in ~~subsection~~ **subsections 9 and 10** of NRS 391.3125 and
41 ~~subsection~~ **subsections 8 and 9** of NRS 391.3127, information on
42 pupil achievement data, as prescribed by the State Board pursuant to
43 NRS 391.465, must account for at least 50 percent, but must not be
44 used as the sole criterion, in evaluating the performance of or taking
45 disciplinary action against an individual teacher or other employee.



1 2. The board of trustees of each school district shall:

2 (a) Adopt and maintain the program prescribed by the
3 Superintendent of Public Instruction pursuant to subsection 3 for the
4 collection, maintenance and transfer of data from the records of
5 individual pupils to the automated system of information, including,
6 without limitation, the development of plans for the educational
7 technology which is necessary to adopt and maintain the program;

8 (b) Provide to the Department electronic data concerning pupils
9 as required by the Superintendent of Public Instruction pursuant to
10 subsection 3; and

11 (c) Ensure that an electronic record is maintained in accordance
12 with subsection 3 of NRS 386.655.

13 3. The Superintendent of Public Instruction shall:

14 (a) Prescribe a uniform program throughout this State for the
15 collection, maintenance and transfer of data that each school district
16 must adopt, which must include standardized software;

17 (b) Prescribe the data to be collected and reported to the
18 Department by each school district and each sponsor of a charter
19 school pursuant to subsection 2 and by each university school for
20 profoundly gifted pupils;

21 (c) Prescribe the format for the data;

22 (d) Prescribe the date by which each school district shall report
23 the data to the Department;

24 (e) Prescribe the date by which each charter school shall report
25 the data to the sponsor of the charter school;

26 (f) Prescribe the date by which each university school for
27 profoundly gifted pupils shall report the data to the Department;

28 (g) Prescribe standardized codes for all data elements used
29 within the automated system and all exchanges of data within the
30 automated system, including, without limitation, data concerning:

31 (1) Individual pupils;

32 (2) Individual teachers;

33 (3) Individual schools and school districts; and

34 (4) Programs and financial information;

35 (h) Provide technical assistance to each school district to ensure
36 that the data from each public school in the school district,
37 including, without limitation, each charter school and university
38 school for profoundly gifted pupils located within the school
39 district, is compatible with the automated system of information and
40 comparable to the data reported by other school districts; and

41 (i) Provide for the analysis and reporting of the data in the
42 automated system of information.

43 4. The Department shall establish, to the extent authorized by
44 the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. §
45 1232g, and any regulations adopted pursuant thereto, a mechanism



1 by which persons or entities, including, without limitation, state
2 officers who are members of the Executive or Legislative Branch,
3 administrators of public schools and school districts, teachers and
4 other educational personnel, and parents and guardians, will have
5 different types of access to the accountability information contained
6 within the automated system to the extent that such information is
7 necessary for the performance of a duty or to the extent that such
8 information may be made available to the general public without
9 posing a threat to the confidentiality of an individual pupil.

10 5. The Department may, to the extent authorized by the Family
11 Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g,
12 and any regulations adopted pursuant thereto, enter into an
13 agreement with the Nevada System of Higher Education to provide
14 access to data contained within the automated system for research
15 purposes.

16 **Sec. 5.** (Deleted by amendment.)

17 **Sec. 6.** (Deleted by amendment.)

18 **Sec. 7.** (Deleted by amendment.)

19 **Sec. 8.** (Deleted by amendment.)

20 **Sec. 9.** (Deleted by amendment.)

21 **Sec. 10.** (Deleted by amendment.)

22 **Sec. 11.** (Deleted by amendment.)

23 **Sec. 12.** (Deleted by amendment.)

24 **Sec. 13.** (Deleted by amendment.)

25 **Sec. 14.** (Deleted by amendment.)

26 **Sec. 15.** (Deleted by amendment.)

27 **Sec. 16.** (Deleted by amendment.)

28 **Sec. 17.** (Deleted by amendment.)

29 **Sec. 18.** (Deleted by amendment.)

30 **Sec. 19.** (Deleted by amendment.)

31 **Sec. 20.** NRS 391.100 is hereby amended to read as follows:

32 391.100 1. The board of trustees of a school district may
33 employ a superintendent of schools, teachers and all other necessary
34 employees.

35 2. A person who is initially hired by the board of trustees of a
36 school district on or after January 8, 2002, to teach in a program
37 supported with money from Title I must possess the qualifications
38 required by 20 U.S.C. § 6319(a). For the purposes of this
39 subsection, a person is not "initially hired" if he or she has been
40 employed as a teacher by another school district or charter school in
41 this State without an interruption in employment before the date of
42 hire by the person's current employer.

43 3. A person who is employed as a teacher, regardless of the
44 date of hire, must possess, on or before July 1, 2006, the
45 qualifications required by 20 U.S.C. § 6319(a) if the person teaches:



- 1 (a) English, reading or language arts;
- 2 (b) Mathematics;
- 3 (c) Science;
- 4 (d) Foreign language;
- 5 (e) Civics or government;
- 6 (f) Economics;
- 7 (g) Geography;
- 8 (h) History; or
- 9 (i) The arts.

10 4. ~~The~~ *Notwithstanding the provisions of any collective*
11 *bargaining agreement or contract of employment to the contrary,*
12 *before the board of trustees of a school district may transfer a*
13 *teacher or administrator who has received an evaluation*
14 *designating his or her overall performance as minimally effective*
15 *or ineffective to another school as a result of decreased*
16 *enrollment, administrative transfer or a reduction in workforce at*
17 *a public school, the board of trustees of ~~the~~ the school district ~~;~~*
18 *must obtain the consent of the principal of the school to which the*
19 *teacher or administrator is proposed to be transferred. If such*
20 *consent is not obtained, the superintendent of schools of the*
21 *school district:*

22 (a) *May assign the teacher or administrator to a school within*
23 *the district other than the school from which the teacher or*
24 *administrator was transferred; and*

25 (b) *May assign the teacher or administrator to the school at*
26 *which the principal did not consent to the transfer of the teacher*
27 *or administrator.*

28 **5. The board of trustees of a school district:**

29 (a) May employ teacher aides and other auxiliary,
30 nonprofessional personnel to assist licensed personnel in the
31 instruction or supervision of children, either in the classroom or at
32 any other place in the school or on the grounds thereof. A person
33 who is initially hired as a paraprofessional by a school district on or
34 after January 8, 2002, to work in a program supported with Title I
35 money must possess the qualifications required by 20 U.S.C. §
36 6319(c). A person who is employed as a paraprofessional by a
37 school district, regardless of the date of hire, to work in a program
38 supported with Title I money must possess, on or before January 8,
39 2006, the qualifications required by 20 U.S.C. § 6319(c). For the
40 purposes of this paragraph, a person is not “initially hired” if he or
41 she has been employed as a paraprofessional by another school
42 district or charter school in this State without an interruption in
43 employment before the date of hire by the person’s current
44 employer.



1 (b) Shall establish policies governing the duties and
2 performance of teacher aides.

3 ~~15.1~~ 6. *The superintendent of schools of a school district shall*
4 *develop a plan to address the assignment of teachers or*
5 *administrators who have received evaluations designating their*
6 *overall performance as minimally effective or ineffective when the*
7 *consent of a principal to a transfer pursuant to subsection 4 is not*
8 *obtained. Such a plan must include, without limitation, a plan for*
9 *any such teacher or administrator to receive assistance to help the*
10 *teacher or administrator, as applicable, meet the standards for*
11 *effective teaching, which may include, without limitation, peer*
12 *assistance and review, participation in programs of professional*
13 *development and other appropriate training.*

14 7. Each applicant for employment pursuant to this section,
15 except a teacher or other person licensed by the Superintendent of
16 Public Instruction, must, as a condition to employment, submit to
17 the school district a full set of the applicant's fingerprints and
18 written permission authorizing the school district to forward the
19 fingerprints to the Central Repository for Nevada Records of
20 Criminal History for its report on the criminal history of the
21 applicant and for submission to the Federal Bureau of Investigation
22 for its report on the criminal history of the applicant.

23 ~~16.1~~ 8. Except as otherwise provided in subsection ~~17.1~~ 9, the
24 board of trustees of a school district shall not require a licensed
25 teacher or other person licensed by the Superintendent of Public
26 Instruction pursuant to NRS 391.033 who has taken a leave of
27 absence from employment authorized by the school district,
28 including, without limitation:

- 29 (a) Sick leave;
30 (b) Sabbatical leave;
31 (c) Personal leave;
32 (d) Leave for attendance at a regular or special session of the
33 Legislature of this State if the employee is a member thereof;
34 (e) Maternity leave; and
35 (f) Leave permitted by the Family and Medical Leave Act of
36 1993, 29 U.S.C. §§ 2601 et seq.,

37 ➔ to submit a set of his or her fingerprints as a condition of return
38 to or continued employment with the school district if the employee
39 is in good standing when the employee began the leave.

40 ~~17.1~~ 9. A board of trustees of a school district may ask the
41 Superintendent of Public Instruction to require a person licensed by
42 the Superintendent of Public Instruction pursuant to NRS 391.033
43 who has taken a leave of absence from employment authorized by
44 the school district to submit a set of his or her fingerprints as a
45 condition of return to or continued employment with the school



1 district if the board of trustees has probable cause to believe that the
2 person has committed a felony or an offense involving moral
3 turpitude during the period of his or her leave of absence.

4 ~~18.1~~ 10. The board of trustees of a school district may employ
5 or appoint persons to serve as school police officers. If the board of
6 trustees of a school district employs or appoints persons to serve as
7 school police officers, the board of trustees shall employ a law
8 enforcement officer to serve as the chief of school police who is
9 supervised by the superintendent of schools of the school district.
10 The chief of school police shall supervise each person appointed or
11 employed by the board of trustees as a school police officer. In
12 addition, persons who provide police services pursuant to subsection
13 ~~19.1~~ 11 or ~~110.1~~ 12 shall be deemed school police officers.

14 ~~19.1~~ 11. The board of trustees of a school district in a county
15 that has a metropolitan police department created pursuant to
16 chapter 280 of NRS may contract with the metropolitan police
17 department for the provision and supervision of police services in
18 the public schools within the jurisdiction of the metropolitan police
19 department and on property therein that is owned by the school
20 district. If a contract is entered into pursuant to this subsection, the
21 contract must make provision for the transfer of each school police
22 officer employed by the board of trustees to the metropolitan police
23 department. If the board of trustees of a school district contracts
24 with a metropolitan police department pursuant to this subsection,
25 the board of trustees shall, if applicable, cooperate with appropriate
26 local law enforcement agencies within the school district for the
27 provision and supervision of police services in the public schools
28 within the school district and on property owned by the school
29 district, but outside the jurisdiction of the metropolitan police
30 department.

31 ~~110.1~~ 12. The board of trustees of a school district in a county
32 that does not have a metropolitan police department created
33 pursuant to chapter 280 of NRS may contract with the sheriff of that
34 county for the provision of police services in the public schools
35 within the school district and on property therein that is owned by
36 the school district.

37 **Sec. 21.** (Deleted by amendment.)

38 **Sec. 22.** (Deleted by amendment.)

39 **Sec. 23.** (Deleted by amendment.)

40 **Sec. 24.** NRS 391.3125 is hereby amended to read as follows:

41 391.3125 1. It is the intent of the Legislature that a uniform
42 system be developed for objective evaluation of teachers and other
43 licensed personnel in each school district.

44 2. Each board, following consultation with and involvement of
45 elected representatives of the teachers or their designees, shall



1 develop a policy for objective evaluations in narrative form. The
2 policy must comply with the statewide performance evaluation
3 system established by the State Board pursuant to NRS 391.465.
4 The policy must set forth a means according to which an employee's
5 overall performance is determined to be highly effective, effective,
6 minimally effective or ineffective. Except as otherwise provided in
7 subsection 9 ~~H~~ or 10, the policy must require that pupil
8 achievement data, as prescribed by the State Board pursuant to NRS
9 391.465, account for at least 50 percent of the evaluation. The
10 policy may include an evaluation by the teacher, pupils,
11 administrators or other teachers or any combination thereof. In a
12 similar manner, counselors, librarians and other licensed personnel
13 must be evaluated. A copy of the policy adopted by the board must
14 be filed with the Department. The primary purpose of an evaluation
15 is to provide a format for constructive assistance. Evaluations, while
16 not the sole criterion, must be used in the dismissal process.

17 3. The person charged with the evaluation of a teacher pursuant
18 to this section shall hold a conference with the teacher before and
19 after each scheduled observation of the teacher during the school
20 year.

21 4. A probationary teacher must be evaluated three times during
22 each school year of his or her probationary employment. Each
23 evaluation must include at least one scheduled observation of the
24 teacher during the school year as follows:

25 (a) The first scheduled observation must occur within 40 days
26 after the first day of instruction of the school year;

27 (b) The second scheduled observation must occur after 40 days
28 but within 80 days after the first day of instruction of the school
29 year; and

30 (c) The third scheduled observation must occur after 80 days but
31 within 120 days after the first day of instruction of the school year.

32 5. If a postprobationary teacher receives an evaluation
33 designating his or her overall performance as minimally effective or
34 ineffective, the postprobationary teacher must be evaluated three
35 times in the immediately succeeding school year in accordance with
36 the observation schedule set forth in subsection 4. If a
37 postprobationary teacher is evaluated three times in a school year
38 and he or she receives an evaluation designating his or her overall
39 performance as minimally effective or ineffective on the first or
40 second evaluation, or both evaluations, the postprobationary teacher
41 may request that the third evaluation be conducted by another
42 administrator. If a postprobationary teacher requests that his or her
43 third evaluation be conducted by another administrator, that
44 administrator must be:



1 (a) Employed by the school district or, if the school district has
2 five or fewer administrators, employed by another school district in
3 this State; and

4 (b) Selected by the postprobationary teacher from a list of three
5 candidates submitted by the superintendent.

6 6. If a postprobationary teacher receives an evaluation
7 designating his or her overall performance as effective, the
8 postprobationary teacher must be evaluated one time in the
9 immediately succeeding school year. The evaluation must include at
10 least two scheduled observations as follows:

11 (a) The first scheduled observation must occur within 80 days
12 after the first day of instruction of the school year; and

13 (b) The second scheduled observation must occur after 80 days
14 but within 120 days after the first day of instruction of the school
15 year.

16 7. If a postprobationary teacher receives an evaluation
17 designating his or her overall performance as highly effective, the
18 postprobationary teacher must be evaluated one time in the
19 immediately succeeding school year. The evaluation must include at
20 least one scheduled observation which must occur within 120 days
21 after the first day of instruction of the school year.

22 8. The evaluation of a probationary teacher or a
23 postprobationary teacher pursuant to this section must comply with
24 the regulations of the State Board adopted pursuant to NRS 391.465,
25 which must include, without limitation:

26 (a) An evaluation of the instructional practice of the teacher in
27 the classroom;

28 (b) An evaluation of the professional responsibilities of the
29 teacher to support learning and promote the effectiveness of the
30 school community;

31 (c) Except as otherwise provided in subsection 9 ~~H~~ or 10, an
32 evaluation of the performance of pupils enrolled in the school;

33 (d) An evaluation of whether the teacher employs practices and
34 strategies to involve and engage the parents and families of pupils in
35 the classroom;

36 (e) Recommendations for improvements in the performance of
37 the teacher;

38 (f) A description of the action that will be taken to assist the
39 teacher in the areas of instructional practice, professional
40 responsibilities and the performance of pupils; and

41 (g) A statement by the administrator who evaluated the teacher
42 indicating the amount of time that the administrator personally
43 observed the performance of the teacher in the classroom.

44 9. The evaluation of a probationary teacher in his or her initial
45 year of employment as a probationary teacher must not include an



1 evaluation of the performance of pupils enrolled in the school. This
2 subsection does not apply to a postprobationary employee who is
3 deemed to be a probationary employee pursuant to NRS 391.3129.

4 10. *The evaluation of a teacher at a school designated as a*
5 *turnaround school pursuant to section 4.2 of this act must not*
6 *include an evaluation of the performance of pupils enrolled in the*
7 *school for the first and second years after the school has been*
8 *designated as a turnaround school.*

9 11. The teacher must receive a copy of each evaluation not
10 later than 15 days after the evaluation. A copy of the evaluation and
11 the teacher's response must be permanently attached to the teacher's
12 personnel file. Upon the request of a teacher, a reasonable effort
13 must be made to assist the teacher to improve his or her
14 performance based upon the recommendations reported in the
15 evaluation of the teacher.

16 **Sec. 25.** NRS 391.3127 is hereby amended to read as follows:

17 391.3127 1. Each board, following consultation with and
18 involvement of elected representatives of administrative personnel
19 or their designated representatives, shall develop an objective policy
20 for the objective evaluation of administrators in narrative form. The
21 policy must provide for the evaluation of those administrators who
22 provide primarily administrative services at the school level and
23 who do not provide primarily direct instructional services to pupils,
24 regardless of whether such an administrator is licensed as a teacher
25 or administrator, including, without limitation, a principal and a vice
26 principal. The policy must comply with the statewide performance
27 evaluation system established by the State Board pursuant to NRS
28 391.465. The policy must set forth a means according to which an
29 administrator's overall performance is determined to be highly
30 effective, effective, minimally effective or ineffective. Except as
31 otherwise provided in subsection 8 **H** or 9, the policy must require
32 that pupil achievement data, as prescribed by the State Board
33 pursuant to NRS 391.465, account for at least 50 percent of the
34 evaluation. The policy may include an evaluation by the
35 administrator, superintendent, pupils or other administrators or any
36 combination thereof. A copy of the policy adopted by the board
37 must be filed with the Department and made available to the
38 Commission.

39 2. The person charged with the evaluation of an administrator
40 pursuant to this section shall hold a conference with the
41 administrator before and after each scheduled observation of the
42 administrator during the school year.

43 3. A probationary administrator must be evaluated three times
44 during each school year of his or her probationary employment.



- 1 Each evaluation must include at least one scheduled observation of
2 the probationary administrator during the school year as follows:
- 3 (a) The first scheduled observation must occur within 40 days
4 after the first day of instruction of the school year;
- 5 (b) The second scheduled observation must occur after 40 days
6 but within 80 days after the first day of instruction of the school
7 year; and
- 8 (c) The third scheduled observation must occur after 80 days but
9 within 120 days after the first day of instruction of the school year.
- 10 4. If a postprobationary administrator receives an evaluation
11 designating his or her overall performance as minimally effective or
12 ineffective, the postprobationary administrator must be evaluated
13 three times in the immediately succeeding school year in accordance
14 with the observation schedule set forth in subsection 3. If a
15 postprobationary administrator is evaluated three times in a school
16 year and he or she receives an evaluation designating his or her
17 overall performance as minimally effective or ineffective on the first
18 or second evaluation, or both evaluations, the postprobationary
19 administrator may request that the third evaluation be conducted by
20 another administrator. If a postprobationary administrator requests
21 that his or her third evaluation be conducted by another
22 administrator, that administrator must be:
- 23 (a) Employed by the school district or, if the school district has
24 five or fewer administrators, employed by another school district in
25 this State; and
- 26 (b) Selected by the postprobationary administrator from a list of
27 three candidates submitted by the superintendent.
- 28 5. If a postprobationary administrator receives an evaluation
29 designating his or her overall performance as effective, the
30 postprobationary administrator must be evaluated one time in the
31 immediately succeeding school year. The evaluation must include at
32 least two scheduled observations as follows:
- 33 (a) The first scheduled observation must occur within 80 days
34 after the first day of instruction of the school year; and
- 35 (b) The second scheduled observation must occur after 80 days
36 but within 120 days after the first day of instruction of the school
37 year.
- 38 6. If a postprobationary administrator receives an evaluation
39 designating his or her overall performance as highly effective, the
40 postprobationary administrator must be evaluated one time in the
41 immediately succeeding school year. The evaluation must include at
42 least one scheduled observation which must occur within 120 days
43 after the first day of instruction of the school year.



1 7. The evaluation of an administrator pursuant to this section
2 must comply with the regulations of the State Board adopted
3 pursuant to NRS 391.465, which must include, without limitation:

4 (a) An evaluation of the instructional leadership practices of the
5 administrator at the school;

6 (b) An evaluation of the professional responsibilities of the
7 administrator to support learning and promote the effectiveness of
8 the school community;

9 (c) Except as otherwise provided in subsection 8 ~~H~~ or 9, an
10 evaluation of the performance of pupils enrolled in the school;

11 (d) An evaluation of whether the administrator employs
12 practices and strategies to involve and engage the parents and
13 families of pupils enrolled in the school;

14 (e) Recommendations for improvements in the performance of
15 the administrator; and

16 (f) A description of the action that will be taken to assist the
17 administrator in the areas of instructional leadership practice,
18 professional responsibilities and the performance of pupils.

19 8. The evaluation of a probationary administrator in his or her
20 initial year of probationary employment must not include an
21 evaluation of the performance of pupils enrolled in the
22 school. This subsection does not apply to a postprobationary
23 employee who is deemed to be a probationary employee pursuant to
24 NRS 391.3129.

25 9. *The evaluation of an administrator at a school designated*
26 *as a turnaround school pursuant to section 4.2 of this act must not*
27 *include an evaluation of the performance of pupils enrolled in the*
28 *school for the first and second years after the school has been*
29 *designated as a turnaround school.*

30 10. Each probationary administrator is subject to the provisions
31 of NRS 391.3128 and 391.3197.

32 ~~H0-~~ 11. Before a superintendent transfers or assigns an
33 administrator to another administrative position as part of an
34 administrative reorganization, if the transfer or reassignment is to a
35 position of lower rank, responsibility or pay, the superintendent
36 shall give written notice of the proposed transfer or assignment to
37 the administrator at least 30 days before the date on which it is to be
38 effective. The administrator may appeal the decision of the
39 superintendent to the board by requesting a hearing in writing to the
40 president of the board within 5 days after receiving the notice from
41 the superintendent. The board shall hear the matter within 10 days
42 after the president receives the request, and shall render its decision
43 within 5 days after the hearing. The decision of the board is final.

44 **Sec. 26.** (Deleted by amendment.)

45 **Sec. 27.** (Deleted by amendment.)



1 **Sec. 28.** (Deleted by amendment.)

2 **Sec. 29.** NRS 391.465 is hereby amended to read as follows:

3 391.465 1. The State Board shall, based upon the
4 recommendations of the Teachers and Leaders Council of Nevada
5 submitted pursuant to NRS 391.460, adopt regulations establishing a
6 statewide performance evaluation system which incorporates
7 multiple measures of an employee's performance.

8 2. The statewide performance evaluation system must:

9 (a) Require that an employee's overall performance is
10 determined to be:

- 11 (1) Highly effective;
12 (2) Effective;
13 (3) Minimally effective; or
14 (4) Ineffective.

15 (b) Include the criteria for making each designation identified in
16 paragraph (a).

17 (c) Except as otherwise provided in ~~subsection 9~~ *subsections 9*
18 *and 10* of NRS 391.3125 and ~~subsection 8~~ *subsections 8 and 9* of
19 NRS 391.3127, require that pupil achievement data account for at
20 least 50 percent of the evaluation.

21 (d) Prescribe the pupil achievement data that must be used as
22 part of the evaluation system pursuant to paragraph (c).

23 (e) Include an evaluation of whether the teacher, or
24 administrator who provides primarily administrative services at the
25 school level and who does not provide primarily direct instructional
26 services to pupils, regardless of whether the probationary
27 administrator is licensed as a teacher or administrator, including,
28 without limitation, a principal and vice principal, employs practices
29 and strategies to involve and engage the parents and families of
30 pupils.

31 (f) Include a process for peer evaluations of teachers by
32 qualified educational personnel which is designed to provide
33 assistance to teachers in meeting the standards of effective teaching,
34 and includes, without limitation, conducting observations,
35 participating in conferences before and after observations of the
36 teacher and providing information and resources to the teacher about
37 strategies for effective teaching. The regulations must include the
38 criteria for school districts to determine which educational personnel
39 are qualified to conduct peer reviews pursuant to the process.

40 **Sec. 29.3.** NRS 171.1223 is hereby amended to read as
41 follows:

42 171.1223 1. Except as otherwise provided in subsection 3, in
43 a county whose population is 100,000 or more, a peace officer with
44 limited jurisdiction who witnesses a category A felony being
45 committed or attempted in the officer's presence, or has reasonable



1 cause for believing a person has committed or attempted to commit
2 a category A felony in an area that is within the officer's
3 jurisdiction, shall immediately notify the primary law enforcement
4 agency in the city or county, as appropriate, where the offense or
5 attempted offense was committed.

6 2. Upon arrival of an officer from the primary law enforcement
7 agency notified pursuant to subsection 1, a peace officer with
8 limited jurisdiction shall immediately transfer the investigation of
9 the offense or attempted offense to the primary law enforcement
10 agency.

11 3. The provisions of subsection 1 do not:

12 (a) Apply to an offense or attempted offense that is a
13 misdemeanor, gross misdemeanor or felony other than a category A
14 felony;

15 (b) Apply to an officer of the Nevada Highway Patrol, a member
16 of the police department of the Nevada System of Higher Education,
17 an agent of the Investigation Division of the Department of Public
18 Safety or a ranger of the Division of State Parks of the State
19 Department of Conservation and Natural Resources;

20 (c) Apply to a peace officer with limited jurisdiction if an
21 interlocal agreement between the officer's employer and the primary
22 law enforcement agency in the city or county in which a category A
23 felony was committed or attempted authorizes the peace officer with
24 limited jurisdiction to respond to and investigate the felony without
25 immediately notifying the primary law enforcement agency; or

26 (d) Prohibit a peace officer with limited jurisdiction from:

27 (1) Contacting a primary law enforcement agency for
28 assistance with an offense that is a misdemeanor, gross
29 misdemeanor or felony that is not a category A felony; or

30 (2) Responding to a category A felony until the appropriate
31 primary law enforcement agency arrives at the location where the
32 felony was allegedly committed or attempted, including, without
33 limitation, taking any appropriate action to provide assistance to a
34 victim of the felony, to apprehend the person suspected of
35 committing or attempting to commit the felony, to secure the
36 location where the felony was allegedly committed or attempted and
37 to protect the life and safety of the peace officer and any other
38 person present at that location.

39 4. As used in this section:

40 (a) "Peace officer with limited jurisdiction" means:

41 (1) A school police officer who is appointed or employed
42 pursuant to subsection ~~18~~ 10 of NRS 391.100;

43 (2) An airport guard or police officer who is appointed
44 pursuant to NRS 496.130;



1 (3) A person employed to provide police services for an
2 airport authority created by a special act of the Legislature; and

3 (4) A marshal or park ranger who is part of a unit of
4 specialized law enforcement established pursuant to NRS 280.125.

5 (b) "Primary law enforcement agency" means:

6 (1) A police department of an incorporated city;

7 (2) The sheriff's office of a county; or

8 (3) If the county is within the jurisdiction of a metropolitan
9 police department, the metropolitan police department.

10 **Sec. 29.7.** NRS 288.150 is hereby amended to read as follows:

11 288.150 1. Except as provided in subsection 4, every local
12 government employer shall negotiate in good faith through one or
13 more representatives of its own choosing concerning the mandatory
14 subjects of bargaining set forth in subsection 2 with the designated
15 representatives of the recognized employee organization, if any, for
16 each appropriate bargaining unit among its employees. If either
17 party so requests, agreements reached must be reduced to writing.

18 2. The scope of mandatory bargaining is limited to:

19 (a) Salary or wage rates or other forms of direct monetary
20 compensation.

21 (b) Sick leave.

22 (c) Vacation leave.

23 (d) Holidays.

24 (e) Other paid or nonpaid leaves of absence.

25 (f) Insurance benefits.

26 (g) Total hours of work required of an employee on each
27 workday or workweek.

28 (h) Total number of days' work required of an employee in a
29 work year.

30 (i) Discharge and disciplinary procedures.

31 (j) Recognition clause.

32 (k) The method used to classify employees in the bargaining
33 unit.

34 (l) Deduction of dues for the recognized employee organization.

35 (m) Protection of employees in the bargaining unit from
36 discrimination because of participation in recognized employee
37 organizations consistent with the provisions of this chapter.

38 (n) No-strike provisions consistent with the provisions of this
39 chapter.

40 (o) Grievance and arbitration procedures for resolution of
41 disputes relating to interpretation or application of collective
42 bargaining agreements.

43 (p) General savings clauses.

44 (q) Duration of collective bargaining agreements.

45 (r) Safety of the employee.



- 1 (s) Teacher preparation time.
2 (t) Materials and supplies for classrooms.
3 (u) ~~The~~ *Except as otherwise provided in subsection 6, the*
4 policies for the transfer and reassignment of teachers.
5 (v) Procedures for reduction in workforce consistent with the
6 provisions of this chapter.
7 (w) Procedures and requirements for the reopening of collective
8 bargaining agreements that exceed 1 year in duration for additional,
9 further, new or supplementary negotiations during periods of fiscal
10 emergency. The requirements for the reopening of a collective
11 bargaining agreement must include, without limitation, measures of
12 revenue shortfalls or reductions relative to economic indicators such
13 as the Consumer Price Index, as agreed upon by both parties.
- 14 3. Those subject matters which are not within the scope of
15 mandatory bargaining and which are reserved to the local
16 government employer without negotiation include:
- 17 (a) Except as otherwise provided in paragraph (u) of subsection
18 2, the right to hire, direct, assign or transfer an employee, but
19 excluding the right to assign or transfer an employee as a form of
20 discipline.
- 21 (b) The right to reduce in force or lay off any employee because
22 of lack of work or lack of money, subject to paragraph (v) of
23 subsection 2.
- 24 (c) The right to determine:
- 25 (1) Appropriate staffing levels and work performance
26 standards, except for safety considerations;
- 27 (2) The content of the workday, including without limitation
28 workload factors, except for safety considerations;
- 29 (3) The quality and quantity of services to be offered to the
30 public; and
- 31 (4) The means and methods of offering those services.
- 32 (d) Safety of the public.
- 33 4. Notwithstanding the provisions of any collective bargaining
34 agreement negotiated pursuant to this chapter, a local government
35 employer is entitled to take whatever actions may be necessary to
36 carry out its responsibilities in situations of emergency such as a
37 riot, military action, natural disaster or civil disorder. Those actions
38 may include the suspension of any collective bargaining agreement
39 for the duration of the emergency. Any action taken under the
40 provisions of this subsection must not be construed as a failure to
41 negotiate in good faith.
- 42 5. The provisions of this chapter, including without limitation
43 the provisions of this section, recognize and declare the ultimate
44 right and responsibility of the local government employer to manage



1 its operation in the most efficient manner consistent with the best
2 interests of all its citizens, its taxpayers and its employees.

3 6. *The board of trustees of a school district in which a school*
4 *is designated as a turnaround school pursuant to section 4.2 of*
5 *this act or the principal of such a school, as applicable, may take*
6 *any action authorized pursuant to section 4.2 of this act,*
7 *including, without limitation:*

8 (a) *Reassigning any member of the staff of such a school; or*

9 (b) *If the staff member of another public school consents,*
10 *reassigning that member of the staff of the other public school to*
11 *such a school.*

12 7. *Any provision of an agreement negotiated pursuant to this*
13 *chapter which differs from or conflicts in any way with the*
14 *provisions of subsection 6 or imposes consequences on the board*
15 *of trustees of a school district or the principal of a school for*
16 *taking any action authorized pursuant to subsection 6 is*
17 *unenforceable and void.*

18 8. This section does not preclude, but this chapter does not
19 require, the local government employer to negotiate subject matters
20 enumerated in subsection 3 which are outside the scope of
21 mandatory bargaining. The local government employer shall discuss
22 subject matters outside the scope of mandatory bargaining but it is
23 not required to negotiate those matters.

24 ~~7-1~~ 9. Contract provisions presently existing in signed and
25 ratified agreements as of May 15, 1975, at 12 p.m. remain
26 negotiable.

27 **Sec. 30.** NRS 288.151 is hereby amended to read as follows:

28 288.151 ~~##~~ *Notwithstanding the provisions of any collective*
29 *bargaining agreement or contract of employment to the contrary:*

30 1. *Except as otherwise provided in subsections 2 to 6,*
31 *inclusive, if the board of trustees of a school district determines that*
32 *a reduction in the existing workforce of the licensed educational*
33 *personnel in the school district is necessary, the decision to lay off a*
34 *teacher or an administrator must ~~not~~ be based solely on the*
35 ~~*seniority of the teacher or administrator and may include, without*~~
36 ~~*limitation, a consideration of*~~ *overall performance of the teacher*
37 *or administrator under the statewide performance evaluation*
38 *system adopted by the State Board pursuant to NRS 391.465.*
39 *When determining the manner in which to reduce the existing*
40 *workforce, the board of trustees of a school district must lay off a*
41 *teacher or administrator whose overall performance has been*
42 *determined to be:*

43 (a) *Ineffective, before laying off a teacher or administrator*
44 *whose overall performance has been determined to be minimally*
45 *effective, effective or highly effective;*



1 (b) Minimally effective, before laying off a teacher or
2 administrator whose overall performance has been determined to
3 be effective or highly effective; and

4 (c) Effective, before laying off a teacher or administrator
5 whose overall performance has been determined to be highly
6 effective.

7 2. Except as otherwise provided in subsection 6, if the board
8 of trustees of a school district determines that a further reduction
9 in the existing workforce of the licensed educational personnel in
10 a school district beyond that made pursuant to subsection 1 is
11 necessary, the board of trustees must lay off a teacher or
12 administrator whose employment record includes:

13 (a) A criminal record that resulted in the suspension of the
14 teacher or administrator; or

15 (b) Disciplinary action that resulted in the suspension of the
16 teacher or administrator and that was uncontested or has been
17 finally adjudicated;

18 ↪ before laying off a teacher or administrator whose employment
19 record does not include such a record or disciplinary action.

20 3. The board of trustees shall lay off teachers or
21 administrators whose employment records include disciplinary
22 actions that resulted in the suspension of the teacher or
23 administrator pursuant to subsection 2 in the order of severity of
24 the disciplinary action, with those employees whose employment
25 record includes more severe disciplinary action being laid off first.

26 4. Except as otherwise provided in subsection 6, if the board
27 of trustees of a school district determines that a further reduction
28 in the existing workforce of licensed educational personnel beyond
29 that made pursuant to subsection 2 is necessary, the decision to lay
30 off a teacher or administrator must be based on the following
31 factors:

32 ~~1-1~~ (a) Whether the teacher or administrator is employed in a
33 position which is hard to fill;

34 ~~2-1~~ (b) Whether the teacher or administrator has received a
35 national board certification;

36 ~~3-1~~ (c) ~~The performance evaluations of the teacher or~~
37 ~~administrator;~~

38 ~~4.~~ ~~The disciplinary record of the teacher or administrator~~
39 ~~within the school district;~~

40 ~~5.~~ ~~The criminal record of the teacher or administrator, if any;~~

41 ~~6-1~~ The type of licensure held by the teacher or administrator;
42 and

43 ~~7-1~~ (d) The type of degree attained by the teacher or
44 administrator and whether the degree is in a subject area that is
45 related to his or her position.



1 *5. If, after consideration of the factors described in*
2 *subsections 1 to 4, inclusive, two or more teachers or*
3 *administrators are similarly situated, the board of trustees of the*
4 *school district may give preference to the more senior teacher or*
5 *administrator.*

6 *6. The board of trustees of a school district is not required to*
7 *take the actions described in subsections 1 to 4, inclusive, with*
8 *regard to a teacher who teaches in a school in the district in a*
9 *subject area for which there is a shortage of teachers, which may*
10 *include, without limitation, science, technology, engineering,*
11 *mathematics, special education and English as a second language.*

12 **Sec. 30.5.** NRS 289.190 is hereby amended to read as follows:

13 289.190 1. A person employed or appointed to serve as a
14 school police officer pursuant to subsection ~~8~~ 10 of NRS 391.100
15 has the powers of a peace officer. A school police officer shall
16 perform the officer's duties in compliance with the provisions of
17 NRS 171.1223.

18 2. A person appointed pursuant to NRS 393.0718 by the board
19 of trustees of any school district has the powers of a peace officer to
20 carry out the intents and purposes of NRS 393.071 to 393.0719,
21 inclusive.

22 3. Members of every board of trustees of a school district,
23 superintendents of schools, principals and teachers have concurrent
24 power with peace officers for the protection of children in school
25 and on the way to and from school, and for the enforcement of order
26 and discipline among such children, including children who attend
27 school within one school district but reside in an adjoining school
28 district or adjoining state, pursuant to the provisions of chapter 392
29 of NRS. This subsection must not be construed so as to make it the
30 duty of superintendents of schools, principals and teachers to
31 supervise the conduct of children while not on the school property.

32 **Sec. 31.** The amendatory provisions of this act:

33 1. Apply to any contract of employment entered into on or after
34 July 1, 2015, and any provision of such an agreement that is in
35 conflict is void.

36 2. Do not apply to any contract of employment entered into
37 before July 1, 2015, and in effect on that date, but do apply to any
38 extension or renewal of such a contract and to any contract of
39 employment entered into on or after July 1, 2015.

40 3. Do not apply during the current term of any collective
41 bargaining agreement entered into before July 1, 2015, and in effect
42 on that date, but do apply to any extension or renewal of such an
43 agreement and to any such agreement entered into on or after July 1,
44 2015.

45 **Sec. 32.** (Deleted by amendment.)



1 **Sec. 32.5.** 1. During the 2015-2017 biennium, the
2 Legislative Counsel shall cause the provisions of title 34 of NRS to
3 be reorganized to improve the orderly and logical arrangement of
4 the provisions of that title so that they are easier to use and
5 understand. In doing so, the Legislative Counsel may make any
6 necessary conforming changes to carry out the laws, remove any
7 unnecessary or duplicative provisions from existing law and
8 exercise any other powers conferred by NRS 220.120.

9 2. During the 2017 Legislative Session, the Legislative
10 Counsel shall present a bill to the Legislature which includes any
11 provisions of title 34 of NRS that are revised during the
12 reorganization of title 34 of NRS which the Legislative Counsel
13 determines appropriate for ratification by the Legislature.

14 **Sec. 33.** This act becomes effective on July 1, 2015.



