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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2026

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A N A C T

RELATING TO EDUCATION -- TEACHERS' TENURE

Introduced By: Representative Justine A. Caldwell

Date Introduced: February 27, 2026

Referred To: House Education

It is enacted by the General Assembly as follows:

1           SECTION 1. Chapter 16-13 of the General Laws entitled "Teachers' Tenure" is hereby  
2 amended by adding thereto the following section:

3           **16-13-10. Termination for cause -- Noncredentialed employees -- List maintained.**

4           (a) Whenever a noncredentialed employee's employment with a school is terminated for  
5 good and just cause by a principal, superintendent, school committee or other governing body of a  
6 public school, a private school, a school district, a charter public school, or a mayoral academy  
7 (hereinafter collectively referred to as a "school"), the school's governing body shall, within sixty  
8 (60) days of the termination, or in cases where the termination is appealed, within sixty (60) days  
9 after the conclusion of the appeal filed by the terminated noncredentialed employee, and the  
10 termination is upheld, furnish the Rhode Island department of elementary and secondary education  
11 (the "department") with the identity of the terminated noncredentialed employee and the good and  
12 just cause for the termination. Provided, this section shall not apply to:

13           (1) The nonrenewal of a contract of a noncredentialed employee pursuant to § 16-13-2; or

14           (2) The termination of a noncredentialed employee due to fiscal exigency or program  
15 reorganization.

16           (b) The department shall maintain a list of those noncredentialed employees who have  
17 been terminated for good and just cause as well as the good and just cause for the termination (the  
18 "list"), and shall update the list monthly to include any additional names and cause submitted  
19 pursuant to the provisions of this section. The department shall establish a tracking system for

1 reporting these names and causes, as well as to provide access to these names and causes, to hiring  
2 authorities. This list shall be accessible only to the hiring authority of any private, parochial, charter,  
3 or public school or school district.

4 (c) The list shall not be a public record pursuant to chapter 2 of title 38 ("access to public  
5 records"). This section shall not abrogate or modify any existing statutory or common law  
6 privileges or immunities.

7 (d) As used herein, the term "noncredentialed employee" means any person working  
8 within or for a school whose employment with the school does not require an educational license  
9 or certificate issued by the department. The following persons are excluded from the definition of  
10 a "noncredentialed employee" if those persons are working within or for a school using any of the  
11 licenses listed herein:

12 (1) A teacher as defined in §16-13-1;

13 (2) An athletic coach as described in chapter 11.1 of title 16 ("athletic coaches");

14 (3) A teaching assistant as defined in §16-11.2-1;

15 (4) A superintendent, assistant superintendent, or equivalent similar position, as defined in  
16 §16-2-10;

17 (5) An administrator including, but not limited to, a principal, vice principal, or similar  
18 building-level administrator as defined in §16-12.1-2; and

19 (6) Any other person who is employed in or for a school in a position that requires  
20 possession of a certificate or license issued by the department.

21 SECTION 2. This act shall take effect upon passage.

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EXPLANATION  
BY THE LEGISLATIVE COUNCIL  
OF  
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1           This act would require that the names of any noncredentialed school employees who are  
2 terminated for good and just cause, be furnished to the Rhode Island department of elementary and  
3 secondary education. The department would maintain a list of the names and the good cause for  
4 the termination. This list would not be a public document, but would be available to hiring  
5 authorities of schools and school districts.

6           This act would take effect upon passage.

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