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LC002124  
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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2025

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A N A C T

RELATING TO EDUCATION -- TEACHERS' TENURE

Introduced By: Senators Valverde, DiMario, Euer, and Zurier

Date Introduced: March 07, 2025

Referred To: Senate Labor & Gaming

It is enacted by the General Assembly as follows:

1           SECTION 1. Section 16-13-3 of the General Laws in Chapter 16-13 entitled "Teachers'  
2   Tenure" is hereby amended to read as follows:

3           **16-13-3. Probationary period — Tenure after probation.**

4           (a) Three (3) annual contracts within five (5) successive school years shall be considered  
5   evidence of satisfactory teaching and shall constitute a probationary period. Teachers who complete  
6   the probationary period shall be considered in continuous service and shall not be subject to annual  
7   renewal or nonrenewal of their contracts. No tenured teacher in continuous service shall be  
8   dismissed except for good and just cause. Whenever a tenured teacher in continuous service is to  
9   be dismissed, the notice of the dismissal shall be given to the teacher, in writing, on or before March  
10   1 of the school year immediately preceding the school year in which the dismissal is to become  
11   effective. If the dismissal is based on fiscal exigency or program reorganization, the notice of  
12   dismissal shall be given to the teacher, in writing, on or before June 1 of the school year  
13   immediately preceding the school year in which the dismissal is to become effective. [If the](#)  
14   [dismissal is based on gross misconduct by a teacher upon a student, then notice of the dismissal](#)  
15   [shall not be subject to any deadline nor constrained by any calendar date.](#) The teacher shall be  
16   furnished with a complete statement of the cause(s) for the dismissal by the governing body of the  
17   school and shall be entitled to a hearing and appeal pursuant to the procedure set forth in § 16-13-  
18   4.

19           (b) Nothing contained in this section shall be construed to prohibit, or at any time to have

1 prohibited, a school committee from agreeing, in a collective bargaining agreement, to the  
2 arbitration of disputes arising out of the dismissal of a tenured teacher pursuant to subsection (a) of  
3 this section.

4 (c) Any teacher employed by a local or regional school committee who has attained tenure  
5 in a Rhode Island public school system; who is appointed to an administrative position of principal,  
6 assistant principal, vice principal, superintendent, assistant superintendent, director, or other central  
7 office personnel in any Rhode Island public school system, including the original school district of  
8 employment; or who is hired for an administrative position as a fellow, education specialist, or  
9 director by the Rhode Island department of education, shall be granted an unpaid leave of absence,  
10 not to exceed three (3) years, in order to be employed in an administrative position of principal,  
11 assistant principal, vice principal, superintendent, assistant superintendent, director, or other central  
12 office personnel in any Rhode Island school system or the Rhode Island department of education.  
13 Said teachers shall, upon completion of their administrative position employment contract, or  
14 termination or resignation of the administrative position, be allowed to return to his or her former  
15 status as a tenured teacher within the system from which the leave of absence was taken. Such  
16 leaves of absence shall not be deemed to be an interruption of service for the purposes of seniority  
17 and teacher retirement.

18 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 allow the dismissal of a teacher after the March 1 deadline if there is gross  
2 misconduct by a teacher upon a student. This act would allow the notice to be given at any time  
3 and will not have any time constraints.  
4           This act would take effect upon passage.

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