



Senate Fiscal Agency  
P. O. Box 30036  
Lansing, Michigan 48909-7536



Telephone: (517) 373-5383  
Fax: (517) 373-1986  
TDD: (517) 373-0543

Senate Bill 345 (as introduced 4-26-11)  
Sponsor: Senator Dave Hildenbrand  
Committee: Education

Date Completed: 5-3-11

### **CONTENT**

**The bill would amend the public employment relations Act to provide that collective bargaining subjects would not include staffing decisions in schools identified for improvement under State or Federal reform legislation; and require a broad construction of the term "staffing" in this provision and in a current provision under which staffing of certain programs is not subject to collective bargaining.**

Specifically, the bill provides that collective bargaining between a public school employer and a bargaining representative of its employees could not include decisions concerning the staffing of schools identified for improvement under State or Federal reform legislation, including Section 1280c of the Revised School Code, the Federal No Child Left Behind Act, and any similar law.

(Section 1280c of the Revised School Code pertains to schools that are determined to be among the lowest-achieving 5% of all public schools in the State.)

Currently, collective bargaining between a public school employer and a bargaining representative of its employees cannot include decisions concerning use of experimental or pilot programs and staffing of such programs, or decisions concerning use of technology to deliver educational programs and services and staffing to provide the technology.

Under the bill, as used in the current and proposed provisions, "staffing" would have to be broadly construed and would include assignment, promotion, transfer, layoff, and recall.

MCL 423.215

Legislative Analyst: Suzanne Lowe

### **FISCAL IMPACT**

The bill would have no fiscal impact on the State.

For schools identified for improvement, this bill would suspend collective bargaining for decisions concerning the staffing at such schools. Any fiscal impact is indeterminate, since it is unknown how the staffing (assignment, promotion, transfer, layoff, and recall) would change in the absence of collective bargaining, compared to the staffing in existence with collective bargaining.

Fiscal Analyst: Kathryn Summers

S1112\345sa.

This analysis was prepared by nonpartisan Senate staff for use by the Senate in its deliberations and does not constitute an official statement of legislative intent.