

## Teacher Tenure

Should school teachers ever be given a guaranteed job for life? This is also known as a “continuing contract” or teacher “tenure”.

In 2016 the California Trial Court ruled that teacher tenure was inconsistent with their state constitution and in a summary said that “After 10 weeks of testimony, the trial court found the tenure system incompatible with the California Supreme Court’s decision, now almost half a century old, that the state Constitution, which declares education a “fundamental” state concern, guarantees “equality of treatment” to all K-12 pupils. It “shocks the conscience,” the trial court said, that there is “no dispute” that “a significant number of grossly ineffective teachers” — perhaps more than 8,000, each with 28 students — are doing quantifiable damage to children’s life prospects.”

[https://www.washingtonpost.com/opinions/undoing-the-harm-of-californias-teacher-tenure/2016/07/13/ec56dd90-484b-11e6-bdb9-701687974517\\_story.html](https://www.washingtonpost.com/opinions/undoing-the-harm-of-californias-teacher-tenure/2016/07/13/ec56dd90-484b-11e6-bdb9-701687974517_story.html)

As this article points out:

Teachers’ unions who support the job for life (Tenure) agenda will protest that tenure is a right, is earned and it protects good teachers. Teacher unions will also claim that bad teachers can be dismissed even if they are tenured. This statement is just an illusion.

As the above article points out, litigation costs to fire a bad tenured teacher will dramatically harm the school district budget taking valuable resources from children in the classroom. Most districts simply try to relocate the bad teachers to non core curriculum or administrative duties. However, most stay in the classrooms until they retire. According to the above article, “Instead, school districts are forced to adopt what is called the “dance of the lemons,” whereby grossly ineffective teachers are shuffled from school to school. Another facet of the tenure system — the teachers last hired are the first fired when layoffs are required — reinforces the powerful tendency for incompetent teachers, who must teach somewhere, to accumulate in schools with the most teacher vacancies. These are disproportionately schools attended by low-income minority children.”

While good and bad teachers receive both step raises and base raises averaging 6% per year across Ohio, good teachers quickly see that good performance is not used to reward any effort let alone extra effort. Tenure protects bad teachers, effectively muzzles teachers who have an opposing opinion, and keeps all teachers from speaking out against the union and their radical anti-American, anti-constitution global communist agenda.

Untenured junior faculty know they must work to help pass levies to be considered worthy of applying for a continuing contract (tenure). They also know that doing the unions bidding will earn them tenure. The teachers union in each district informs the district administration of who they do not wish to grant tenure, in turn the school administration will comply.

Did you know that in Ohio a school board can easily end this destructive guaranteed job for life?

By Ohio State law, a school board has to give a reason for denying an application for tenure. School boards in the past have agreed that tenure is not consistent with achieving academic success and therefore will no longer be supported in that district. After they make this policy clear and public, few if any teachers will apply for tenure. The teachers unions can bring a grievance (complaint to SERB) against the district however, they face an army of parents and citizens that will support the school board decision so they are not likely to cause a public spectacle.

Ohio's Springboro District school board decided in 2011 that tenure could no longer be supported because they believed it did not help children learn and was counter-productive to effective teaching. The board decided to reject all applications for tenure. As a result, no teacher applied for tenure during the next three year period. Since 2015, the Springboro school board has been manned by mostly teachers and former administrators, who unfortunately now grant tenure to good and bad teachers alike.

Your elected representatives can stop this education-destroying insanity. While many of the Ohio legislators will claim that education is a local issue they will also claim that the federal government and state have rules, a.k.a. NCLB and ORC codes. The ORC codes do not require a district grant a tenure applicant tenure, it simply states that the applicant must be given a reason for the denial. The "reason" can be that the school board does not agree with a continuing contract (Tenure).

Unfortunately, for the poor student in CA, another court overruled the lower court and the CA Supreme court cowards refused to hear the case. Today CA students are not and will not be protected from the harmful teachers protected by this public education to put adults first. [https://en.wikipedia.org/wiki/Vergara\\_v.\\_California](https://en.wikipedia.org/wiki/Vergara_v._California)

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