

**SENATE . . . . . No. 208**

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**The Commonwealth of Massachusetts**

PRESENTED BY:

*Jennifer L. Flanagan*

*To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:*

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act relative to dismissal rights for K-12 educational support personnel..

PETITION OF:

NAME:	DISTRICT/ADDRESS:
<i>Jennifer L. Flanagan</i>	
<i>David B. Sullivan</i>	<i>6th Bristol</i>
<i>Christine E. Canavan</i>	<i>10th Plymouth</i>

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By Ms. Flanagan, a petition (accompanied by bill, Senate, No. 208) of Jennifer L. Flanagan, David B. Sullivan and Christine E. Canavan for legislation relative to dismissal rights for K12 educational support personnel. Education.

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[SIMILAR MATTER FILED IN PREVIOUS SESSION  
SEE SENATE, NO. 232 OF 2009-2010.]

**The Commonwealth of Massachusetts**

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**In the Year Two Thousand Eleven**  
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An Act relative to dismissal rights for K-12 educational support personnel..

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1 SECTION 1. Section 42 of Chapter 71 of the General Laws, as appearing in the 2006  
2 Official Edition, is hereby amended by striking the second paragraph and inserting in place  
3 thereof the following paragraph:-

4 A teacher or other employee who has been working in a school system for at least ninety  
5 calendar days shall not be dismissed unless he has been furnished with written notice of intent to  
6 dismiss and with an explanation of the grounds for the dismissal in sufficient detail to permit the  
7 teacher or other employee to respond and documents relating to the grounds for dismissal, and, if  
8 he so requests, has been given a reasonable opportunity within ten school days after receiving  
9 such written notice to review the decision with the principal or superintendent, as the case may  
10 be, and to present information pertaining to the basis for the decision and to the status of the

11 teacher or other employee. The teacher or other employee receiving such notice may be  
12 represented by an attorney or other representative at such a meeting with the principal or  
13 superintendent. Teachers without professional teacher status shall otherwise be deemed  
14 employees at will.