

## QUESTIONS AND ANSWERS

**1. What is the subject of this lawsuit?**

The lawsuit asserts that the Legislature enacted legislation that was unconstitutional when it passed SB 736, which substantially changed wages, employment contracts, performance evaluations, promotions and workforce reduction provisions that had been previously negotiated between teachers and local school districts. Our lawsuit seeks to declare the aspects of SB 736 that usurp collective bargaining rights to be unconstitutional. A successful outcome will have an impact on evaluations and pay.

**2. When will this lawsuit be heard in court?**

No date has been set for a hearing on this case. We will know more about an actual date for a hearing at the Circuit Court in the coming weeks.

**3. How will this lawsuit impact my evaluation this year?**

Until this issue is fully resolved, the processes that have been set in motion will continue. If our lawsuit is successful and the areas of SB 736 that deal with collective bargaining are declared unconstitutional, then all issues regarding wages, contracts, evaluations, promotions and workforce reductions provisions will be determined locally through negotiations between the school district and your local union.

**4. Why isn't this lawsuit challenging the evaluation system and the VAM?**

This lawsuit deals with collective bargaining and whether the Legislature made unconstitutional changes in your collective bargaining rights. We are looking at how evaluations are being developed and how the value-added model is being implemented for potential further legal action.

**5. Doesn't it take years for lawsuits to be resolved?**

There's no hard-and-fast rule on that. Since this suit deals with a challenge to the constitutionality of a law, there should not be a need for an extensive trial and the case may be decided fairly quickly at the Circuit Court level. However, we also expect the losing party to challenge the Circuit Court ruling in the appellate courts. There's no way of knowing how quickly it will take for this lawsuit to move to an ultimate and final outcome.

**6. Will those teachers who were supposed to get their PSC but didn't because of SB 736 be awarded them retroactively?**

We don't know. That's going to depend on the outcome of this case and, perhaps, further litigation. The awarding of professional services contracts is part of this lawsuit and the resolution may be determined by the outcome of this case.