



PHILADELPHIA  
FEDERATION of TEACHERS

TO: MEMBERS OF THE PENNSYLVANIA STATE HOUSE

FROM: JERRY T. JORDAN, PRESIDENT, PHILADELPHIA FEDERATION OF TEACHERS

RE: OPPOSITION TO HB 178

OCTOBER 4, 2017

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***HB 178 contains extremely destructive attacks on collective bargaining and seniority.***

**No school code vehicle, or standalone legislation, should allow for public school employees to be terminated for economic reasons, remove due process from layoff provisions in collective bargaining agreements, or prohibit local school districts from negotiating over local needs.**

- As it exists within HB178, this legislation explicitly prohibits collective bargaining agreements from preventing or even addressing economic based layoffs. This legislation further imposes state mandated collective bargaining restrictions on educators and local public school districts.
- **Further, HB178 seeks to scapegoat educators by utilizing an exceedingly flawed evaluation system as a means of determining layoff procedures.** The evaluation system, Act 82, has been a catastrophic failure in its implementation. Act 82 is a punitive means of measuring educator “performance” rather than a holistic approach to improving school resources and the funding inequities that continue to adversely affect school districts across the state.
- Moreover, this language applies only to professional educators employed by public school districts, and not to employees of taxpayer funded charter and cyber charter schools.

***The PFT urges non-concurrence on HB 178.***