

# Legislative Analysis



## NO CONFLICT OF INTEREST FOR PERFORMANCE EVALUATIONS

Phone: (517) 373-8080  
<http://www.house.mi.gov/hfa>

**House Bill 4208 (H-4) as reported from committee**  
**Sponsor: Rep. Steven Johnson**  
**1st Committee: Education**  
**2nd Committee: Ways and Means**  
**Complete to 11-13-19**

Analysis available at  
<http://www.legislature.mi.gov>

### SUMMARY:

House Bill 4208 would amend the Revised School Code to prohibit a teacher's annual year-end performance evaluation from being conducted by a *family member* of the teacher in question. Additionally, other similarly situated teachers at the affected school could request that their evaluations be conducted by an individual other than the related evaluator, and the board or board of directors would have to ensure that those evaluations were also conducted by another individual. However, upon application by the board of a school district or intermediate school district (ISD) or the board of directors of a public school academy (PSA), the Michigan Department of Education (MDE) could exempt the board or board of directors from complying with the above provisions if MDE determined compliance to be impractical due to demographic characteristics or a limitation in staff.

*Family member* would mean an individual's spouse or spouse's sibling or child, an individual's sibling or sibling's spouse or child, an individual's child or child's spouse, or an individual's parent or parent's spouse and would include these relationships as created by adoption or marriage.

The bill would take effect 90 days after its enactment.

MCL 380.1249

### FISCAL IMPACT:

The bill would have no fiscal impact on the state or local units of government.

### POSITIONS:

The following entities indicated support for the bill:

- Michigan Department of Education (6-4-19)
- Michigan Education Association (6-4-19)
- Barry, Branch, Calhoun, Jackson, Lenawee, and Monroe ISD (10-22-19)

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