



# HOUSE BILL 924: Teacher Contract Changes.

2019-2020 General Assembly

---

<b>Committee:</b>	House Rules, Calendar, and Operations of the House	<b>Date:</b>	April 30, 2019
<b>Introduced by:</b>	Reps. D. Hall, Horn	<b>Prepared by:</b>	Drupti Chauhan
<b>Analysis of:</b>	Second Edition		Committee Counsel

---

**OVERVIEW:** *House Bill 924 clarifies how much time a teacher must have already worked for a local board of education in order to be eligible for an extended employment contract.*

**CURRENT LAW:** If a teacher has been employed by a local board of education for less three years, the employment contract between that teacher and the local board of education must be for a term of one year. If a teacher has been employed by a local board of education for three or more years, then the new employment contract or renewal of the employment contract can be for a term of one, two, or four years. "Year" is defined as a calendar year beginning July 1 and ending June 30.

**BILL ANALYSIS:** House Bill 924 would clarify how much time a teacher must have already worked for a local board of education in order to be eligible for an extended employment contract. If a teacher has been a employed by a local board of education for as a teacher for three consecutive years immediately preceding the effective date of the new or renewed employment contract, the new or renewed contract can be for a term of one, two, or four years.

A teacher can be deemed to have been employed for three consecutive years by a local board of education if the teacher worked for at least 120 workdays as a teacher in a full-time permanent position in each of the prior three years.

If the teacher did not work in a full-time permanent position for at least 120 workdays in a particular year because the teacher was on sick leave, disability leave, or leave under the federal Family and Medical Leave Act, that particular year will not be considered as a consecutive year of employment nor will it be considered a break in the continuity of the consecutive years of employment. As a result, the years that the teacher worked for at least 120 workdays prior to the year that the teacher did not work 120 workdays due to sick or disability leave would then be consecutive to the next year that the teacher did work at least 120 workdays.

**EFFECTIVE DATE:** The bill becomes effective when it becomes law and applies to contracts executed on or after that date.

Karen Cochrane-Brown  
Director



Legislative Analysis  
Division  
919-733-2578