



HOUSE BILL 924: Teacher Contract Changes.

2019-2020 General Assembly

Committee:		Date:	May 3, 2019
Introduced by:	Reps. D. Hall, Horn	Prepared by:	Drupti Chauhan
Analysis of:	Third 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 than 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. Local boards of education may adopt a policy that a teacher must be employed as a teacher for three consecutive years in order to be eligible for a new or renewed contract for a term of one, two, or four years.

In order to have been employed for a "year", a teacher must have worked for no less than 120 workdays as a teacher in a full-time permanent position.

If the local board of education adopts a policy that the three years of employment be consecutive years, the board policy must then state that if the teacher did not work for at least 120 workdays in a year because the teacher was on approved or legally entitled leave, that year shall not be deemed to constitute a year of employment nor shall it be considered as a break in the continuity of consecutive years of employment.

Suspensions cannot constitute approved or legally entitled leave. Teachers would be provided any additional rights they may have under the federal Uniformed Services Employment and Reemployment Rights Act, 34 U.S.C. §4301, et. seq. Under certain conditions, this Act requires employers to allow individuals to resume their civilian jobs after military service.

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

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Legislative Analysis
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