

H. B. 4583

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[Introduced February 17, 2012; referred to the
Committee on Education then Finance.]

A BILL to amend and reenact §18A-2-2, §18A-2-6, §18A-2-7 and §18A-2-8a of the Code of West Virginia, 1931, as amended; and to amend and reenact §18A-4-7a of said code, all relating to changing certain deadlines associated with the termination, resignation and transfer of school personnel and rehiring of probationary employees; and changing the last date for voluntary transfers prior to beginning of instructional term.

Be it enacted by the Legislature of West Virginia:

That §18A-2-2, §18A-2-6, §18A-2-7 and §18A-2-8a of the code of West Virginia, 1931, as amended, be amended and reenacted; and that §18A-4-7a of said code be amended and reenacted, all to read as follows:

ARTICLE 2. SCHOOL PERSONNEL.

§18A-2-2. Employment of teachers; contracts; continuing contract status; how terminated; dismissal for lack of need; released time; failure of teacher to perform contract or violation thereof; written notice bonus for teachers and professional personnel.

1 (a) Before entering upon their duties, all teachers shall
2 execute a contract with their county boards, which shall state
3 the salary to be paid and shall be in the form prescribed by
4 the state superintendent. Each contract shall be signed by the
5 teacher and by the president and secretary of the county
6 board and shall be filed, together with the certificate of the
7 teacher, by the secretary of the office of the county board:
8 *Provided,* That when necessary to facilitate the employment
9 of employable professional personnel and prospective and
10 recent graduates of teacher education programs who have not
11 yet attained certification, the contract may be signed upon the
12 condition that the certificate is issued to the employee prior
13 to the beginning of the employment term in which the
14 employee enters upon his or her duties.

15 (b) Each teacher's contract, under this section, shall be
16 designated as a probationary or continuing contract. A
17 probationary teacher's contract shall be for a term of not less
18 than one nor more than three years, one of which shall be for
19 completion of a beginning teacher internship pursuant to the
20 provisions of section two-b, article three of this chapter, if
21 applicable. If, after three years of such employment, the
22 teacher who holds a professional certificate, based on at least
23 a bachelor's degree, has met the qualifications for a
24 bachelor's degree and the county board enter into a new
25 contract of employment, it shall be a continuing contract,
26 subject to the following:

27 (1) Any teacher holding a valid certificate with less than
28 a bachelor's degree who is employed in a county beyond the
29 three-year probationary period shall upon qualifying for the
30 professional certificate based upon a bachelor's degree, if
31 reemployed, be granted continuing contract status; and

32 (2) A teacher holding continuing contract status with one
33 county shall be granted continuing contract status with any

34 other county upon completion of one year of acceptable
35 employment if the employment is during the next succeeding
36 school year or immediately following an approved leave of
37 absence extending no more than one year.

38 (c) The continuing contract of any teacher shall remain in
39 full force and effect except as modified by mutual consent of
40 the school board and the teacher, unless and until terminated,
41 subject to the following:

42 (1) A continuing contract may not be terminated except:

43 (A) By a majority vote of the full membership of the
44 county board on or before ~~February 1~~ March 1 of the then
45 current year, after written notice, served upon the teacher,
46 return receipt requested, stating cause or causes and an
47 opportunity to be heard at a meeting of the board prior to the
48 board's action on the termination issue; or

49 (B) By written resignation of the teacher on or before
50 ~~February 1~~ March 1 to initiate termination of a continuing
51 contract;

52 (2) The termination shall take effect at the close of the
53 school year in which the contract is terminated;

54 (3) The contract may be terminated at any time by mutual
55 consent of the school board and the teacher;

56 (4) This section does not affect the powers of the school
57 board to suspend or dismiss a principal or teacher pursuant to
58 section eight of this article;

59 (5) A continuing contract for any teacher holding a
60 certificate valid for more than one year and in full force and
61 effect during the school year 1984-1985 shall remain in full
62 force and effect;

63 (6) A continuing contract does not operate to prevent a
64 teacher's dismissal based upon the lack of need for the
65 teacher's services pursuant to the provisions of law relating
66 to the allocation to teachers and pupil-teacher ratios. The
67 written notification of teachers being considered for dismissal
68 for lack of need shall be limited to only those teachers whose
69 consideration for dismissal is based upon known or expected
70 circumstances which will require dismissal for lack of need.

71 An employee who was not provided notice and an
72 opportunity for a hearing pursuant to this subsection may not
73 be included on the list. In case of dismissal for lack of need,
74 a dismissed teacher shall be placed upon a preferred list in
75 the order of their length of service with that board. No
76 teacher may be employed by the board until each qualified
77 teacher upon the preferred list, in order, has been offered the
78 opportunity for reemployment in a position for which he or
79 she is qualified, not including a teacher who has accepted a
80 teaching position elsewhere. The reemployment shall be
81 upon a teacher's preexisting continuing contract and has the
82 same effect as though the contract had been suspended during
83 the time the teacher was not employed.

84 (d) In the assignment of position or duties of a teacher
85 under a continuing contract, the board may provide for
86 released time of a teacher for any special professional or
87 governmental assignment without jeopardizing the
88 contractual rights of the teacher or any other rights, privileges
89 or benefits under the provisions of this chapter. Released

90 time shall be provided for any professional educator while
91 serving as a member of the Legislature during any duly
92 constituted session of that body and its interim and statutory
93 committees and commissions without jeopardizing his or her
94 contractual rights or any other rights, privileges, benefits or
95 accrual of experience for placement on the state minimum
96 salary schedule in the following school year under the
97 provisions of this chapter, board policy and law.

98 (e) Any teacher who fails to fulfill his or her contract
99 with the board, unless prevented from doing so by personal
100 illness or other just cause or unless released from his or her
101 contract by the board, or who violates any lawful provision
102 of the contract, is disqualified to teach in any other public
103 school in the state for a period of the next ensuing school
104 year and the State Department of Education or board may
105 hold all papers and credentials of the teacher on file for a
106 period of one year for the violation: *Provided*, That marriage
107 of a teacher is not considered a failure to fulfill, or violation
108 of, the contract.

109 (f) Any classroom teacher, as defined in section one,
110 article one of this chapter, who desires to resign employment
111 with a county board or request a leave of absence, the
112 resignation or leave of absence to become effective on or
113 before July 15 of the same year and after completion of the
114 employment term, may do so at any time during the school
115 year by written notification of the resignation or leave of
116 absence and any notification received by a county board shall
117 automatically extend the teacher's public employee insurance
118 coverage until August 31 of the same year.

119 (g) (1) A classroom teacher who gives written notice to
120 the county board on or before ~~December 1~~ January 15 of the
121 school year of his or her retirement from employment with
122 the board at the conclusion of the school year shall be paid
123 \$500 from the Early Notification of Retirement line item
124 established for the Department of Education for this purpose,
125 subject to appropriation by the Legislature. If the
126 appropriations to the Department of Education for this
127 purpose are insufficient to compensate all applicable

128 teachers, the Department of Education shall request a
129 supplemental appropriation in an amount sufficient to
130 compensate all such teachers. Additionally, if funds are still
131 insufficient to compensate all applicable teachers, the priority
132 of payment is for teachers who give written notice the
133 earliest. This payment shall not be counted as part of the
134 final average salary for the purpose of calculating retirement.

135 (2) The position of a classroom teacher providing written
136 notice of retirement pursuant to this subsection may be
137 considered vacant and the county board may immediately
138 post the position as an opening to be filled at the conclusion
139 of the school year. If a teacher has been hired to fill the
140 position of a retiring classroom teacher prior to the start of
141 the next school year, the retiring classroom teacher is
142 disqualified from continuing his or her employment in that
143 position. However, the retiring classroom teacher may be
144 permitted to continue his or her employment in that position
145 and forfeit the early retirement notification payment if, after
146 giving notice of retirement in accordance with this

147 subsection, he or she becomes subject to a significant
148 unforeseen financial hardship, including a hardship caused by
149 the death or illness of an immediate family member or loss of
150 employment of a spouse. Other significant unforeseen
151 financial hardships shall be determined by the county
152 superintendent on a case-by-case basis. This subsection does
153 not prohibit a county school board from eliminating the
154 position of a retiring classroom teacher.

**§18A-2-6. Continuing contract status for service personnel;
termination.**

1 After three years of acceptable employment, each service
2 personnel employee who enters into a new contract of
3 employment with the board shall be granted continuing contract
4 status: *Provided*, That a service personnel employee holding
5 continuing contract status with one county shall be granted
6 continuing contract status with any other county upon
7 completion of one year of acceptable employment if such
8 employment is during the next succeeding school year or
9 immediately following an approved leave of absence extending

10 no more than one year. The continuing contract of any such
11 employee shall remain in full force and effect except as modified
12 by mutual consent of the school board and the employee, unless
13 and until terminated with written notice, stating cause or causes,
14 to the employee, by a majority vote of the full membership of
15 the board before ~~February 1~~ March 1 of the then current year, or
16 by written resignation of the employee on or before that date.
17 The affected employee has the right of a hearing before the
18 board, if requested, before final action is taken by the board
19 upon the termination of such employment.

20 Those employees who have completed three years of
21 acceptable employment as of the effective date of this
22 legislation shall be granted continuing contract status.

§18A-2-7. Assignment, transfer, promotion, demotion, suspension and recommendation of dismissal of school personnel by superintendent; preliminary notice of transfer; hearing on the transfer; proof required.

1 (a) The superintendent, subject only to approval of the
2 board, may assign, transfer, promote, demote or suspend
3 school personnel and recommend their dismissal pursuant to

4 provisions of this chapter. However, an employee shall be
5 notified in writing by the superintendent on or before
6 ~~February 1~~ March 1 if he or she is being considered for
7 transfer or to be transferred. Only those employees whose
8 consideration for transfer or intended transfer is based upon
9 known or expected circumstances which will require the
10 transfer of employees shall be considered for transfer or
11 intended for transfer and the notification shall be limited to
12 only those employees. Any teacher or employee who desires
13 to protest the proposed transfer may request in writing a
14 statement of the reasons for the proposed transfer. The
15 statement of reasons shall be delivered to the teacher or
16 employee within ten days of the receipt of the request.
17 Within ten days of the receipt of the statement of the reasons,
18 the teacher or employee may make written demand upon the
19 superintendent for a hearing on the proposed transfer before
20 the county board of education. The hearing on the proposed
21 transfer shall be held on or before ~~March 15~~ April 15. At the
22 hearing, the reasons for the proposed transfer must be shown.

23 (b) The superintendent at a meeting of the board on or
24 before ~~March 15~~ April 15 shall furnish in writing to the board
25 a list of teachers and other employees to be considered for
26 transfer and subsequent assignment for the next ensuing
27 school year. An employee who was not provided notice and
28 an opportunity for a hearing pursuant to subsection (a) of this
29 section may not be included on the list. All other teachers
30 and employees not so listed shall be considered as reassigned
31 to the positions or jobs held at the time of this meeting. The
32 list of those recommended for transfer shall be included in
33 the minute record of the meeting and all those so listed shall
34 be notified in writing, which notice shall be delivered in
35 writing, by certified mail, return receipt requested, to the
36 persons' last known addresses within ten days following the
37 board meeting, of their having been so recommended for
38 transfer and subsequent assignment and the reasons therefor.

39 (c) The superintendent's authority to suspend school
40 personnel shall be temporary only pending a hearing upon
41 charges filed by the superintendent with the board of

42 education and the period of suspension may not exceed thirty
43 days unless extended by order of the board.

44 (d) The provisions of this section respecting hearing upon
45 notice of transfer is not applicable in emergency situations
46 where the school building becomes damaged or destroyed
47 through an unforeseeable act and which act necessitates a
48 transfer of the school personnel because of the aforementioned
49 condition of the building.

**§18A-2-8a. Notice to probationary personnel of rehiring or
nonrehiring; hearing.**

1 The superintendent at a meeting of the board on or before
2 ~~March 15~~ April 15 of each year shall provide in writing to the
3 board a list of all probationary teachers that he or she
4 recommends to be rehired for the next ensuing school year. The
5 board shall act upon the superintendent's recommendations at
6 that meeting in accordance with section one of this article. The
7 board at this same meeting shall also act upon the retention of
8 other probationary employees as provided in sections two and
9 five of this article. Any such probationary teacher or other

10 probationary employee who is not rehired by the board at that
11 meeting shall be notified in writing, by certified mail, return
12 receipt requested, to such persons' last known addresses within
13 ten days following said board meeting, of their not having been
14 rehired or not having been recommended for rehiring.

15 Any probationary teacher who receives notice that he or she
16 has not been recommended for rehiring or other probationary
17 employee who has not been reemployed may within ten days
18 after receiving the written notice request a statement of the
19 reasons for not having been rehired and may request a hearing
20 before the board. The hearing shall be held at the next regularly
21 scheduled Board of Education meeting or a special meeting of
22 the board called within thirty days of the request for hearing. At
23 the hearing, the reasons for the nonrehiring must be shown.

ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.

§18A-4-7a. Employment, promotion and transfer of professional personnel; seniority.

1 (a) A county board of education shall make decisions
2 affecting the hiring of professional personnel other than

3 classroom teachers on the basis of the applicant with the
4 highest qualifications.

5 (b) The county board shall make decisions affecting the
6 hiring of new classroom teachers on the basis of the applicant
7 with the highest qualifications.

8 (c) In judging qualifications for hiring employees
9 pursuant to subsections (a) and (b) of this section,
10 consideration shall be given to each of the following:

11 (1) Appropriate certification, licensure or both;

12 (2) Amount of experience relevant to the position; or, in
13 the case of a classroom teaching position, the amount of
14 teaching experience in the subject area;

15 (3) The amount of course work, degree level or both in
16 the relevant field and degree level generally;

17 (4) Academic achievement;

18 (5) Relevant specialized training;

19 (6) Past performance evaluations conducted pursuant to
20 section twelve, article two of this chapter; and

21 (7) Other measures or indicators upon which the relative
22 qualifications of the applicant may fairly be judged.

23 (d) If one or more permanently employed instructional
24 personnel apply for a classroom teaching position and meet
25 the standards set forth in the job posting, the county board of
26 education shall make a decision affecting the filling of the
27 position on the basis of the following criteria:

- 28 (1) Appropriate certification, licensure or both;
- 29 (2) Total amount of teaching experience;
- 30 (3) The existence of teaching experience in the required
31 certification area;
- 32 (4) Degree level in the required certification area;
- 33 (5) Specialized training directly related to the
34 performance of the job as stated in the job description;
- 35 (6) Receiving an overall rating of satisfactory in the
36 previous two evaluations conducted pursuant to section
37 twelve, article two of this chapter; and
- 38 (7) Seniority.

39 (e) In filling positions pursuant to subsection (d) of this
40 section, consideration shall be given to each criterion with
41 each criterion being given equal weight. If the applicant with

42 the most seniority is not selected for the position, upon the
43 request of the applicant a written statement of reasons shall
44 be given to the applicant with suggestions for improving the
45 applicant's qualifications.

46 (f) With the exception of guidance counselors, the
47 seniority of classroom teachers, as defined in section one,
48 article one of this chapter shall be determined on the basis of
49 the length of time the employee has been employed as a
50 regular full-time certified and/or licensed professional
51 educator by the county board of education and shall be
52 granted in all areas that the employee is certified, licensed or
53 both.

54 (g) Upon completion of one hundred thirty-three days of
55 employment in any one school year, substitute teachers,
56 except retired teachers and other retired professional
57 educators employed as substitutes, shall accrue seniority
58 exclusively for the purpose of applying for employment as a
59 permanent, full-time professional employee. One hundred
60 thirty-three days or more of said employment shall be

61 prorated and shall vest as a fraction of the school year
62 worked by the permanent, full-time teacher.

63 (h) Guidance counselors and all other professional
64 employees, as defined in section one, article one of this
65 chapter, except classroom teachers, shall gain seniority in
66 their nonteaching area of professional employment on the
67 basis of the length of time the employee has been employed
68 by the county board of education in that area: *Provided*, That
69 if an employee is certified as a classroom teacher, the
70 employee accrues classroom teaching seniority for the time
71 that that employee is employed in another professional area.
72 For the purposes of accruing seniority under this paragraph,
73 employment as principal, supervisor or central office
74 administrator, as defined in section one, article one of this
75 chapter, shall be considered one area of employment.

76 (i) Employment for a full employment term shall equal
77 one year of seniority, but no employee may accrue more than
78 one year of seniority during any given fiscal year.
79 Employment for less than the full employment term shall be

80 prorated. A random selection system established by the
81 employees and approved by the board shall be used to
82 determine the priority if two or more employees accumulate
83 identical seniority: *Provided*, That when two or more
84 principals have accumulated identical seniority, decisions on
85 reductions in force shall be based on qualifications.

86 (j) Whenever a county board is required to reduce the
87 number of professional personnel in its employment, the
88 employee with the least amount of seniority shall be properly
89 notified and released from employment pursuant to the
90 provisions of section two, article two of this chapter. The
91 provisions of this subsection are subject to the following:

92 (1) All persons employed in a certification area to be
93 reduced who are employed under a temporary permit shall be
94 properly notified and released before a fully certified
95 employee in such a position is subject to release;

96 (2) An employee subject to release shall be employed in
97 any other professional position where the employee is
98 certified and was previously employed or to any lateral area

99 for which the employee is certified, licensed or both, if the
100 employee's seniority is greater than the seniority of any other
101 employee in that area of certification, licensure or both;

102 (3) If an employee subject to release holds certification,
103 licensure or both in more than one lateral area and if the
104 employee's seniority is greater than the seniority of any other
105 employee in one or more of those areas of certification,
106 licensure or both, the employee subject to release shall be
107 employed in the professional position held by the employee
108 with the least seniority in any of those areas of certification,
109 licensure or both; and

110 (4) If, prior to August 1, of the year a reduction in force
111 is approved, the reason for any particular reduction in force
112 no longer exists as determined by the county board in its sole
113 and exclusive judgment, the board shall rescind the reduction
114 in force or transfer and shall notify the released employee in
115 writing of his or her right to be restored to his or her position
116 of employment. Within five days of being so notified, the
117 released employee shall notify the board, in writing, of his or

118 her intent to resume his or her position of employment or the
119 right to be restored shall terminate. Notwithstanding any
120 other provision of this subdivision, if there is another
121 employee on the preferred recall list with proper certification
122 and higher seniority, that person shall be placed in the
123 position restored as a result of the reduction in force being
124 rescinded.

125 (k) For the purpose of this article, all positions which
126 meet the definition of classroom teacher as defined in section
127 one, article one of this chapter shall be lateral positions. For
128 all other professional positions, the county board of
129 education shall adopt a policy by October 31, 1993, and may
130 modify the policy thereafter as necessary, which defines
131 which positions shall be lateral positions. The board shall
132 submit a copy of its policy to the state board within thirty
133 days of adoption or any modification, and the state board
134 shall compile a report and submit the report to the Legislative
135 Oversight Commission on Education Accountability by
136 December 31, 1993, and by that date in any succeeding year

137 in which any county board submits a modification of its
138 policy relating to lateral positions. In adopting the policy, the
139 board shall give consideration to the rank of each position in
140 terms of title, nature of responsibilities, salary level,
141 certification, licensure or both; and days in the period of
142 employment.

143 (1) After the ~~five~~ twentieth day prior to the beginning of
144 the instructional term, no person employed and assigned to a
145 professional position may transfer to another professional
146 position in the county during that instructional term unless
147 the person holding that position does not have valid
148 certification. The provisions of this subsection are subject to
149 the following:

150 (1) The person may apply for any posted, vacant
151 positions with the successful applicant assuming the position
152 at the beginning of the next instructional term;

153 (2) Professional personnel who have been on an approved
154 leave of absence may fill these vacancies upon their return
155 from the approved leave of absence; ~~and~~

156 (3) The county board, upon recommendation of the
157 superintendent may fill a position before the next
158 instructional term when it is determined to be in the best
159 interest of the students; and

160 (4) The provisions of this subsection do not apply to the
161 filling of a position vacated by virtue of resignation or
162 retirement that became effective on or before the twentieth
163 day prior to the beginning of the instructional term, but not
164 posted until after that date. ~~Provided, That~~ The county
165 superintendent shall notify the state board of each transfer of
166 a person employed in a professional position to another
167 professional position after the ~~fifth day~~ twentieth prior to the
168 beginning of the instructional term. The Legislature finds
169 that it is not in the best interest of the students particularly in
170 the elementary grades to have multiple teachers for any one
171 grade level or course during the instructional term. It is the
172 intent of the Legislature that the filling of positions through
173 transfers of personnel from one professional position to
174 another after the fifth day prior to the beginning of the
175 instructional term should be kept to a minimum.

176 (m) All professional personnel whose seniority with the
177 county board is insufficient to allow their retention by the
178 county board during a reduction in work force shall be placed
179 upon a preferred recall list. As to any professional position
180 opening within the area where they had previously been
181 employed or to any lateral area for which they have
182 certification, licensure or both, the employee shall be recalled
183 on the basis of seniority if no regular, full-time professional
184 personnel, or those returning from leaves of absence with
185 greater seniority, are qualified, apply for and accept the
186 position.

187 (n) Before position openings that are known or expected
188 to extend for twenty consecutive employment days or longer
189 for professional personnel may be filled by the board, the
190 board shall be required to notify all qualified professional
191 personnel on the preferred list and give them an opportunity
192 to apply, but failure to apply shall not cause the employee to
193 forfeit any right to recall. The notice shall be sent by
194 certified mail to the last known address of the employee, and

195 it shall be the duty of each professional personnel to notify
196 the board of continued availability annually, of any change
197 in address or of any change in certification, licensure or both.

198 (o) Openings in established, existing or newly created
199 positions shall be processed as follows:

200 (1) Boards shall be required to post and date notices
201 which shall be subject to the following:

202 (A) The notices shall be posted in conspicuous working
203 places for all professional personnel to observe for at least
204 five working days;

205 (B) The notice shall be posted within twenty working
206 days of the position openings and shall include the job
207 description;

208 (C) Any special criteria or skills that are required by the
209 position shall be specifically stated in the job description and
210 directly related to the performance of the job;

211 (D) Postings for vacancies made pursuant to this section
212 shall be written so as to ensure that the largest possible pool
213 of qualified applicants may apply; and

214 (E) Job postings may not require criteria which are not
215 necessary for the successful performance of the job and may
216 not be written with the intent to favor a specific applicant;

217 (2) No vacancy shall be filled until after the five-day
218 minimum posting period;

219 (3) If one or more applicants meets the qualifications
220 listed in the job posting, the successful applicant to fill the
221 vacancy shall be selected by the board within thirty working
222 days of the end of the posting period;

223 (4) A position held by a teacher who is certified, licensed
224 or both, who has been issued a permit for full-time
225 employment and is working toward certification in the permit
226 area shall not be subject to posting if the certificate is
227 awarded within five years; and

228 (5) Nothing provided herein shall prevent the county
229 board of education from eliminating a position due to lack of
230 need.

231 (p) Notwithstanding any other provision of the code to
232 the contrary, where the total number of classroom teaching

233 positions in an elementary school does not increase from one
234 school year to the next, but there exists in that school a need
235 to realign the number of teachers in one or more grade levels,
236 kindergarten through six, teachers at the school may be
237 reassigned to grade levels for which they are certified without
238 that position being posted: *Provided*, That the employee and
239 the county board of education mutually agree to the
240 reassignment.

241 (q) Reductions in classroom teaching positions in
242 elementary schools shall be processed as follows:

243 (1) When the total number of classroom teaching
244 positions in an elementary school needs to be reduced, the
245 reduction shall be made on the basis of seniority with the
246 least senior classroom teacher being recommended for
247 transfer; and

248 (2) When a specified grade level needs to be reduced and
249 the least senior employee in the school is not in that grade
250 level, the least senior classroom teacher in the grade level
251 that needs to be reduced shall be reassigned to the position

252 made vacant by the transfer of the least senior classroom
253 teacher in the school without that position being posted:
254 *Provided*, That the employee is certified, licensed or both and
255 agrees to the reassignment.

256 (r) Any board failing to comply with the provisions of
257 this article may be compelled to do so by mandamus and
258 shall be liable to any party prevailing against the board for
259 court costs and reasonable attorney fees as determined and
260 established by the court. Further, employees denied
261 promotion or employment in violation of this section shall be
262 awarded the job, pay and any applicable benefits retroactive
263 to the date of the violation and payable entirely from local
264 funds. Further, the board shall be liable to any party
265 prevailing against the board for any court reporter costs
266 including copies of transcripts.

267 (s) The county board shall compile, update annually on
268 July 1, and make available by electronic or other means to all
269 employees a list of all professional personnel employed by
270 the county, their areas of certification and their seniority.

NOTE: The purpose of this bill is to make the dates related to certain deadlines associated with the termination, resignation and transfer of school personnel and rehiring of probationary employees one month later in the year (eg. March 1 instead of February 1). The bill also makes the last date for employed teachers to leave one position to accept another within the system twenty days prior to beginning of instructional term, rather than five.

Strike-throughs indicate existing language that would be removed, and underscoring indicates new language that would be added.