

1 State of Arkansas
2 90th General Assembly
3 Regular Session, 2015
4

As Engrossed: H3/2/15
A Bill

HOUSE BILL 1408

5 By: Representative Cozart
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7 **For An Act To Be Entitled**

8 AN ACT TO MODIFY THE PERSONNEL POLICY REQUIREMENTS
9 FOR SCHOOL DISTRICTS; AND FOR OTHER PURPOSES.
10

11 **Subtitle**

12 TO MODIFY THE PERSONNEL POLICY
13 REQUIREMENTS FOR SCHOOLS DISTRICTS.
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17 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
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19 SECTION 1. Arkansas Code § 6-17-204(c)(1), concerning incorporation
20 into teachers' contracts, is amended to read as follows:

21 (c)(1) Notwithstanding subsection (b) of this section, ~~any a~~ change or
22 addition to the personnel policies that is necessary to ensure compliance
23 with a state or federal regulation, a state law enacted during a legislative
24 session, or a federal law that is adopted by the school district board of
25 directors ~~on or before June 30~~ each year ~~to ensure compliance with state or~~
26 ~~federal law or regulation~~ by the later of June 30 or ninety (90) days after
27 the effective date of a change to a state or federal regulation, a state law
28 enacted during a legislative session, or a federal law giving rise to the
29 specific policy change or addition shall be considered a part of licensed
30 personnel contracts on July 1 of the same calendar year or upon the date of
31 adoption if adopted after June 30.
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33 SECTION 2. Arkansas Code § 6-17-2304 is amended to read as follows:
34 6-17-2304. Incorporation into employee contracts.

35 (a) The personnel policies of each school district shall be considered
36 to be incorporated as terms of the classified employees' contracts and shall



1 be binding upon the classified employees and the school district.

2 (b)(1) Any change or addition to the classified personnel policies
3 shall not be considered a part of classified employee contracts until the
4 next fiscal year.

5 (2)(A) Any change or addition is to the classified personnel
6 policies may take effect before the next fiscal year only if the change or
7 addition is approved by a majority of the classified employees employed by
8 the school district voting by secret ballot.

9 (B) The voting and counting of ballots shall be conducted
10 by the classified personnel policy committee.

11 (3) Any change or addition to the classified personnel policies
12 or new personnel policies shall be made in accordance with this subchapter.

13 (c) Notwithstanding subsection (b) of this section, a change or
14 addition to the classified personnel policies that is necessary to ensure
15 compliance with state or federal regulation, a state law enacted during a
16 legislative session, or a federal law that is adopted by the board of
17 directors of a school district each year by the later of June 30 or ninety
18 (90) days after the effective date of the state or federal regulation, a
19 state law enacted during a legislative session, or a federal law giving rise
20 to the specific policy change or addition shall be considered a part of the
21 classified personnel contracts on July 1 of the same calendar year or upon
22 the date of adoption if adopted after June 30.

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24 /s/Cozart

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27 **APPROVED: 03/31/2015**
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