

1 HB384
2 183415-1
3 By Representatives Fincher, Holmes (M), Brown, Lovvorn,
4 Crawford, Warren and Drummond
5 RFD: Education Policy
6 First Read: 09-MAR-17

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8 SYNOPSIS: Under existing law, a tenured K-12 or
9 postsecondary education employee may not terminate
10 his or her employment within the 30 calendar days'
11 prior to the beginning of a school term and is
12 required to provide five days' written notice at
13 any other time.

14 This bill would delete the requirements for
15 postsecondary education employees.

16 This bill would provide that the law applies
17 to all K-12 teachers and would increase the time
18 frame required for a teacher to give notice before
19 terminating his or her employment at any other time
20 of the year from five to 30 days.

21
22 A BILL

23 TO BE ENTITLED

24 AN ACT

25
26 To amend Section 16-24C-11, Code of Alabama 1975,
27 relating to the termination of employment of a K-12 tenured

1 teacher or postsecondary education employee; to extend
2 application of the notice requirement to all K-12 teachers and
3 remove postsecondary education employees; and to increase the
4 length of notice which a teacher is required to give before
5 terminating employment from five to 30 days.

6 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

7 Section 1. Section 16-24C-11 of the Code of Alabama
8 1975, is amended to read as follows:

9 "§16-24C-11.

10 ~~"No tenured public K-12 teacher within the~~
11 ~~contemplation of subdivision (1) of Section 16-24C-4 shall be~~
12 ~~permitted to terminate his or her employment within 30~~
13 ~~calendar days before the first day of the next school term for~~
14 ~~students, or, for employees of two-year institutions operated~~
15 ~~under the authority and control of the Department of~~
16 ~~Postsecondary Education, within 30 calendar days before the~~
17 ~~commencement of the fall academic semester, unless such the~~
18 ~~termination is mutually agreed upon. Any such employee A~~
19 public K-12 teacher may terminate his or her employment at any
20 other time by giving ~~five~~ 30 days' written notice ~~to the~~
21 ~~president of a two-year educational institution or to the~~
22 ~~employing board of education. Any public K-12 teacher~~
23 ~~terminating his or her employment in violation of this section~~
24 ~~is guilty of unprofessional conduct, and the State~~
25 ~~Superintendent of Education may revoke or suspend the~~
26 ~~certificate of such the violating teacher."~~

1 Section 2. This act shall become effective on the
2 first day of the third month following its passage and
3 approval by the Governor, or its otherwise becoming law.