

## Department of Planning and Budget 2022 Fiscal Impact Statement

**1. Bill Number:** HB363

**House of Origin**     Introduced     Substitute     Engrossed  
**Second House**     In Committee     Substitute     Enrolled

**2. Patron:** Freitas

**3. Committee:** Education

**4. Title:** Certain school board employees; dismissal; grounds; continuing contract study; report.

**5. Summary:** Prohibits school board employees who are not required to hold a valid license issued by the Board of Education and public school teachers from being dismissed based on a last-hired, first-fired dismissal policy or any other similar policy that mandates that, when considering more than one such employee for dismissal, the seniority of each such employee shall be the sole determinative factor in the dismissal decision. The bill also requires the Board of Education, the House Committee on Education, and the Senate Committee on Education and Health, in consultation with local school boards, to study and make recommendations to the General Assembly no later than November 1, 2022, regarding effective, alternative ways in which the performance of teachers may be evaluated for the purpose of awarding or rescinding continuing contract status.

**6. Budget Amendment Necessary:** No

**7. Fiscal Impact Estimates:** Preliminary, see Item 8.

**8. Fiscal Implications:** The Department of Education anticipates that it can absorb any cost resulting from the provisions of this bill. Any fiscal impact to local school divisions is indeterminate.

**9. Specific Agency or Political Subdivisions Affected:** Department of Education, Board of Education, local school divisions

**10. Technical Amendment Necessary:** No

**11. Other Comments:** None