

Stricken language would be deleted from and underlined language would be added to present law.  
Act 835 of the Regular Session

State of Arkansas  
90th General Assembly  
Regular Session, 2015

As Engrossed: H3/2/15  
**A Bill**

HOUSE BILL 1408

By: Representative Cozart

**For An Act To Be Entitled**

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

**Subtitle**

TO MODIFY THE PERSONNEL POLICY  
REQUIREMENTS FOR SCHOOLS DISTRICTS.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. Arkansas Code § 6-17-204(c)(1), concerning incorporation into teachers' contracts, is amended to read as follows:

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

SECTION 2. Arkansas Code § 6-17-2304 is amended to read as follows:  
6-17-2304. Incorporation into employee contracts.

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



be binding upon the classified employees and the school district.

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

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

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

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

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

*/s/Cozart*

**APPROVED: 03/31/2015**