

HB225 ENROLLED



1 HB225
2 9J2EGMB-2
3 By Representatives Smith, DuBose, Stubbs, Paramore, Collins,
4 Ross, Baker, Crawford, Fincher, Daniels, Lawrence, Drummond
5 RFD: Education Policy
6 First Read: 14-Jan-26



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1 Enrolled, An Act,

2
3 Relating to boards of education; to amend Section
4 16-22-15, Code of Alabama 1975; to reduce the notice
5 requirement for filling vacancies of certain personnel
6 positions when schools are in session; and to make
7 nonsubstantive, technical revisions to update the existing
8 code language to current style.

9 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

10 Section 1. Section 16-22-15, Code of Alabama 1975, is
11 amended to read as follows:

12 "§16-22-15

13 (a) For the purposes of this section, the following
14 words ~~shall~~ have the following meanings:

15 (1) BOARD OF EDUCATION or BOARD. All public county and
16 city boards of education; the Board of Trustees of the Alabama
17 Institute for Deaf and Blind; the Alabama Youth Services
18 Department School Board in its capacity as the Board of
19 Education for the Youth Services School District; the Board of
20 Directors of the Alabama School of Fine Arts; the Board of
21 Trustees of the Alabama High School of Mathematics and
22 Science; and the Board of Trustees of the Alabama Community
23 College System as applied to two-year postsecondary education
24 institutions.

25 (2) EXECUTIVE OFFICER. The superintendent of any public
26 county or city school system; the President of the Alabama
27 Institute for Deaf and Blind; the ~~president of any two-year~~
28 ~~school or college under the auspices of the State Board of~~



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29 ~~Education~~ Chancellor of the Alabama Community College System;
30 the Executive Director of the Alabama School of Fine Arts; the
31 Superintendent of the Department of Youth Services School
32 District; and the Executive Director of the Alabama High
33 School of Mathematics and Science.

34 (3) EMPLOYEES. Employees or personnel of the board
35 except for the following:

36 a. Those employees covered under the ~~Alabama~~ state
37 Merit System.

38 b. Those employees of the Alabama Institute for Deaf
39 and Blind who work for the Alabama Industries for the Blind
40 and those satellite employees at its regional centers.

41 (b) Each board of education, through its executive
42 officer, shall post a notice of vacancy for each vacant
43 personnel position. The notice shall be posted on the board
44 website, at a minimum, or in a conspicuous place at each
45 school campus and worksite, at least seven calendar days
46 before the position is to be filled. In addition, any person
47 or organization, upon request, shall receive electronic
48 notification of personnel vacancies from the executive
49 officer. The notice shall include, but not necessarily be
50 limited to, all of the following:

51 (1) Job description and title.

52 (2) Required qualifications.

53 (3) Salary schedule and amount.

54 (4) Information on where to submit an application.

55 (5) Information on any deadlines for applying.

56 (6) Any other relevant information.



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57 (c) If a personnel vacancy occurs during the time when
58 the schools are in session, the vacancy notice shall be posted
59 not less than seven calendar days before the position is to be
60 filled. All vacancies involving jobs which are supervisory,
61 managerial, or otherwise newly created positions shall
62 ~~nevertheless~~ also require posting notices of at least ~~14~~ seven
63 calendar days.

64 (d) The board may adopt or continue policies which are
65 not inconsistent with this section. The board may adopt
66 policies to ensure the safety and welfare of its students
67 during dire emergency situations, but the posting of a vacancy
68 notice as required in this section shall not be abridged or
69 delayed except in dire emergency circumstances and then
70 delayed only temporarily in order to reasonably meet the
71 conditions of the emergency. The adoption of additional
72 policies shall comply with the requirements and procedures of
73 Section 16-1-30 by all boards defined in this section."

74 Section 2. This act shall become effective on October
75 1, 2026.



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Speaker of the House of Representatives

President and Presiding Officer of the Senate

House of Representatives

I hereby certify that the within Act originated in and was passed by the House 27-Jan-26.

John Treadwell
Clerk

Senate

01-Apr-26

Passed