

HB225 INTRODUCED



1 HB225

2 9J2EGMB-1

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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4 SYNOPSIS:

5 Under existing law, board of education personnel
6 vacancies involving jobs that are supervisory,
7 managerial, or otherwise newly created positions
8 require the posting of notices for at least 14 calendar
9 days when schools are in session.

10 This bill would reduce the notice requirement to
11 seven calendar days.

12 This bill would also make nonsubstantive,
13 technical revisions to update the existing code
14 language to current style.

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17 A BILL

18 TO BE ENTITLED

19 AN ACT

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21 Relating to boards of education; to amend Section
22 16-22-15, Code of Alabama 1975; to reduce the notice
23 requirement for filling vacancies of certain personnel
24 positions when schools are in session; and to make
25 nonsubstantive, technical revisions to update the existing
26 code language to current style.

27 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

28 Section 1. Section 16-22-15, Code of Alabama 1975, is



29 amended to read as follows:

30 "§16-22-15

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

33 (1) BOARD OF EDUCATION or BOARD. All public county and
34 city boards of education; the Board of Trustees of the Alabama
35 Institute for Deaf and Blind; the Alabama Youth Services
36 Department School Board in its capacity as the Board of
37 Education for the Youth Services School District; the Board of
38 Directors of the Alabama School of Fine Arts; the Board of
39 Trustees of the Alabama High School of Mathematics and
40 Science; and the Board of Trustees of the Alabama Community
41 College System as applied to two-year postsecondary education
42 institutions.

43 (2) EXECUTIVE OFFICER. The superintendent of any public
44 county or city school system; the President of the Alabama
45 Institute for Deaf and Blind; the ~~president of any two-year~~
46 ~~school or college under the auspices of the State Board of~~
47 ~~Education~~ Chancellor of the Alabama Community College System;
48 the Executive Director of the Alabama School of Fine Arts; the
49 Superintendent of the Department of Youth Services School
50 District; and the Executive Director of the Alabama High
51 School of Mathematics and Science.

52 (3) EMPLOYEES. Employees or personnel of the board
53 except for the following:

54 a. Those employees covered under the ~~Alabama~~ state
55 Merit System.

56 b. Those employees of the Alabama Institute for Deaf



57 and Blind who work for the Alabama Industries for the Blind
58 and those satellite employees at its regional centers.

59 (b) Each board of education, through its executive
60 officer, shall post a notice of vacancy for each vacant
61 personnel position. The notice shall be posted on the board
62 website, at a minimum, or in a conspicuous place at each
63 school campus and worksite, at least seven calendar days
64 before the position is to be filled. In addition, any person
65 or organization, upon request, shall receive electronic
66 notification of personnel vacancies from the executive
67 officer. The notice shall include, but not necessarily be
68 limited to, all of the following:

69 (1) Job description and title.
70 (2) Required qualifications.
71 (3) Salary schedule and amount.
72 (4) Information on where to submit an application.
73 (5) Information on any deadlines for applying.
74 (6) Any other relevant information.

75 (c) If a personnel vacancy occurs during the time when
76 the schools are in session, the vacancy notice shall be posted
77 not less than seven calendar days before the position is to be
78 filled. All vacancies involving jobs which are supervisory,
79 managerial, or otherwise newly created positions shall
80 nevertheless also require posting notices of at least ~~14~~ seven
81 calendar days.

82 (d) The board may adopt or continue policies which are
83 not inconsistent with this section. The board may adopt
84 policies to ensure the safety and welfare of its students

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85 during dire emergency situations, but the posting of a vacancy
86 notice as required in this section shall not be abridged or
87 delayed except in dire emergency circumstances and then
88 delayed only temporarily in order to reasonably meet the
89 conditions of the emergency. The adoption of additional
90 policies shall comply with the requirements and procedures of
91 Section 16-1-30 by all boards defined in this section."

92 Section 2. This act shall become effective on October
93 1, 2026.