# Department of Planning and Budget 2025 General Assembly Session State Fiscal Impact Statement

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#### ORIGINAL

Bill Number:HB1626Patron:ThomasBill Title:Public elementary & secondary school teachers; training activities, requirements &<br/>limitations.

**Bill Summary:** Prohibits any public elementary or secondary school teacher from being required to participate in any non-academic training activity, as that term is defined in the bill, more frequently than once within six months of employment with the applicable school board and once every five years thereafter, except in the case of certain training relating to secure mandatory test violations upon determination by the school board or division superintendent that additional training is necessary. The bill also provides that the total frequency and duration of non-academic training activities in which each such teacher is required to participate pursuant to (i) state law or regulation shall not exceed 15 hours every five years and (ii) policy or regulation of the school board shall not exceed three and a half hours every three years. The bill also directs the Department of Education to (a) conduct a survey of each school board every five years to identify each non-academic training activity in which public elementary and secondary school teachers employed by such school board are required to participate; (b) develop, post on its website, and annually review and update as necessary to ensure accuracy a list of all non-academic training activities that each public elementary and secondary school teacher in the Commonwealth is required to complete pursuant to state or federal law or regulation; and (c) develop and implement a comprehensive, statewide database designed to provide each school board access to and permit each public elementary and secondary school teacher to track his progress in completing each non-academic training activity in which each public elementary and secondary school teacher is required to participate pursuant to state or federal law. Finally, the bill repeals the provision of law requiring each teacher and school board employee holding a license issued by the Board of Education to complete cultural competency training at least every two years.

Budget Amendment Necessary:YesItems Impacted:117Explanation:The Department of Education would require additional funding to develop and implement<br/>the initial survey and the statewide database required by this bill.117

**Fiscal Summary:** The Department of Education anticipates the need for one position at a total estimated cost of \$167,090 general fund per year beginning in FY26.

Agency	FY2025	FY2026	FY2027	FY2028	FY2029	FY2030
2 <b>01 (DOE)</b>	\$ <b>0</b>	\$167,090	\$167,090	\$167,090	\$167,090	\$167,090
TOTAL	\$0	\$167,090	\$167,090	\$167,090	\$167,090	\$167,090

#### **General Fund Expenditure Impact:**

## **Position Impact:**

Agency	FY2025	FY2026	FY2027	FY2028	FY2029	FY2030
201 (DOE)	0	1	1	1	1	1
TOTAL	0	1	1	1	1	1

**Fiscal Analysis:** This bill would require the Department of Education (DOE) to conduct a survey, initially in FY26 and then once every five years, of all local school divisions regarding the frequency and duration of all non-academic training activities that teachers are required to participate in. DOE would then be required to develop and implement a comprehensive statewide database that makes all non-academic training activities that are required by state or federal law or regulation available at no cost and has tracking capabilities for teachers. DOE does not currently have staff available to complete this work and anticipates the need for an additional position to support the work at an additional state cost of \$167,090 general fund per year including salary, benefits, and technology. This assumes \$106,000 for salary, \$51,090 for benefits, and \$10,000 for technology and travel expenses.

Any impact to local school divisions is indeterminate.

Other: This bill is identical to SB822 as introduced.

This bill requires DOE to have developed and conducted the first survey by August 1, 2025. If this bill is passed in the 2025 Session the bill would become effective on July 1, 2025, and any funding provided in FY26 would not be available until July 1, 2025. Given this timing it may not be possible for DOE to fully conduct the survey by August 1.