Department of Planning and Budget
2026 General Assembly Session
State Fiscal Impact Statement

PUBLISHED: 2/25/2026 10:18 AM **ORIGINAL**

Bill Number: HB116ER **Patron:** Ward
Bill Title: School board employee grievance procedure; timing of dispute resolution.

Bill Summary: Requires the school board employee grievance procedure to afford a timely and fair method of the resolution of disputes arising between the school board and such employees before dismissal or other disciplinary actions, excluding suspensions. Current law requires such procedure to afford a timely and fair method of the resolution of disputes arising between the school board and such employees regarding dismissal or other disciplinary actions, excluding suspensions, but is silent on the timing of such dispute resolution.

Budget Amendment Necessary: No **Items Impacted:** None
Explanation: There is no anticipated state fiscal impact as a result of the provisions of this bill. Any impact to local school divisions is indeterminate.

Fiscal Summary: See below.

General Fund Expenditure Impact:

Agency	FY2025	FY2026	FY2027	FY2028	FY2029	FY2030
None	$0	$0	$0	$0	$0	$0
TOTAL	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**

Fiscal Analysis: This bill makes changes to local school board employee grievance procedures. There is no anticipated state fiscal impact. Any impact to local school divisions is indeterminate.

Other: None