

WEST VIRGINIA LEGISLATURE

2025 REGULAR SESSION

Introduced

House Bill 3208

By Delegate Jennings

[Introduced March 06, 2025; referred to the

Committee on Education then Finance]

1 A BILL to amend and reenact §18-5-45a of the Code of West Virginia, 1931, as amended, relating
2 to modifying the required amount of contracted teaching days and provide for breaks per
3 semester for teachers.

Be it enacted by the Legislature of West Virginia:

ARTICLE 5. COUNTY BOARD OF EDUCATION.

**§18-5-45a. Legislative findings; time lost due to work stoppage or strike; effect on pay and
extracurricular activities; closure of schools due to work stoppage or strike
prohibited.**

1 (a) *Legislative findings.* —

2 (1) The West Virginia Supreme Court of Appeals held, in Jefferson County Bd. of Educ. v.
3 Jefferson County Educ. Ass'n, 183 W.Va. 15 (1990), that "[p]ublic employees have no right to
4 strike in the absence of express legislation or, at the very least, appropriate statutory provisions for
5 collective bargaining, mediation, and arbitration".

6 (2) Public employees in West Virginia have no right, statutory or otherwise, to engage in
7 collective bargaining, mediation, or arbitration, and any work stoppage or strike by public
8 employees is hereby declared to be unlawful. Furthermore, any work stoppage or strike by
9 employees of a county board of education poses a serious disruption to the thorough and efficient
10 system of free schools, guaranteed to the children of West Virginia by section one, article XII of the
11 Constitution of West Virginia.

12 (3) Section 18-5-45 of this code is designed to define the school term both for employment
13 of school personnel and for instruction of students. The employment term consists of at least 180
14 days and, within the employment term, an instructional term for students must consist of at least
15 180 160 separate instructional days. Section 18-5-45 of this code also defines the minimum length
16 of an instructional day, requires county boards to develop a policy for additional minutes of
17 instruction to recover time lost due to late arrivals and early dismissals, and allows schools with an
18 instructional day in excess of certain minimums to apply this equivalent instructional time to cancel

19 time lost due to necessary closures and other purposes designed to improve instruction.
20 Furthermore, §18-5-45 of this code allows a county board, subject to approval of its plan by the
21 state board, to deliver instruction through alternative methods for a maximum of five days, when
22 schools are closed and provides that these days are considered to be instructional days,
23 notwithstanding the closure of schools.

24 (4) The Legislature intended, by providing for equivalent instructional time and the use of
25 alternative methods to deliver instruction on days when schools are closed, as defined in §18-5-45
26 of this code, to: (1) Provide flexibility for collaborative time and other methods of improving
27 instruction; and (2) lessen the disruption of the planned school calendar if rescheduling and adding
28 instructional days became necessary to make up lost days due to closures pursuant to §18-4-
29 10(5) of this code, when conditions are detrimental to the health, safety, or welfare of pupils. The
30 Legislature did not intend with the enactment of these provisions to permit a reduction in the
31 instructional term for students or in the employment term for personnel when the conditions
32 causing the closure of the school are a concerted work stoppage or strike by the employees.

33 (b) For the purposes of this section, an employee of a county board of education is
34 considered to be participating in a concerted work stoppage or strike if, on any day during a
35 concerted stoppage of work or interruption of operations by the employees of the county board of
36 education:

37 (1) The employee does not report to work as required by his or her contract of employment;
38 (2) The employee is not on leave, as specifically permitted by any provision of this code:
39 *Provided*, That nothing in this section permits an employee to use personal leave in connection
40 with a work stoppage or strike in violation of §18A-4-10 of this code; and

41 (3) The employee is not otherwise prevented from reporting to work based on
42 circumstances beyond the employee's control, that are unrelated to the employee's participation
43 in the ongoing concerted work stoppage or strike, as determined by the county superintendent.

44 (c) The provisions of §18-5-45 of this code, permitting accrued and equivalent instructional

45 time to cancel days lost, and the delivery of instruction through alternative methods, do not apply
46 to and may not be used to cancel days lost due to a concerted work stoppage or strike.
47 Notwithstanding any provision of this code to the contrary, the state board may not grant a waiver
48 to a county board of education for its noncompliance with the 180-day minimum employment term
49 or the ~~180-day~~ 160-day minimum instructional term requirements if such noncompliance is the
50 result of a concerted work stoppage or strike.

51 (d) Notwithstanding §18A-5-2 of this code or any other provision of this code to the
52 contrary, if an employee remains employed by the county board of education, notwithstanding his
53 or her participation in a concerted work stoppage or strike, which the Legislature hereby
54 determines to be a ground for termination, the county board of education shall withhold the
55 prorated salary or hourly pay of each employee participating in the concerted work stoppage or
56 strike for each day that such employee participates in a concerted work stoppage or strike, and
57 such sums shall be forfeited to the county board of education.

58 (e) In addition to the other provisions of this section, county boards of education shall
59 provide built in breaks per fall and spring semester for instructors. County boards of education
60 shall consider days after standardized and required testing for when to implement these breaks for
61 instructors and students. These built in breaks shall include the 20 days given back to instructors
62 from the amendments of this section (reducing 180 days to 160 days) from the 2025 regular
63 Legislative session.

NOTE: The purpose of this bill is to modify the required amount of contracted teaching days and provide for breaks per semester for teachers.

Strike-throughs indicate language that would be stricken from a heading or the present law, and underscoring indicates new language that would be added.