1	SCHOOL CONTRACTS OF EMPLOYMENT
2	2003 GENERAL SESSION
3	STATE OF UTAH
4	Sponsor: James A. Ferrin
5	This act modifies provisions of the State System of Public Education code relating to
6	employee contracts. This act prospectively authorizes a local school board to negotiate
7	individual contracts of employment and provide for employment benefits
8	notwithstanding the provisions of a contract entered into with a local employees'
9	association.
10	This act affects sections of Utah Code Annotated 1953 as follows:
11	AMENDS:
12	53A-3-411, as enacted by Chapter 2, Laws of Utah 1988
13	Be it enacted by the Legislature of the state of Utah:
14	Section 1. Section 53A-3-411 is amended to read:
15	53A-3-411. Employment of school personnel Length of contract Termination
16	for cause Individual contract of employment.
17	(1) A local school board may enter into a written employment contract for a term not to
18	exceed five years.
19	(2) Nothing in the terms of the contract shall restrict the power of a local school board
20	to terminate the contract for cause at any time.
21	(3) (a) A local school board may negotiate individual contracts of employment and
22	provide for employment benefits notwithstanding the provisions of a contract entered into with
23	a local employees' association.
24	(b) Subsection (3)(a) does not apply to a contract that was entered into with a local
25	employees' association before May 5, 2003.

Legislative Review Note as of 1-2-03 11:52 AM

A limited legal review of this legislation raises no obvious constitutional or statutory concerns.

Office of Legislative Research and General Counsel

State Impact

Any fiscal impact required to enact the provisions of this bill may be handled with existing budget allocations.

Individual and Business Impact

Depending on the action taken by a local school board, provisions of this bill may affect the salary and career service classification of a teacher.

Office of the Legislative Fiscal Analyst