

State of Tennessee

PUBLIC CHAPTER NO. 717

SENATE BILL NO. 1616

By Haile, Reeves

Substituted for: House Bill No. 1617

By Dixie, Hardaway, Camper, Stewart, Towns

AN ACT to amend Tennessee Code Annotated, Section 49-5-406, relative to offers of employment.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 49-5-406, is amended by deleting subsection (b) and substituting instead the following:

(b)(1) Upon the initial employment of a teacher, the local board of education or the director of schools, as appropriate, shall notify the person, in writing, of the person's employment and the conditions of employment.

(2) Upon receipt of the employment notification, the person must accept or reject, in writing, the offer of employment:

(A) Within fourteen (14) calendar days, if the offer was made between April 1 and June 1, including offers of employment made on April 1, but excluding offers of employment made on June 1; or

(B) Within five (5) business days, if the offer was made between June 1 and April 1, including offers of employment made on June 1, but excluding offers of employment made on April 1.

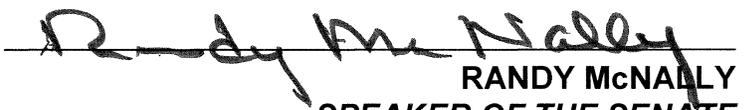
(3) From the date of the written acceptance, the person is considered to be under employment with the local board of education or the director of schools, as appropriate, and is subject to all rights, privileges, and duties of this title.

(4) As used in this subsection (b), "business day" means a day other than a Saturday, Sunday, or legal holiday. For purposes of computing the time within which a person must respond to an employment notification under subdivision (b)(2)(B), the five-business-day period begins with the first business day after the date on which the person received the employment notification.

SECTION 2. This act shall take effect August 1, 2020, the public welfare requiring it, and shall apply to offers of employment made on or after that date.

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PASSED: June 11, 2020


RANDY McNALLY
SPEAKER OF THE SENATE


CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 22nd day of June 2020


BILL LEE, GOVERNOR