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**LEGISLATIVE EDUCATION STUDY COMMITTEE**  
**BILL ANALYSIS**  
**54th Legislature, 1st Session, 2019**

<b>Bill Number</b>	<u>HB438</u>	<b>Sponsor</b>	<u>Garcia, H./Alcon/Thomson/Trujillo, C./ Martinez, Ru.</u>
<b>Tracking Number</b>	<u>.211728.1</u>	<b>Committee Referrals</b>	<u>HEC/HJC</u>
<b>Short Title</b>	<u>Preference for Hiring Athletic Coaches</u>		
<b>Analyst</b>	<u>Sena</u>	<b>Original Date</b>	<u>2/11/19</u>
		<b>Last Updated</b>	<u></u>

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**BILL SUMMARY**

Synopsis of Bill

House Bill 438 (HB438) would create a new section of the School Personnel Act that would require school districts that are filling an athletic coaching vacancy to give preference for hiring to a licensed school employee that has been employed by the district for the immediately preceding 12 months and holds an athletic coaching license.

**FISCAL IMPACT**

The bill does not contain an appropriation.

**SUBSTANTIVE ISSUES**

Requiring school districts to give preference to current employees could impede a school district's ability to create local policies that govern hiring practices.

**ADMINISTRATIVE IMPLICATIONS**

It is unclear what "shall give preference" means, possibly creating the need to create state or local rules or policies to define hiring criteria and process.

**SOURCES OF INFORMATION**

- LESC Files

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