

HB 1626/SB 822

Public elementary & secondary school teachers; training activities, requirements & limitations.



Bill Patron: Delegate Joshua E. Thomas (21st House District) and Senator Schuyler VanValkenburg (16th Senate District)

What The Bill Does:

This bill prohibits any public elementary or secondary school teacher from being required to participate in any non-academic training activity more frequently than once within six months of employment by a local school board and once every five years thereafter, except in the case of certain training relating to secure mandatory test violations upon determination by the school board or division superintendent that additional training is necessary.

"Non-academic training activity" means any training activity in which any public elementary or secondary school teacher is required to participate that is not related to the teacher's instructional, academic, or curricular duties. "Non-academic training activity" does not include any requirement relating to licensure.

The bill also provides that the total frequency and duration of **non-academic training activities** in which each teacher is required to participate pursuant to (i) state law or regulation or (ii) school board policy or regulation **shall not exceed 25 hours every five years**.

The provisions above shall not apply to any non-academic training activity or other training activity in which any public-school teacher is required to participate pursuant to federal law or regulation. Any non-academic training activity in which a public elementary or secondary school teacher voluntarily participates shall not count toward the maximum number of hours of non-academic training activities in which a public elementary or secondary school teacher may be required to participate.

Why Does This Matter?

Teachers across the Commonwealth spend a significant amount of time beyond their contractual duties to meet the needs of their students. This additional time often includes training and professional development activities. Some of these activities directly relate to the teacher's content or subject area, while others are not. This legislation limits the amount of non-academic training required of teachers, thus reducing this training burden, giving them additional flexibility with their time.

How Does This Impact Students?

This bill positively impacts students as the obligation for teaching staff to attend non-academic training will be limited. This additional time for teachers will allow them to have greater flexibility to meet the needs of their students, including lesson planning and analysis of student work.

How Does This Impact School Divisions?

Local school divisions will need to ensure compliance with the parameters set forth by this legislation and ensure that required non-academic training for teachers complies and does not exceed the amount of time outlined in the law. School divisions are encouraged to evaluate their current professional development plan and make adjustments as needed.

What Resources Are Available?

VHSL has required annual training that coaches must take:

- VHSL Annual Rules Clinic for coaches: [Rule Clinics – VHSL](#)
- [Concussion training and other non-academic training related to coaching: NFHS Learn | Interscholastic Education, Made Easy](#)
- [VHSL Coaching Series: Coach Education - VHSL](#)

What Additional Items Will Be Released?

- In addition to this one pager, notice of this legislation will be provided in a Virginia Education Update newsletter article prior to August 1, 2025.

School Division Next Steps:

- School divisions must continue to provide training required by federal law, such as FERPA and PPRA.
- School divisions will need to evaluate their past professional development plans and schedules for non-academic training. If changes are needed to comply with the law, changes will need to be made prior to the start of the 2025-2026 school year.
- School divisions may still require teachers to participate in training related to secure mandatory test violations as set forth in §§ [22.1-19.1](#) and [22.1-292.1](#) and may require training to comply with federal law, state law, or to remediate misconduct. Local divisions will need to continue to document via written attestation statements from teachers that they have been trained in and understand the relevant subject matter of the training.
- Each division should communicate with school principals and school division leadership to ensure that there is a common understanding of the requirements of this law across the school division.
- School divisions will need to reevaluate and potentially update any non-federally mandated non-academic trainings to ensure that total duration of these trainings do not exceed the parameters of the bill.
- Rather than mandating participation, local school divisions may consider optional professional training offerings for staff in order to accomplish the division's professional learning goals related to non-academic topics for their staff.

Who Is The VDOE Contact:

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