

COMMITTEE ON LEGISLATIVE RESEARCH  
OVERSIGHT DIVISION

**FISCAL NOTE**

L.R. No.: 2239H.011  
 Bill No.: HB 937  
 Subject: Department of Elementary and Secondary Education; Education, Elementary and Secondary; Department of Higher Education and Workforce Development; Higher Education; Civil Rights  
 Type: Original  
 Date: February 25, 2025

Bill Summary: This proposal provides protections against discrimination and antisemitism in public schools and public postsecondary educational institutions.

**FISCAL SUMMARY**

| <b>ESTIMATED NET EFFECT ON GENERAL REVENUE FUND</b>  |                    |                    |                    |
|--|--------------------|--------------------|--------------------|
| FUND AFFECTED  | FY 2026            | FY 2027            | FY 2028            |
| General Revenue*                                     | (\$230,574)        | (\$273,248)        | (\$278,083)        |
| <b>Total Estimated Net Effect on General Revenue</b> | <b>(\$230,574)</b> | <b>(\$273,248)</b> | <b>(\$278,083)</b> |

\*Oversight notes the proposal requires DESE and DHEWD each to hire a Title VI coordinator (2 FTE) to fulfill the duties as outlined.

| <b>ESTIMATED NET EFFECT ON OTHER STATE FUNDS</b>              |            |            |            |
|---|------------|------------|------------|
| FUND AFFECTED   | FY 2026    | FY 2027    | FY 2028    |
| <b>Total Estimated Net Effect on <u>Other</u> State Funds</b> | <b>\$0</b> | <b>\$0</b> | <b>\$0</b> |

Numbers within parentheses: () indicate costs or losses.

| <b>ESTIMATED NET EFFECT ON FEDERAL FUNDS</b>                  |                |                |                |
|---|----------------|----------------|----------------|
| <b>FUND AFFECTED</b>  | <b>FY 2026</b> | <b>FY 2027</b> | <b>FY 2028</b> |
|   |                |                |                |
|   |                |                |                |
| <b>Total Estimated Net Effect on <u>All</u> Federal Funds</b> | <b>\$0</b>     | <b>\$0</b>     | <b>\$0</b>     |

| <b>ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)</b> |                |                |                |
|---|----------------|----------------|----------------|
| <b>FUND AFFECTED</b>                                      | <b>FY 2026</b> | <b>FY 2027</b> | <b>FY 2028</b> |
| General Revenue   | 2 FTE          | 2 FTE          | 2 FTE          |
|   |                |                |                |
| <b>Total Estimated Net Effect on FTE</b>                  | <b>2 FTE</b>   | <b>2 FTE</b>   | <b>2 FTE</b>   |

- Estimated Net Effect (expenditures or reduced revenues) expected to exceed \$250,000 in any of the three fiscal years after implementation of the act or at full implementation of the act.
- Estimated Net Effect (savings or increased revenues) expected to exceed \$250,000 in any of the three fiscal years after implementation of the act or at full implementation of the act.

| <b>ESTIMATED NET EFFECT ON LOCAL FUNDS</b> |                |                |                |
|--|----------------|----------------|----------------|
| <b>FUND AFFECTED</b>                       | <b>FY 2026</b> | <b>FY 2027</b> | <b>FY 2028</b> |
|  |                |                |                |
| <b>Local Government</b>                    | <b>\$0</b>     | <b>\$0</b>     | <b>\$0</b>     |

## FISCAL ANALYSIS

### ASSUMPTION

#### §§ 160.014, 160.015, and 173.002 - Protections Against Discrimination

##### Section 160.015

Officials from **Department of Elementary and Secondary Education (DESE)** assume section 160.015.7 would require DESE to hire a Title VI coordinator to fulfill the duties as outlined. "The state board of education shall establish a Title VI coordinator to monitor antisemitic discrimination and harassment at educational institutions. Each educational institution shall report incidents and complaints of antisemitic discrimination or harassment to such coordinator through a process established for such reporting." DESE assumes this would require a coordinator level position with associated salary (\$90,816), fringe, expenses and equipment.

**Oversight** does not have any information to the contrary. Therefore, Oversight will reflect the estimated impact by DESE in the fiscal note.

Officials from **Washington School District** assume there is a financial impact for HB 937 of \$125,000 for the first year and then \$100,000 annually. The addition of a FTE for the Title VI Coordinator is \$70,000 with additional training \$5,000, and curriculum/course work \$50,000.

**Oversight** notes Section 160.015.7 (1) states the State Board of Education shall establish a Title VI coordinator to monitor antisemitic discrimination and harassment at educational institutions. Each educational institution shall report incidents and complaints of antisemitic discrimination or harassment to such coordinator through a process established for such reporting. Therefore, Oversight assumes any costs to educational institutions can be absorbed with existing resources and will not be reflected in the fiscal note.

##### Section 173.002

Officials from **Department of Higher Education and Workforce Development (DHEWD)** assume section 173.002.7 requires the coordinating board for higher education establish a Title VI coordinator to monitor, investigate, and report on antisemitic discrimination and harassment at educational institutions. The implementation of this bill would require a new FTE at DHEWD to provide oversight and compliance. The anticipated position level is Program Specialist. They project an initial equipment expense for a computer (\$1,865) and \$2,945 for additional furniture, office space, supplies and ITSD support. Ongoing supplies and ITSD support were also factored in for FY27 and FY28.

**Oversight** does not have any information to the contrary. Therefore, Oversight will reflect the estimated impact by DHEWD in the fiscal note.

Officials from the **University of Central Missouri** assume there would be an indeterminate fiscal impact. There is a possible increase in cost to update policies and track or monitor reports.

**Oversight** notes Section 1703.002.7 (1) states the State Board of Education shall establish a Title VI coordinator to monitor antisemitic discrimination and harassment at educational institutions. Each educational institution shall report incidents and complaints of antisemitic discrimination or harassment to such coordinator through a process established for such reporting. Therefore, Oversight assumes any costs to educational institutions can be absorbed with existing resources and will not be reflected in the fiscal note.

#### Bill as Whole

**Oversight** notes this proposal states prohibited conduct as it relates specifically to antisemitism shall be incorporated into such educational institution's student, faculty, and employee codes of conduct and shall include penalties for harassment of and discrimination against Jews in compliance with antidiscrimination regulations promulgated under Title VI of the federal Civil Rights Act of 1964, as amended, by the United States Department of Education and the United States Department of Justice.

**Oversight** assumes that there is potential for loss of federal funding and legal action for noncompliance. However, refusal to grant assistance is the ultimate enforcement action. There are other available alternative actions, such as court enforcement, administrative action, and inducing voluntary compliance. For the purposes of the fiscal note, Oversight assumes alternative actions will be taken to enforce compliance. Therefore, Oversight will reflect a zero impact to school districts in the fiscal note.

Officials from the **Department of Labor and Industrial Relations, Missouri House of Representatives, and the Missouri Senate** each assume the proposal will have no fiscal impact on their respective organizations. **Oversight** does not have any information to the contrary. Therefore, Oversight will reflect a zero impact in the fiscal note for these agencies.

Officials from the **University of Missouri** and **Northwest Missouri State University** both assume the proposal will have no fiscal impact on their respective organizations. **Oversight** does not have any information to the contrary. Therefore, Oversight will reflect a zero impact in the fiscal note for these agencies.

**Oversight** received a limited number of responses from school districts, colleges and universities related to the fiscal impact of this proposal. Oversight has presented this fiscal note on the best current information available. Upon the receipt of additional responses, Oversight will review to determine if an updated fiscal note should be prepared and seek the necessary approval to publish a new fiscal note.

| <u>FISCAL IMPACT – State Government</u>            | FY 2026<br>(10 Mo.)       | FY 2027                   | FY 2028                   |
|--|---------------------------|---------------------------|---------------------------|
| <b>GENERAL REVENUE</b>                             |                           |                           |                           |
| <u>Cost – DESE – (\$160.015) p.3</u>               |                           |                           |                           |
| Personnel Service                                  | (\$75,680)                | (\$92,632)                | (\$94,485)                |
| Fringe Benefits                                    | (\$43,493)                | (\$52,919)                | (\$53,662)                |
| Expense & Equipment                                | (\$15,227)                | (\$12,580)                | (\$12,831)                |
| <b>Total Costs - DESE</b>                          | <b>(\$134,400)</b>        | <b>(\$158,131)</b>        | <b>(\$160,978)</b>        |
| FTE Change - DESE                                  | 1 FTE                     | 1 FTE                     | 1 FTE                     |
| <u>Cost – DHEWD – (\$173.002) p.3</u>              |                           |                           |                           |
| Personnel Service                                  | (\$55,828)                | (\$68,333)                | (\$69,700)                |
| Fringe Benefits                                    | (\$35,536)                | (\$43,180)                | (\$43,728)                |
| Expense & Equipment                                | (\$4,810)                 | (\$3,604)                 | (\$3,677)                 |
| <b>Total Costs - DHEWD</b>                         | <b>(\$96,174)</b>         | <b>(\$115,117)</b>        | <b>(\$117,105)</b>        |
| FTE Change - DHEWD                                 | 1 FTE                     | 1 FTE                     | 1 FTE                     |
| <b>ESTIMATED NET EFFECT ON<br/>GENERAL REVENUE</b> | <b><u>(\$230,574)</u></b> | <b><u>(\$273,248)</u></b> | <b><u>(\$278,083)</u></b> |
| Estimated Net FTE Change on General Revenue        | 2 FTE                     | 2 FTE                     | 2 FTE                     |

| <u>FISCAL IMPACT – Local Government</u> | FY 2026<br>(10 Mo.) | FY 2027           | FY 2028           |
|---|---------------------|-------------------|-------------------|
|   |                     |                   |                   |
|   | <b><u>\$0</u></b>   | <b><u>\$0</u></b> | <b><u>\$0</u></b> |
|   |                     |                   |                   |

FISCAL IMPACT – Small Business

No direct fiscal impact to small businesses would be expected as a result of this proposal.

FISCAL DESCRIPTION

This bill defines "antisemitism" and requires that public schools, school districts, and public institutions of higher education integrate the definition of antisemitism into codes of conduct and prohibit antisemitic conduct.

Public schools, school districts, and public institutions of higher education are encouraged to incorporate antisemitism awareness training for all employees and integrate a Jewish American heritage curriculum for students.

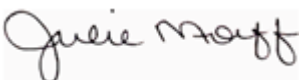
The bill prohibits discrimination by public schools, school districts, and public institutions of higher education on the basis of race, ethnicity, national origin, sex, disability, religion, or marital status against students or employees. The bill provides that classes, guidance services, counseling services, and financial assistance services be available equally.

The bill requires the State Board of Education and the Coordinating Board for Higher Education to establish Title VI coordinators to monitor antisemitic discrimination and harassment at public schools and education institutions. The coordinators will investigate complaints and determine if an education institution allowed or failed to prohibit the discrimination and harassment and compile annual reports to be submitted to the General Assembly by July 1st of each year.

This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

#### SOURCES OF INFORMATION

Department of Higher Education and Workforce Development  
Department of Elementary and Secondary Education  
Department of Labor and Industrial Relations  
University of Missouri  
Washington School District  
Northwest Missouri State University  
University of Central Missouri  
Missouri House of Representatives  
Missouri Senate



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