

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 2488H.01I
Bill No.: HB 1287
Subject: Education, Elementary and Secondary; Department of Elementary and Secondary
Education; Civil Rights; Children and Minors; Teachers
Type: Original
Date: February 25, 2025

Bill Summary: This proposal enacts the Missouri Educators and Parental Empowerment and Rights Act.

FISCAL SUMMARY

ESTIMATED NET EFFECT ON GENERAL REVENUE FUND			
FUND AFFECTED	FY 2026	FY 2027	FY 2028
Total Estimated Net Effect on General Revenue	\$0	\$0	\$0

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

Numbers within parentheses: () indicate costs or losses.

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

ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)			
FUND AFFECTED	FY 2026	FY 2027	FY 2028
Total Estimated Net Effect on FTE	0	0	0

- ☐ 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.

ESTIMATED NET EFFECT ON LOCAL FUNDS			
FUND AFFECTED	FY 2026	FY 2027	FY 2028
Local Government*	\$0 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)

*Oversight assumes there is potential administrative, training, and various other costs to local education agencies to implement the provisions of this proposal. Oversight assumes the fiscal impact could be significant.

FISCAL ANALYSIS

ASSUMPTION

§§ 160.1051, 160.1056, 160.1061, 1060.1066, and 160.1071 – Missouri Educators and Parental Empowerment and Rights Act

Officials from the **Department of Elementary and Secondary Education (DESE)**, the **Missouri House of Representatives**, and the **Missouri Senate** each assume the proposal will have no fiscal impact on their organizations. **Oversight** does not have any information to the contrary. Therefore, Oversight will reflect a zero impact in the fiscal note.

Officials from **Washington School District** assume this bill could cost \$200K-\$500K annually for the addition of administrative and secretarial work/positions to ensure the compliance requests are being met. In addition, there would be a significant change in language and procedures that would need to be updated with items such a safety language throughout all buildings from their current "I love you guys" national standard protocol to the language in the bill of "lockdown/lockout". While the majority of the requests in this bill are items that they are already transparent about; however, the compliance procedures would cause stress and strain on their system and their current staffing.

Oversight assumes the following will have a fiscal impact to local school districts and charter school:

Section 160.1056.1 (1) states each local educational agency shall develop policies and procedures for such Local Education Agency (LEA) to follow to accommodate and assist parents in the exercise of the parental rights to know and receive information. School boards and charter schools must adopt board policies by the beginning of the 2025-26 school year.

Section 160.1056.5 (1) states each school district shall provide a copy of sections 160.1051 to 160.1071 to each parent, teacher, and student at the beginning of each school year.

Section 160.1056.8 states a local educational agency may, at such LEA's discretion and with school board or governing board approval, incorporate evidence-based training for teachers and counselors on strategies to guide students toward personal resilience.

Section 160.1056.10 states each local educational agency shall ensure that teachers and staff are trained in methods to maintain order, encourage compliance, and foster respect, using an approach grounded in traditional values and personal responsibility.

Oversight assumes there could be administrative costs and employee training costs to implement the provisions of this section. Oversight will show a range of impact of \$0 (could absorb costs) or an unknown cost to LEAs.

Oversight notes Section 160.1061.1 states that each LEA or public school shall allow parents to make a copy of curriculum documents or receive such curriculum documents in an electronic format. Oversight assumes there could be costs for staff time to meet requests for information on curriculum and instructional material. Additionally, Oversight assumes there could be administrative costs related to notifications and printing. Oversight will reflect a zero or unknown costs to LEAs in the fiscal note.

Oversight notes Section 160.1066 shall be known as the Parent Bill of Rights. Oversight assumes there could be costs for school staff to meet requests for information on curriculum, instructional material, and contracts. Additionally, Oversight assumes there could be training costs and administrative costs related to notifications and printing. Oversight is uncertain if these costs could be absorbed by school districts. Therefore, Oversight will a zero (no additional costs or costs can be absorbed) or unknown costs to LEAs in the fiscal note.

Oversight notes Section 160.1071 shall be known as the Educators' Bill of Rights. This section requires educators to be entitled to a legal defense and indemnification, to be provided at the expense of the teacher's employing local educational agency, for all claims arising from actions taken in the performance of duties of such teacher's employment, as provided by state law. Oversight assumes there could be legal costs to school districts to provide legal defense. Therefore, Oversight will reflect a zero (no litigation) or an unknown cost to LEAs in the fiscal note.

Oversight received a limited number of responses from school districts related to the fiscal impact of this proposal. Oversight has presented this fiscal note on the best current information available. Upon 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 (10 Mo.)	FY 2027	FY 2028
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

<u>FISCAL IMPACT – Local Government</u>	FY 2026 (10 Mo.)	FY 2027	FY 2028
SCHOOL DISTRICTS AND CHARTER SCHOOLS			
<u>Cost</u> – administrative/training costs to develop policies and procedures - §160.1056 p.3	\$0 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)
<u>Cost</u> – administrative costs related to notifications and printing - §160.1061 p.4	\$0 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)
<u>Cost</u> – administrative/training costs for Parent Bill of Rights - §160.1066 p.4	\$0 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)
<u>Cost</u> – Legal defense under Educators' Bill of Rights –§160.1071 p.4	\$0 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)
ESTIMATED NET EFFECT ON SCHOOL DISTRICTS AND CHARTER SCHOOLS	<u>\$0 or (Unknown)</u>	<u>\$0 or (Unknown)</u>	<u>\$0 or (Unknown)</u>

FISCAL IMPACT – Small Business

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

FISCAL DESCRIPTION

This bill provides that the public policy for the State includes respecting the authority of teachers in public schools and promoting safe, respectful, and orderly learning environments while enhancing parental involvement. The bill requires school districts and charter schools in the State to develop policies and procedures to accommodate and assist parents in the exercise of parental rights.

School boards and charter schools must adopt board policies by the beginning of the 2025-26 school year as outlined in the bill.

Policies include notification to parents of serious disciplinary incidents and procedures for parental visits during school hours. Additionally, the bill provides that policies and procedures be published on the school website and teachers, school administrators, parents, and students be informed of their rights.

The bill outlines a student code of conduct that will set forth expectations for behavior consistent with ethical responsibility, community standards, and respect for school authority. The code of conduct must include high expectations of personal responsibility, encouraging students to uphold traditional values such as honesty, diligence, and civility, and will clearly prohibit any policy or program that differentiates treatment of students primarily on the basis of race or other immutable characteristics, ensuring that all disciplinary measures are applied equally and fairly to every student.

School counselors and other qualified personnel will offer interventions that empathize respect for others, problem solving, and perseverance.

The bill requires that schools must make efforts to facilitate parental engagement through regular communication, opportunities for parents to review the policy handbook and the provision of resources that support ethical responsibility and community standards at home.

The bill prohibits schools from certain actions including but not limited to allowing student involvement in school assemblies without parental permission, collection of biometric data, or schools from coercion of a minor child to withhold information.

The bill also includes the "Parents' Bill of Rights" and the "Educators' Bill of Rights" which outline specific rights for parents of school children including to know what is being taught, view school records, and to know about child's safety. Educator rights listed include freedom from student abuse, classroom preparation time daily, and to teach in a safe, secure, and orderly environment.

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

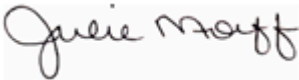
SOURCES OF INFORMATION

Department of Elementary and Secondary Education

Missouri House of Representatives

Missouri Senate

Washington School District



Julie Morff

Director

February 25, 2025



Jessica Harris

Assistant Director

February 25, 2025