

HCS HB 332 -- SCHOOL EMPLOYEE TRAINING

SPONSOR: Kelley

COMMITTEE ACTION: Voted "Do Pass with HCS" by the Standing Committee on Elementary and Secondary Education by a vote of 17 to 0.

The following is a summary of the House Committee Substitute for HB 332.

Beginning with the 2025-26 school year this bill modifies the current required training that school employees must receive annually.

The bill requires that newly hired employees receive instruction on a variety of topics annually for the first three years of employment, such topics include: school discipline, seclusion and restraint, school bullying, employee-student communications, mandatory reporting, dyslexia and related disorders, youth suicide awareness and prevention, and active shooter and intruder response training. All other employees will be provided training and education on these topics as determined by the school district based on the specific needs of the district and each employee instead of annually.

All employees are required to be trained for a minimum of three years for any newly developed trainings required by state law beginning in the 2026-27 school year. Additionally, employees must receive Federal trainings and trainings for specific job requirements as specified.

The bill modifies active shooter and intruder response training to make the training optional for school employees as specified in the bill and allows schools to determine the length of such training.

This bill is similar to HCS HB 1568 (2024) and HCS for HB 633 (2023).

The following is a summary of the public testimony from the committee hearing. The testimony was based on the introduced version of the bill.

PROPONENTS: Supporters say that this bill does not require districts to reduce training if they do not want to, but provides the districts flexibility to determine what training is the most beneficial and allows for specialization rather than an ongoing, repetitive, monotonous training that does not benefit the teacher or the classroom.

Testifying in person for the bill were Representative Kelley; Missouri State Teachers Association; Missouri Council of School Administrators; and Missouri National Education Association.

OPPOSITION: There was no opposition voiced to the committee.

Written testimony has been submitted for this bill. The full written testimony and witnesses testifying online can be found under Testimony on the bill page on the House website.