

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 1064S.13P
 Bill No.: Perfected SS No. 2 for SCS for SB Nos. 4, 42 & 89
 Subject: Department of Elementary and Secondary Education; Education, Elementary and Secondary; Teachers;
 Type: Original
 Date: February 9, 2023

Bill Summary: This proposal modifies provisions regarding elementary and secondary education.

FISCAL SUMMARY

ESTIMATED NET EFFECT ON GENERAL REVENUE FUND			
FUND AFFECTED	FY 2024	FY 2025	FY 2026
General Revenue*	(Unknown, \$105,355,512 to Could exceed \$284,959,398)	(Unknown, \$77,123,215 to Could exceed \$80,728,284)	(Unknown, \$77,149,027 to Could exceed \$71,307,662)
Total Estimated Net Effect on General Revenue	(Unknown, \$105,355,512 to Could exceed \$284,959,398)	(Unknown, \$77,123,215 to Could exceed \$80,728,284)	(Unknown, \$77,149,027 to Could exceed \$71,307,662)

*The large potential fiscal impact in FY 2024 stems mostly from the possibility of a large percentage of ALL teachers earning the \$3,000 bonus for completing the patriotic and civics training program

ESTIMATED NET EFFECT ON OTHER STATE FUNDS			
FUND AFFECTED	FY 2024	FY 2025	FY 2026
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 2024	FY 2025	FY 2026
Total Estimated Net Effect on <u>All</u> Federal Funds	\$0	\$0	\$0

ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)			
FUND AFFECTED	FY 2024	FY 2025	FY 2026
General Revenue	5 FTE up to 7 FTE	5 FTE up to 7 FTE	5 FTE up to 7 FTE
Total Estimated Net Effect on FTE	5 FTE up to 7 FTE	5 FTE up to 7 FTE	5 FTE up to 7 FTE

- 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 2024	FY 2025	FY 2026
Local Government	Unknown to (Unknown)	Unknown to (Unknown)	Unknown to (Unknown)

*Oversight cannot estimate the net effect to school districts; therefore Oversight will reflect a range of impact of unknown positive to unknown negative.

FISCAL ANALYSIS

ASSUMPTION

Due to time constraints, **Oversight** was unable to receive some agency responses in a timely manner and performed limited analysis. Oversight has presented this fiscal note on the best current information that we have or on information regarding a similar bill(s). Upon the receipt of agency 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.

Section 160.516 - Curriculum Review

Officials from **Department of Elementary and Secondary Education (DESE)** assume this provision will require modifications to IT applications. See OA-ITSD response below for estimates.

Oversight assumes there could be costs for school districts to collect and display five years of proficiency data on the district's website.

Oversight will show an unknown cost to school districts/school boards to implement this provision.

Section 160.522 - Accountability Report Card

DESE assumes this provision will require modifications to IT applications. See OA-ITSD response below for estimates.

Section 161.841 - Parents' Bill of Rights Act

Oversight did not receive any responses from school districts related to the fiscal impact of this proposal.

Oversight assumes there could be costs for staff time to meet requests for information on curriculum, instructional material, contracts and funding. 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 show a range of impact of \$0 (no additional costs or costs can be absorbed) to unknown costs.

Section 161.852 - Transparency and Accountability Portal

Officials from **DESE** state this section requires the DESE to create the "Missouri Education Transparency and Accountability Portal", an internet-based tool to be a searchable database of

every public-school district's curriculum, source materials, and professional development materials.

DESE assumes that curriculum and source materials would include, but not be limited to, textbooks, lectures, readings, multimedia components, and other resources used in a class. The collection, categorization, organization, and display of this information would require significant investment in the programming, storage, and maintenance of the portal. DESE will need to stand up an entirely new platform and dedicate full time employee support for the day-to-day operations of the portal. An entirely new section, as described below, would be responsible for a majority of these duties. For the purposes of this fiscal note the Department will use the Food and Nutrition Services section as a model for the new section as DESE believes it would be similarly constructed.

Department of Elementary and Secondary Education Transparency and Accountability Portal

One (1) Coordinator of Transparency and Accountability - \$62,232

One (1) Data Systems Administrator - \$62,232

One (1) up to Two (2) Directors of Transparency and Accountability - up to \$85,480

One (1) up to two (2) Transparency and Accountability Analyst - up to \$67,080

One (1) Administrative Assistant - \$27,960

This section also requires DESE to maintain a database of all administrators, teacher, and staff professional development and instructional programs offered to schools regarding "diversity, equity, and inclusion" or "social emotional learning." All programs must also be open to the public and recorded and accessible to the public free of charge.

OA-ITSD costs are included to develop, program, and maintain a statewide database that would house the information required to be included in this database. DESE has budgeted the full amount in year one, however costs may carry over into FY 2025 depending upon scheduling of the project.

Oversight notes school districts can be fined \$25,000 for violations of this section. Oversight will show a cost to school districts that violate these provisions.

Additionally, **Oversight** notes this proposal creates a penalty of up to \$25,000 for school districts that violate provisions in this proposal. Oversight notes this proposal does not specify where these funds would be credited to. Oversight also notes per Article IX Section 7 of the Missouri Constitution fines and penalties collected by counties are distributed to school districts. Fine varies widely from year to year and are distributed to the school district where the violation occurred. Oversight will reflect a range of impact of \$0 (no penalties or penalties waived) to an unknown gain to local school districts. Ultimately, penalty revenue received by school districts counts as a dollar for dollar deduction in the foundation formula payment. For simplicity, Oversight will not reflect the possibility that fine revenue paid to school districts may act as a subtraction in the foundation formula.

Section 161.854 - School Issued Electronic Devices

Oversight assumes there could be costs for school districts to prohibit students' access to social media, video sharing sites, and inappropriate material.

Section 163.011 - Changes to Weighted Average Daily Attendance

Officials from **DESE** state section 163.011.20 RSMo, modifies the WADA calculation to now add in a weighting for homeless. It adds the wording "plus the product of fifteen hundredths multiplied by the number of pupils who are homeless children and youths as defined in 42 U.S.C. 11434a."

Due to this count not having to exceed a threshold percentage as with FRL, IEP, and LEP count this adds an additional 5,000 to 6,000 WADA to the formula calculation increasing the call by \$24,051,797.08.

In addition, this section modifies the weighted average daily attendance (WADA) multiplier from twenty-five hundredths to three tenths.

Modification WADA

Base Year Weighting Modifier Total Difference
\$ 3,584,611,913.99 - \$3,625,996,368.49= (\$41,384,454.50)

Oversight will show the costs as estimated by DESE.

Section 163.161 - Magnet School

Officials from **DESE** assumes this provision states "Any school district that operates magnet schools as part of a master desegregation settlement agreement shall not be considered inefficient for purposes of state aid for transportation of pupils attending such magnet schools and shall not receive a financial penalty for the magnet school transportation portion of the overall transportation budget as a result thereof."

The transportation payment is not calculated by building within a district. Without a major change to how data is collected and change to the transportation calculation system the state would not be able to even know if the buildings transportation is considered inefficient. If this is mandated, then this would be an entire system change to figure out if the penalty would apply.

If this section is meaning that the school district itself not ever be considered inefficient then a change would need to be made to the transportation system, but it will be a much smaller change to the calculation.

If it's determined the district as a whole would not be subject to the inefficiency penalty, then if the only district this applies to is St. Louis City the cost would be an increase of \$3,395,556 to the transportation calculation.

Oversight will show the costs as estimated by DESE.

Section 170.355 - Discussion of Certain Concepts and Beliefs in Public School

Officials from **DESE** state subsections 11 and 12 require the State Board of Education to hold a contested case hearing for parental complaints of violations of this section by a teacher acting alone or for violations occurring throughout a district.

Based on this proposed language, the Office of Governmental Affairs estimates costs of less than \$100,000. These costs which will be dependent on the number of hearings and appeals the State Board receives. DESE has estimated 10 hearings per year. Costs are including but are not limited to hearing officer time for hearing and drafting recommendations for the State Board; administrative assistant time to schedule hearings, provide notice to parties and any settlement negotiations; and court reporter costs.

- For cost explanation purposes, the average cost for a teacher discipline hearing is \$566.55/hearing:
- Average of 3 hours of hearing officer time x average of \$58.08/hour
- Average of 7 hours administrative assistant time x \$31.08/hour
- Average of \$174.75 in court reporter costs/hearing.

DESE estimates between 1 and 10 hearings per year for a cost between \$566.55 and \$5,665.50.

In response to the previous version, officials from the **Office of the State Treasurer** and the **Office of Administration - Administrative Hearing Commission** each assumed the proposal would 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 assumes there could be costs for school districts for staff training or curriculum and compliance with the other requirements of this proposal.

In addition, **Oversight** assumes, if the state board of education agrees that a violation of this section has occurred, the parent shall have an amount equal to the state adequacy target (\$6,375) deposited into an account established under section 166.400 to 166.456 (MOST 529) to be paid by the school district in which the teacher is employed. Oversight will show a potential loss to school districts that are required to pay into a MOST 529 account.

Section 170.370 - Patriotic and Civics Training Program for Teachers

Officials from **DESE** state providing teachers who participate in the Patriotic and Civics Training Program a payment at \$3,000 per teacher would cost a minimum of \$210,000,000. The bill language does not specify what grades/teachers would be included in this training. DESE assumes that all teachers grade K-12 would be eligible with a total of approximately 70,000 teachers. DESE assumes that not all teachers would participate in year one and new teachers would be eligible as well so have broken the cost down to 23,334 teachers per year for an annual cost of \$70,002,000. DESE assumes that additional requirements for tracking training and payments to teachers would require OA-ITSD programming assistance.

Oversight assumes this proposal offers a one-time bonus of \$3,000 for teachers to participate in the program. Oversight notes the following costs based on differing levels of participation:

Percentage of Participation	Number of Participants	Costs
1% of Teacher's Participation	720	\$2,160,000
5% of Teacher's Participation	3,599	\$10,797,000
10% of Teacher's Participation	7,198	\$21,594,000

Oversight notes there are 2,393 school buildings in Missouri. Oversight assumes if there were 5 teachers per building that may teach civics or be allowed to apply for the training, the estimated cost would be \$35,895,000 ($2,393 * 5 = 11,965$; $11,965 * \$3,000 = \$35,895,000$).

Oversight is uncertain how many teachers would participate on an annual on-going basis but assumes the participation level could be high given the financial incentive (and not being restricted to teachers of certain topics). Oversight will show a range of impact of \$35,895,000 (5 teachers per school building) to the estimate provided by DESE of \$215,943,000 (total teacher population) in the first year and a cost that could exceed \$10,500,000 for new teachers entering the field in future years. Oversight assumes the cost could exceed the estimate provided by DESE if the bonus is available to private school teachers.

Rule Promulgation

Officials from the **Joint Committee on Administrative Rules** assume this proposal is not anticipated to cause a fiscal impact beyond its current appropriation.

In response to the previous version, officials from the **Office of the Secretary of State (SOS)** noted many bills considered by the General Assembly include provisions allowing or requiring agencies to submit rules and regulations to implement the act. The SOS is provided with core funding to handle a certain amount of normal activity resulting from each year's legislative session. The fiscal impact for this fiscal note to the SOS for Administrative Rules is less than \$5,000. The SOS recognizes that this is a small amount and does not expect that additional funding would be required to meet these costs. However, the SOS also recognizes that many such bills may be passed by the General Assembly in a given year and that collectively the costs may be in excess of what the office can sustain with its core budget. Therefore, the SOS reserves

the right to request funding for the cost of supporting administrative rules requirements should the need arise based on a review of the finally approved bills signed by the governor.

Proposed Legislation as a Whole

Officials from the **Office of Administration – Information Technology** state it is assumed that every new IT project/system will be bid out because all ITSD resources are at full capacity. This project would have to be prioritized by DESE to be worked among DESE's other projects. ITSD assumes this proposal would require a new application/portal, Missouri Education Transparency and Accountability Portal. ITSD assumes this proposal would also require modifications to the ASBR and MOSIS applications. ITSD estimates these projects would take 38,448.00 hours at a contract rate of \$95 for a total cost of \$3,652,560 with on-going support costs.

Oversight will show the costs as estimated by OA-ITSD.

Officials from the **Eldon School District** state they would need to hire an additional staff person to take on all these responsibilities. The estimated cost for this person with benefits would be \$100,000.

Officials from the **Cape Girardeau Public Schools** state the fiscal impact is difficult to put a dollar amount on. At minimum, it will take a full time staff member to provide oversight and compliance with the current bill language. This will carry its own fiscal impact to public schools. The fiscal impact to the district will range from \$100,000 -\$500,000.

Officials from the **Republic R-III School District** state this will likely require my district to hire an employee who is solely responsible for reporting to the accountability portal and making sure the district has the required pieces located on the district website. This will be an additional administrative type employee with a total cost (salary and benefits) of approximately \$65,000.

Officials from the **Gordon Parks Elementary Charter School** state there will be an impact but did not provide any additional information.

In response to the previous version, officials from **Parkway C-2 School District**, stated they estimate adding an additional 2 FTE employees (finance department analysts) to collect information, upload and update the Accountability Portal. This cost is estimated at \$150,000 annually.

Oversight notes if 10% of school districts needed to hire a secretary or administrative assistant, the cost is estimated at \$1,872,000 (52 districts X an average salary of \$36,000 per MERIC-OEWS Data). If 50% of school districts needed to hire an additional person the cost is estimated at \$9,378,000. These estimates do not include employee benefits. Oversight will show an unknown cost that could be substantial for school districts to implement this provision.

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 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.

Oversight only reflects the responses received from state agencies and political subdivisions; however, other school districts were requested to respond to this proposed legislation but did not. A listing of political subdivisions included in the Missouri Legislative Information System (MOLIS) database is available upon request.

<u>FISCAL IMPACT – State Government</u>	FY 2024	FY 2025	FY 2026
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	(10 Mo.)		
GENERAL REVENUE FUND			
<u>Costs - DESE - §161.852 - Transparency and Accountability Portal</u>			
Personnel Service	(\$203,300 or up to \$279,580)	(\$248,839 or up to \$342,206)	(\$253,816 or up to \$349,050)
Fringe Benefits	(\$140,996 or up to \$195,509)	(\$171,021 or up to \$237,121)	(\$172,883 or up to \$239,682)
Expense & Equipment	(\$21,738 or up to \$101,275)	(\$12,662 or up to \$62,708)	(\$12,916 or up to \$63,962)
<u>Total Costs – DESE</u>	(\$366,034 or up to \$576,364)	(\$432,522 or up to \$642,035)	(\$439,614 or up to \$652,693)
FTE Change	5 FTE up to 7 FTE	5 FTE up to 7 FTE	5 FTE up to 7 FTE
<u>Costs - DESE/ITSD - transparency and accountability portal, ASBR & MOSIS application modifications</u>	(\$3,652,560)	(\$748,775)	(\$767,495)
<u>Costs - Foundation Formula WADA modifications - §163.011</u>	(\$41,384,455)	(\$41,384,455)	(\$41,384,455)
<u>Costs - Foundation Formula Homeless modifications - §163.011</u>	(\$24,051,797)	(\$24,051,797)	(\$24,051,797)
<u>Costs - Magnet Schools transportation costs - §163.161</u>	\$0 or (\$3,395,556)	\$0 or (\$3,395,556)	\$0 or (\$3,395,556)
<u>Costs - DESE - to track complaints and hold contested case hearings - §170.355</u>	(\$5,666)	(\$5,666)	(\$5,666)
<u>Costs - DESE - one-time bonus paid to teachers for completing the training §170.370</u>	(Unknown, \$35,895,000 to Could exceed \$211,893,000)	(Unknown, Could exceed \$10,500,000)	(Unknown, Could exceed \$10,500,000)
ESTIMATED NET EFFECT TO THE GENERAL REVENUE FUND	(Unknown, \$105,355,512 to Could exceed \$284,959,398)	(Unknown, \$77,123,215 to Could exceed \$80,728,284)	(Unknown, \$77,149,027 to Could exceed \$71,307,662)
Estimated Net FTE Change to the General Revenue Fund	5 FTE up to 7 FTE	5 FTE up to 7 FTE	5 FTE up to 7 FTE

<u>FISCAL IMPACT – Local Government</u>	FY 2024 (10 Mo.)	FY 2025	FY 2026
PUBLIC SCHOOLS			
<u>Costs</u> - School Districts - for the collection and display of proficiency data - §160.516	\$0 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)
<u>Costs</u> - to adopt policies/administrative costs related to parents' rights - §161.841	\$0 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)
<u>Costs</u> - costs collect information and update the transparency portal - §161.852	(Unknown, Could be substantial)	(Unknown, Could be substantial)	(Unknown, Could be substantial)
<u>Costs</u> - to prohibit students access to inappropriate material §161.854	\$0 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)
<u>Gain</u> - Foundation Formula WADA modifications - §163.011	\$41,384,455	\$41,384,455	\$41,384,455
<u>Gain</u> - Foundation Formula Homeless modifications - §163.011	\$24,051,797	\$24,051,797	\$24,051,797
<u>Gain</u> - Magnet Schools transportation costs - §163.161	\$0 or \$3,395,556	\$0 or \$3,395,556	\$0 or \$3,395,556
<u>Costs</u> - for staff training or curriculum related to certain concepts or beliefs - §170.355	\$0 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)
<u>Costs</u> - School Districts - payments to MOST 529 accounts for violations §170.355	\$0 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)
ESTIMATED NET EFFECT ON PUBLIC SCHOOLS	Unknown to (Unknown)	Unknown to (Unknown)	Unknown to (Unknown)

*Oversight cannot estimate the net effect to school districts; therefore Oversight will reflect a range of impact of unknown positive to unknown negative.

FISCAL IMPACT – Small Business

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

FISCAL DESCRIPTION

This act creates and modifies provisions regarding elementary and secondary education.
CURRICULUM (Section 160.516)

The act provides that each local school board, charter school governing board, and virtual school governing body shall be required to approve and adopt the curriculum at least two months prior to implementation. Each school board, charter school governing board, and virtual school governing body shall adopt policies to ensure that the approved and adopted curricula are properly implemented in the classroom.

The school accountability report cards for the past five years shall be posted on the district's, charter school's, or virtual school's website and shall be posted on the newly created Missouri Education Transparency and Accountability Portal.

ACCOUNTABILITY REPORT CARDS (Section 160.522)

The act provides that school accountability report cards for each public school district, public school building, charter school, and virtual school shall be maintained on the Department of Elementary and Secondary Education's website, as well as the website of each school district, charter school, virtual school, and all attendance centers. The information shall also be provided in a printed document to the parent, guardian, or other responsible person for each enrolled student within five school days of the start of each school year or within five school days of enrollment. The act outlines the type of data that shall be made available on the report card and the means by which any website user may provide feedback on the report card webpage. The act requires the Department of Elementary and Secondary Education to establish an advisory group to continuously make updates and revisions to the report card to improve its usefulness based on user feedback.

PARENTS' BILL OF RIGHTS ACT OF 2023 (Section 161.841)

This act creates the "Parents' Bill of Rights Act of 2023", which shall be construed to empower parents to enforce rights, as delineated in the act, to access records maintained by schools in which their children are enrolled in a timely manner or as specified in the act.

No school shall require nondisclosure agreements for a parent's review of curricula, and each school shall allow parents, within two business days upon request, to review or make a copy of curriculum documents or to receive such documents in an electronic format, provided that no request would cause an infringement of copyright protections under the federal Copyright Act of 1976. If more than twenty pages are being copied using the school's equipment, the school may, at the school's discretion, charge the parent a fee described in the act. Where the curricular

materials being made available to parents for review are subject to copyright, trademark, or other intellectual property protection, the review process shall include technical and procedural safeguards to ensure that the materials are not able to be widely disseminated to the general public in violation of the intellectual property rights of the publisher or any contractual agreements between the publisher and the school, and that content validity is not undermined.

No school shall collect any biometric data of a minor child without obtaining parental consent, except for biometric data necessary to create and issue appropriate school identification cards. A school that collects such data shall ensure that all copies of such data are destroyed within one year of a student's withdrawal of participation in all school activities.

Finally, each school shall notify parents of certain safety incidents and criminal charges filed against teachers, employees, and any guests or visitors to a school, as outlined in the act.

MISSOURI EDUCATION TRANSPARENCY AND ACCOUNTABILITY PORTAL (Section 161.852)

The Commissioner of Education shall establish the Missouri Education Transparency and Accountability Portal to provide citizens with access to every school's curriculum, textbooks, source materials, and syllabi as provided in the act. The portal shall be fully transparent and available to parents of students enrolled at such schools. The portal shall include the cost associated with speakers and guests used by a school in their professional development activities. The portal shall include names of presenters and distributed materials from all administrator, teacher, and staff professional development and instructional programs offered to schools regarding diversity, equity, and inclusion or social and emotional learning, provided that no such disclosure violates copyright, trademark, or other intellectual property right protection or federal copyright laws. The portal shall include information about school board members and their terms of office. The portal shall also include an easy-to-search database of certain school financial transactions and the basic salaries of school employees. Finally, for programs offered to schools by third-party contractors, the Department of Elementary and Secondary Education shall maintain data on such programs as described in the act.

The act provides that information related to curriculum materials, school board members, and staff professional development programs shall be submitted to the Department of Elementary and Secondary Education quarterly and posted on the Missouri Education Transparency and Accountability Portal within seven calendar days of the Department's receipt of such information. Schools' financial information, including employee salaries and financial information relating to third-party contractor programs, as well as charter school debts and information regarding charter school rents and mortgages, shall be submitted to the Department of Elementary and Secondary Education not less than twice per year. Information relating to school board members and the members of virtual school governing bodies shall be submitted to the Department of Elementary and Secondary Education annually, or within fifteen days of any change to school board or governing body.

Any school that knowingly violates provisions relating to the Missouri Education Transparency and Accountability Portal shall be subject to a penalty of up to \$25,000, unless such school proves to the satisfaction of the Department that it is no longer in violation of such provisions.

SCHOOL-ISSUED ELECTRONIC DEVICES (Section 161.854)

The act provides that any school that provides school-issued electronic devices to students shall implement technology solutions that prohibit students' access to social media sites, video sharing sites, and pornography.

WEIGHTED AVERAGE DAILY ATTENDANCE (Section 163.011)

The act changes the weighting of students who receive free and reduced price lunch from 25% to 30% in the calculation of weighted average daily attendance. Under the act, students who are homeless are weighted at 15% in the calculation of weighted average daily attendance.

These provisions are similar to SB 251 (2023) and SB 485 (2023).

STATE AID FOR TRANSPORTATION OF PUPILS (Section 163.161)

The act provides that any school district that operates magnet schools as part of a master desegregation settlement agreement shall not be considered inefficient for purposes of state aid for transportation of pupils attending such magnet schools and shall not receive a penalty for the magnet school transportation portion of the overall transportation budget as a result thereof.

This provision is similar to HB 672 (2023).

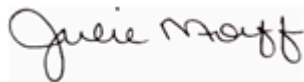
PATRIOTIC AND CIVICS TRAINING PROGRAM (Section 170.370)

The Department of Elementary and Secondary Education shall develop a patriotic and civics training program to prepare teachers to teach the principles of American civics and patriotism. Subject to appropriation, each teacher that completes the training shall receive a one-time bonus of three thousand dollars to be paid by the Department.

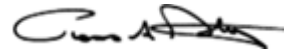
This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

SOURCES OF INFORMATION

Department of Elementary and Secondary Education
Office of Administration
 Information Technology
 Administrative Hearing Commission
Office of the State Treasurer
Office of the Secretary of State
Joint Committee on Administrative Rules
Parkway C-2 School District
Republic R-III School District
Cape Girardeau Public Schools
Eldon School District
Gordon Parks Elementary Charter School



Julie Morff
Director
February 9, 2023



Ross Strobe
Assistant Director
February 9, 2023