

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 5611S.01I
 Bill No.: SB 1051
 Subject: Civil Rights; Elementary and Secondary Education; Higher Education; Department of Higher Education and Workforce Development; Minorities
 Type: Original
 Date: March 2, 2026

Bill Summary: This proposal creates provisions relating to protection against discrimination in educational settings.

FISCAL SUMMARY

ESTIMATED NET EFFECT ON GENERAL REVENUE FUND

FUND AFFECTED	FY 2027	FY 2028	FY 2029
General Revenue*	(\$284,373)	(\$325,070)	(\$330,918)
Total Estimated Net Effect on General Revenue	(\$284,373)	(\$325,070)	(\$330,918)

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

ESTIMATED NET EFFECT ON OTHER STATE FUNDS

FUND AFFECTED	FY 2027	FY 2028	FY 2029
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 2027	FY 2028	FY 2029
Total Estimated Net Effect on <u>All</u> Federal Funds	\$0	\$0	\$0

ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)

FUND AFFECTED	FY 2027	FY 2028	FY 2029
General Revenue	2 FTE	2 FTE	2 FTE
Total Estimated Net Effect on FTE	2 FTE	2 FTE	2 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 2027	FY 2028	FY 2029
Local Government	\$0	\$0	\$0

FISCAL ANALYSIS

ASSUMPTION

§§160.014 & 160.015 - Protections Against Discrimination in Public Schools

Officials from **Department of Elementary and Secondary Education (DESE)** assume §160.015.7 requires a Title VI coordinator to monitor and investigate antisemitic discrimination and harassment at educational institutions. Additionally, the Title VI coordinator is required to establish, maintain, and publicize a formal reporting process by which students, parents, staff, and faculty can submit complaints of antisemitic discrimination or harassment to such coordinator. DESE will require an FTE coordinator level position with the associated salary, fringe, expenses and equipment to meet the requirements of this section.

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

In response to similar legislation, HCS for HB 937 (2025), officials from **Washington School District** assumed 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 each educational institution shall report incidents and complaints of antisemitic discrimination or harassment to the Title VI coordinator at the department of elementary and secondary education. Therefore, Oversight assumes any costs to educational institutions can be absorbed with existing resources and will not be reflected in the fiscal note.

§§173.001 & 173.002 - Protections Against Discrimination in Higher Education

Officials from **Department of Higher Education and Workforce Development (DHEWD)** assume §160.014.7 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 Legal Counsel at \$90,148.65 starting salary. They project an initial equipment expense for a computer and monitor (\$2,067.74) and \$11,111 for additional furniture, office space, supplies and ITSD support. Ongoing supplies and ITSD support were also factored in for FY27, FY28 and FY29.

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 an indeterminate but likely increase in cost due to required staff needed for policy revisions and tracking of reports and incidents to the state.

Oversight notes Section 173.002.7 (1) states each educational institution shall report incidents and complaints of antisemitic discrimination or harassment to the Title VI coordinator of the coordinating board for higher education, under the department of higher education and workforce development. 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

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

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.

Oversight only reflects the responses that we have received from state agencies and political subdivisions; however, other school districts, colleges, and universities were requested to respond to this proposed legislation but did not. 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. A general listing of political subdivisions included in our database is available upon request.

<u>FISCAL IMPACT – State Government</u>	FY 2027 (10 Mo.)	FY 2028	FY 2029
GENERAL REVENUE			
<u>Cost – DESE – §160.015 p.3</u>			
Personal Service	(\$84,084)	(\$102,919)	(\$104,977)
Fringe Benefits	(\$47,432)	(\$57,730)	(\$58,558)
Expense & Equipment	(\$16,564)	(\$14,055)	(\$14,336)
Total Costs - DESE	(\$148,080)	(\$174,704)	(\$177,871)
FTE Change - DESE	1 FTE	1 FTE	1 FTE
<u>Cost – DHEWD – §173.002 p.3</u>			
Personal Service	(\$75,124)	(\$91,952)	(\$93,791)
Fringe Benefits	(\$43,828)	(\$53,319)	(\$54,059)
Expense & Equipment	(\$17,341)	(\$5,095)	(\$5,197)
Total Costs - DHEWD	(\$136,293)	(\$150,366)	(\$153,047)
FTE Change - DHEWD	1 FTE	1 FTE	1 FTE
ESTIMATED NET EFFECT ON GENERAL REVENUE	(\$284,373)	(\$325,070)	(\$330,918)
Estimated Net FTE Change on General Revenue	2 FTE	2 FTE	2 FTE

<u>FISCAL IMPACT – Local Government</u>	FY 2027 (10 Mo.)	FY 2028	FY 2029
	\$0	\$0	\$0

FISCAL IMPACT – Small Business

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

FISCAL DESCRIPTION

This act requires all public schools, school districts, and public institutions of postsecondary education to treat discrimination motivated by antisemitism, as such term is defined in the act, in an identical manner to racially motivated discrimination. Schools and institutions shall include antisemitism-related conduct and penalties in their codes of conduct for students, faculty, and employees, as provided in the act, and shall prohibit behaviors that disrupt normal educational activity or create fear or intimidation.

Criticism of Israel comparable to that of other countries shall not be considered antisemitism. The act shall not be construed to infringe on First Amendment rights or conflict with existing discrimination laws.

The act further provides that no public school or public institution of postsecondary education shall discriminate because of race, ethnicity, national origin, sex, disability, religion, or marital status in any program, admission, class, or service, including counseling and financial aid. While specialized programs, such as programs for gifted or disabled students, are allowed, equal access shall otherwise be maintained.

To ensure compliance, each educational institution shall report incidents and complaints of antisemitism to the appropriate Title VI coordinator at either the Department of Elementary and Secondary Education (DESE) or the Department of Higher Education and Workforce Development (DHEWD). If an educational institution fails to resolve issues within 30 days after being notified, the coordinator may escalate the matter to federal authorities. An annual report of these activities shall be submitted to the General Assembly by July 1 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 Elementary and Secondary Education
Department of Higher Education and Workforce Development
Department of Labor and Industrial Relations
University of Missouri
Northwest Missouri State University
University of Central Missouri
Missouri House of Representatives
Missouri Senate



Julie Morff
Director
March 2, 2026



Jessica Harris
Assistant Director
March 2, 2026