

HOUSE BILL NO. 1165

99TH GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE HOUGHTON.

2321H.02I

D. ADAM CRUMBLISS, Chief Clerk

AN ACT

To amend chapter 160, RSMo, by adding thereto one new section relating to abusive conduct directed toward school employees.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Chapter 160, RSMo, is amended by adding thereto one new section, to be known as section 160.778, to read as follows:

160.778. 1. For purposes of this section, the following terms mean:

(1) "Abusive conduct", verbal, nonverbal, or physical conduct of a parent or student directed toward a school employee that, based on its severity, nature, and frequency of occurrence, a reasonable person would determine is intended to cause intimidation, humiliation, or unwarranted distress. A single act does not constitute abusive conduct;

(2) "School employee", a teacher, school staff member, school administrator, or an individual employed, directly or indirectly, by a school board, school district, or public school, including any charter school.

2. A public school, including any charter school, shall notify the parents of each student involved in an incident of abusive conduct.

3. Before July 1, 2018, each school board and each governing body of a charter school shall establish a policy regarding abusive conduct. The policy shall include:

(1) Language prohibiting abusive conduct;

(2) Language prohibiting making a false report of abusive conduct;

(3) Parental notification of an incident of abusive conduct involving the parent's student; and

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in bold-face type in the above bill is proposed language.

18 **(4) A grievance process for a school employee who has experienced abusive**
19 **conduct.**

20 **4. A copy of the policy established under subsection 3 of this section shall be**
21 **distributed to parents and included in any student conduct handbooks and employee**
22 **handbooks.**

23 **5. The policy established under subsection 3 of this section shall not permit formal**
24 **disciplinary action that is based solely on an anonymous report of abusive conduct.**

25 **6. Nothing in this section is intended to infringe upon the right of a school**
26 **employee, parent, or student to exercise the right of free speech.**

27 **7. Each school board or governing body of a charter school may include in the**
28 **training of a school employee training regarding abusive conduct.**

29 **8. Each school board or governing body of a charter school may offer voluntary**
30 **training to parents and students regarding abusive conduct.**

31 **9. Nothing in this section prohibits a victim of abusive conduct from seeking legal**
32 **redress under any other provisions of civil or criminal law.**

✓