

116TH CONGRESS  
1ST SESSION

# S. 2784

To amend the Elementary and Secondary Education Act of 1965 to provide grants to local educational agencies to establish “Family Friendly School” policies at 500 elementary schools that align the school day with the work day to better support working families and to disseminate the learnings from these model schools so that other local educational agencies may adopt these practices, and to establish a supplemental 21st century community learning centers grant program to support programs and activities during summer recess when school is not in session.

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## IN THE SENATE OF THE UNITED STATES

NOVEMBER 5, 2019

Ms. HARRIS (for herself, Mrs. GILLIBRAND, Mr. BROWN, Mr. BLUMENTHAL, Mr. MERKLEY, and Mr. BENNET) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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## A BILL

To amend the Elementary and Secondary Education Act of 1965 to provide grants to local educational agencies to establish “Family Friendly School” policies at 500 elementary schools that align the school day with the work day to better support working families and to disseminate the learnings from these model schools so that other local educational agencies may adopt these practices, and to establish a supplemental 21st century community learning centers grant program to support programs and activities during summer recess when school is not in session.

1        *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4        This Act may be cited as the “Family Friendly  
5 Schools Act”.

6 **SEC. 2. FINDINGS.**

7        Congress finds the following:

8            (1) Schools are shut down for an average of 29  
9        days throughout the school year, which is 2 weeks  
10       longer than the typical American with paid leave has  
11       in paid holidays and vacation.

12           (2) Moreover, 39 percent of all workers, and 80  
13       percent of low-wage workers, lack access to any paid  
14       vacation time.

15           (3) Most schools close at or around 3 p.m., 2  
16       hours short of the standard full-time work day.

17           (4) Fewer than  $\frac{1}{2}$  of elementary schools and  
18       fewer than  $\frac{1}{3}$  of low-income schools offer before and  
19       afterschool care.

20           (5) In communities across the Nation, 1 in 5  
21       school-aged children were unsupervised after school.

22           (6) In 2014, parents of approximately  
23       19,400,000 children who were not in an afterschool  
24       program said that their children would participate if  
25       a program were available.

1           (7) If families pay out of pocket for child care  
2           to cover the excess school closure days and the hours  
3           between 3 p.m. and 5 p.m., it would cost an average  
4           of \$6,600 per year, or 9 percent of an average fam-  
5           ily's income.

6           (8) Moreover, 73 percent of families report  
7           some difficulty in finding summer care.

8           (9) Many working parents are forced to make  
9           job-related changes during the summer. In 57 per-  
10          cent of families, at least one parent makes a change  
11          to their job that is likely to result in a smaller pay-  
12          check, and in nearly  $\frac{1}{3}$  of families, both parents  
13          make a job sacrifice.

14          (10) The misalignment of school and work  
15          schedules creates a significant strain on working  
16          parents and guardians, particularly mothers and  
17          Black, Latino, low-income, and single working par-  
18          ents, and those with irregular schedules.

19          (11) Misaligned school schedules cost the  
20          United States economy \$55,000,000,000 in lost pro-  
21          ductivity annually.

22          (12) 1,000,000 women with elementary school-  
23          aged children work less than full time because of  
24          their caregiving responsibilities.

1           (13) More than 8 in 10 parents of children in  
2           afterschool programs agree that afterschool pro-  
3           grams help working parents keep their jobs.

4           (14) More than half of families report a desire  
5           for their child to participate in a summer learning  
6           program.

7           (15) Aligning school and work schedules is both  
8           an economic growth and child development strategy.

9   **SEC. 3. GRANT PROGRAM FOR FAMILY FRIENDLY**  
10                           **SCHOOLS.**

11           Title IV of the Elementary and Secondary Education  
12   Act of 1965 (20 U.S.C. 7101 et seq.) is amended by add-  
13   ing at the end the following:

14                   **“PART G—FAMILY FRIENDLY SCHOOLS**

15   **“SEC. 4701. GRANT PROGRAM FOR FAMILY FRIENDLY**  
16                           **SCHOOLS.**

17           “(a) AUTHORIZATION.—

18                   “(1) IN GENERAL.—The Secretary shall award  
19           grants to eligible entities to enable the establishment  
20           of ‘Family Friendly School’ policies at a total of 500  
21           elementary schools that align the school day with the  
22           work day to better support working families.

23                   “(2) DURATION.—Each grant awarded under  
24           this section shall be for a 5-year period.

1           “(3) AMOUNT.—Each grant awarded under this  
2 section shall be in an amount that is not more than  
3 \$5,000,000 for the grant period for each elementary  
4 school at which Family Friendly School policies are  
5 established by the eligible entity. In determining the  
6 grant amount, the Secretary shall consider the num-  
7 ber of students served.

8           “(4) MATCHING REQUIREMENT.—As a condi-  
9 tion of receiving a grant under this section, an eligi-  
10 ble entity shall provide, from non-Federal sources,  
11 matching funds in an amount equal to not less than  
12 10 percent of the cost of establishing Family Friend-  
13 ly School policies under this section. A parent copay-  
14 ment or fee collected by the eligible entity shall not  
15 qualify as matching funds.

16          “(b) ELIGIBLE ENTITIES.—In this section, the term  
17 ‘eligible entity’ means—

18           “(1) a local educational agency—

19               “(A) that serves schools receiving assist-  
20 ance under part A of title I; and

21               “(B) that—

22                   “(i) has not reduced the instructional  
23 time or number of instructional days for  
24 elementary schools at any point during the

1 4-year period preceding the date of the ap-  
2 plication for a grant under this section; or

3 “(ii) has reduced the instructional  
4 time or number of instructional days for  
5 elementary schools at any point during the  
6 4-year period preceding the date of the ap-  
7 plication for a grant under this section but  
8 pledges—

9 “(I) to reverse the reduction  
10 without the use of Federal funds; and

11 “(II) to return any Federal funds  
12 received under this section if the local  
13 educational agency does not reverse  
14 the reduction without the use of Fed-  
15 eral funds not later than 1 year after  
16 the date of receipt of the Federal  
17 funds; or

18 “(2) a local educational agency described in  
19 paragraph (1) in partnership with a nonprofit or  
20 community-based organization with a demonstrated  
21 record of providing high-quality enrichment activities  
22 for children.

23 “(c) APPLICATION.—An eligible entity that desires to  
24 receive a grant under this section shall submit an applica-  
25 tion at such time, in such manner, and accompanied by

1 such information as the Secretary may require, includ-  
2 ing—

3           “(1) the number of elementary schools at which  
4           the eligible entity desires to establish Family Friend-  
5           ly School policies;

6           “(2) how such elementary schools will align  
7           with other schools and local educational agencies in  
8           the same geographic area in ways that support  
9           working families with children in different schools;  
10          and

11          “(3) how such elementary schools will make  
12          necessary adjustments to transportation to serve  
13          students attending such schools, including students  
14          with disabilities.

15          “(d) AWARD OF GRANTS.—In awarding grants under  
16 this section, the Secretary shall give priority to eligible en-  
17 tities that—

18           “(1) serve schools that have been identified by  
19           the local educational agency in the eligible entity to  
20           have the greatest need for aligning the school day  
21           with the work day to better support working families  
22           (such as through a survey of parents in the district  
23           to identify which schools have the most single par-  
24           ents who work outside the home, families with 2

1 working parents, or parents working irregular sched-  
2 ules); and

3 “(2) propose—

4 “(A) to restructure and expand the school  
5 day to better meet the needs of working fami-  
6 lies, students, and teachers rather than adding  
7 on to the existing, unchanged school schedule;  
8 and

9 “(B) to leverage community resources,  
10 such as nonprofit or government programs for  
11 children or interested stakeholders in the com-  
12 munity, to provide academic, athletic, or enrich-  
13 ment activities during the additional school  
14 hours.

15 “(e) USE OF FUNDS.—

16 “(1) PLANNING.—An eligible entity that re-  
17 ceives a grant under this section shall spend the first  
18 year of the grant planning and consulting with  
19 teachers, parents, students, and community organi-  
20 zations about how best to design and implement the  
21 Family Friendly School policies. Such first year  
22 grant period shall include a needs and assets assess-  
23 ment that identifies the academic, nonacademic,  
24 physical and mental health, and other needs that  
25 would be most helpful in supporting working families



1 as they seek to maintain employment while sup-  
2 porting their children’s development.

3 “(2) ESTABLISHMENT OF FAMILY FRIENDLY  
4 SCHOOL POLICIES.—An eligible entity that receives a  
5 grant under this section shall establish, after the  
6 first year of the grant period, Family Friendly  
7 School policies at an elementary school in accord-  
8 ance with the following:

9 “(A) If the eligible entity serves both  
10 schools that receive assistance under part A of  
11 title I and schools that do not receive assistance  
12 under such part, the eligible entity shall first  
13 serve, with funds provided under the grant,  
14 schools that receive assistance under such part.

15 “(B) An elementary school at which Fam-  
16 ily Friendly School policies are established shall  
17 not increase the amount of time teachers, para-  
18 professionals, and other school staff have to  
19 work unless they volunteer to work additional  
20 hours, which additional hours shall be com-  
21 pensated at no less than the rate the teachers,  
22 paraprofessionals, and other school staff earn  
23 for regular school hours.

24 “(C) An elementary school at which Fam-  
25 ily Friendly School policies are established shall

1 collaborate with community partners to develop  
2 high-quality, culturally relevant, linguistically  
3 accessible, developmentally appropriate aca-  
4 demic, athletic, extracurricular, enrichment, or  
5 community-based learning opportunities, for  
6 students from at least 8 a.m. to 6 p.m. (or dif-  
7 ferent hours if determined appropriate due to  
8 the needs of the community) Monday through  
9 Friday during the school year.

10 “(D) An elementary school at which Fam-  
11 ily Friendly School policies are established shall  
12 not close throughout the school year, except on  
13 Federal holidays, weekends, and during weather  
14 emergencies and other emergencies that would  
15 make it a safety liability for children to be at  
16 school. Specifically, each elementary school at  
17 which Family Friendly School policies are es-  
18 tablished may not close for parent-teacher con-  
19 ferences, professional development, or for any  
20 other reason without offering full day enrich-  
21 ment activities free of charge for students.

22 “(E) An elementary school at which Fam-  
23 ily Friendly School policies are established shall  
24 develop and implement evidence-based policies  
25 and practices for parent and family engagement

1 to support working families and help better  
2 align school and work schedules, which shall in-  
3 clude at least one of the following activities:

4 “(i) Providing one or more of the par-  
5 ent and family engagement activities per-  
6 mitted under this Act.

7 “(ii) Providing assistance to families  
8 to leverage existing programs that support  
9 working families, such as programs under  
10 the Child Care and Development Block  
11 Grant Act of 1990 (42 U.S.C. 9858 et  
12 seq.), the program of block grants to  
13 States for temporary assistance for needy  
14 families under part A of title IV of the So-  
15 cial Security Act (42 U.S.C. 601 et seq.),  
16 the Medicaid program under title XIX of  
17 the Social Security Act (42 U.S.C. 1396 et  
18 seq.), and the supplemental nutrition as-  
19 sistance program under the Food and Nu-  
20 trition Act of 2008 (7 U.S.C. 2011 et  
21 seq.).

22 “(iii) Making school buildings avail-  
23 able for programs that serve parents, stu-  
24 dents, and families when school is not in  
25 session.

1                   “(iv) Hosting parent-teacher con-  
2                   ferences and other school events in the  
3                   evening, or at times that are convenient for  
4                   parents who work outside the home, or  
5                   using technology to speak with parents vir-  
6                   tually.

7                   “(v) Engaging in any other activities  
8                   and strategies appropriate and consistent  
9                   with the school’s parent and family en-  
10                  gagement policies and practices, which may  
11                  include consulting with parents, students,  
12                  and community organizations to support  
13                  collaborative leadership.

14                  “(F) An elementary school at which Fam-  
15                  ily Friendly School policies are established shall  
16                  annually survey parents, teachers, students,  
17                  school administrators, and community organiza-  
18                  tions throughout the 5-year grant period to ask  
19                  about their satisfaction with the programs and  
20                  activities funded through the grant.

21                  “(3) COORDINATION ACTIVITIES.—An eligible  
22                  entity that receives a grant under this section may  
23                  allocate not more than 2 percent of the grant funds  
24                  to the local mayor or other head of the locality to  
25                  coordinate with the eligible entity, parents, teachers,

1 school administrators, local businesses, the local  
2 workforce development board, and other community  
3 organizations to strategize about how elementary  
4 schools at which Family Friendly School policies are  
5 established will align their calendar with other  
6 schools served by the eligible entity and with other  
7 schools in the same geographic region in ways that  
8 support working families with children in different  
9 schools.

10 “(f) REPORT AND EVALUATION.—

11 “(1) IN GENERAL.—At the 3-year mark in the  
12 grant period and at the conclusion of the 5-year  
13 grant period, the Secretary shall report to Congress  
14 on—

15 “(A) approaches taken by the elementary  
16 schools at which Family Friendly School poli-  
17 cies are established to align school and work  
18 schedules, including district-level changes or  
19 supports provided to schools to assist these ef-  
20 forts;

21 “(B) survey results on parent, teacher,  
22 student, school administrator, and community  
23 organization satisfaction with elementary  
24 schools at which Family Friendly School poli-  
25 cies are established;

1           “(C) where available, information about  
2 changes in parental employment over the 5-year  
3 grant period for each elementary school at  
4 which Family Friendly School policies are es-  
5 tablished, which may include information pro-  
6 vided voluntarily by parents about—

7                   “(i) changes in parental employment  
8 rates by gender; and

9                   “(ii) changes in parental wages by  
10 gender;

11           “(D) aggregate improvements in student  
12 engagement and performance, such as improve-  
13 ments in grades, standardized test scores, class  
14 participation, classroom behavior, and attend-  
15 ance rates, including rates of chronic absentee-  
16 ism and tardiness, for each elementary school  
17 at which Family Friendly School policies are es-  
18 tablished;

19           “(E) changes in overall teacher compensa-  
20 tion and retention rates over the grant period  
21 for each elementary school at which Family  
22 Friendly School policies are established;

23           “(F) best practices and recommendations  
24 for creating schools that better align school and  
25 work schedules;

1           “(G) best practices and recommendations  
2           for communities to align school schedules and  
3           calendars among all schools within a school dis-  
4           trict and with schools in other school districts,  
5           and between schools and businesses;

6           “(H) best practices and recommendations  
7           for parent and family engagement policies to  
8           support working families and help better align  
9           school and work schedules; and

10           “(I) best practices and recommendations  
11           for strengthening partnerships between schools  
12           and community resources.

13           “(2) DISAGGREGATION.—The information pro-  
14           vided under paragraph (1) shall be disaggregated by  
15           race, ethnicity, and income, where appropriate.

16           “(3) PRIVACY.—The Secretary shall collect and  
17           disseminate information under this subsection in a  
18           manner that protects the privacy of individuals.

19           “(g) SUPPLEMENT, NOT SUPPLANT.—An eligible en-  
20           tity that receives a grant under this section shall use the  
21           grant funds to supplement, and not supplant, other funds  
22           available to carry out the activities described in this sec-  
23           tion.

24           “(h) RULE OF CONSTRUCTION.—Nothing in this sec-  
25           tion shall be construed to alter, diminish, or otherwise af-

1 fect the rights, remedies, and procedures afforded to indi-  
 2 viduals employed by schools or local educational agen-  
 3 cies.”.

4 **SEC. 4. SUPPLEMENTAL 21ST CENTURY COMMUNITY**  
 5 **LEARNING CENTERS GRANT PROGRAM.**

6 Part B of title IV of the Elementary and Secondary  
 7 Education Act of 1965 (20 U.S.C. 7171 et seq.) is amend-  
 8 ed by striking section 4206 and inserting the following:

9 **“SEC. 4206. SUPPLEMENTAL GRANTS FOR SUMMER PRO-**  
 10 **GRAMS.**

11 “(a) IN GENERAL.—From amounts appropriated  
 12 under section 4207(b), the Secretary shall carry out a sup-  
 13 plemental grant program under this part, through which  
 14 grants shall be allotted to States in accordance with sec-  
 15 tion 4202 (except that section 4202(a)(1) shall not apply).

16 “(b) TERMS, CONDITIONS, REQUIREMENTS.—The  
 17 terms, conditions, and requirements of this part shall  
 18 apply to supplemental grants awarded under this section  
 19 (including requirements relating to the State use of funds,  
 20 State application and approval process, the local competi-  
 21 tive subgrant program, and local activities), except that  
 22 funds awarded to eligible entities for community learning  
 23 centers under this section shall be awarded for community  
 24 learning centers that propose—



1           “(1) to establish or expand programs and ac-  
2           tivities carried out during summer recess when  
3           school is not in session; or

4           “(2) to establish or expand programs and ac-  
5           tivities—

6                   “(A) carried out during summer recess  
7                   when school is not in session; and

8                   “(B) carried out during afterschool hours.

9   **“SEC. 4207. AUTHORIZATION OF APPROPRIATIONS.**

10           “(a) IN GENERAL.—There are authorized to be ap-  
11           propriated to carry out this part (other than section 4206)  
12           \$1,300,000,000 for each of fiscal years 2020 through  
13           2024.

14           “(b) SUPPLEMENTAL GRANTS FOR SUMMER PRO-  
15           GRAMS.—There are authorized to be appropriated to carry  
16           out section 4206 \$1,300,000,000 for each of fiscal years  
17           2020 through 2024.”.

18   **SEC. 5. CONFORMING AMENDMENTS.**

19           Section 4202 of the Elementary and Secondary Edu-  
20           cation Act of 1965 (20 U.S.C. 7172) is amended—

21                   (1) in subsection (a), in the matter preceding  
22                   paragraph (1), by striking “section 4206” and in-  
23                   serting “section 4207(a)”; and

1           (2) in subsection (b)(1), by striking “section  
2           4206” and inserting “section 4207(a)”.

○