

Legal odds and ends

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Legislators

- Legislators often do not talk to you before voting
- Legislators do not understand how schools work and all the unintended consequences of their actions
- Teacher shortage has them scrambling to fill classrooms with warm bodies
- Need for school systems to be pro-active and seek legislators out regarding concerns.

Firearm Safety - SB 424

- Require public school boards to provide classroom instruction regarding firearm accident prevention and safety to elementary school students
- **State DOE shall identify appropriate resources** to comply with the provisions of this Section that are free of charge.
- Once identified, the free resources shall be listed on the Louisiana Department of Education's website.

SB 358 – Knife at School & Age

- Removes the age restriction and changes the mandatory expulsion requirements to apply to students in grades six through 12.
- Grounds for mandatory expulsion the following, a blade equal to or in excess of two and one-half inches in length, or any illegal narcotic, drug or other controlled substance. Further provides that mandatory expulsion is to occur if the student has already been expelled for three other offenses that are not related to dress codes or tardiness.
- Changes the authority to extend the stipulation for probation to the superintendent.

SB 349 – Mental Health for athletes injured

- Shall administer mental health evaluations to high school student athletes who are injured while participating in an interscholastic athletic event.
- The school system **shall provide mental health resources** to assist student athletes in recovering after being injured if necessary or appropriate.

SB 346 – Wellness Program

- Public school board shall establish and maintain in every school grade-appropriate programs of wellness related to mental health and substance abuse disorders, education, information, and counseling.
- **The state superintendent of education, with the approval of BESE shall develop, furnish to local school boards, and coordinate the implementation of the programs required.** The programs shall include, at a minimum, services that will increase students' mental health literacy and promote emotional and behavioral learning.
- The BESE shall promulgate rules to implement the provisions of this Section.

SB – 262 Parent Bill of Rights Addition

- A school shall not discriminate against their child by teaching the child that the child is currently or destined to be oppressed or to be an oppressor based on the child's race or national origin.

SB 253 – Special Education Parental Consent

- Local education agency shall obtain written informed consent from a student's parent or legal guardian before it can initially provide a student with special education courses or related services in any setting.
- B. If the individualized education program placement requires a reduction or removal of any special education course or related service, the local education agency shall obtain written informed consent from the student's parent or other legal guardian before the change can be implemented. In the event the student's individualized education program is changed for any reason, the local education agency shall obtain written informed consent from the parent or legal guardian before the change can be implemented.

SB 252 – Behavioral Intervention

- A program to: (1) Assist school personnel in identifying signs and symptoms of a student with behavioral or emotional challenges that may cause the student to be at risk of their behavior escalating into aggression or disruption, disciplinary actions including suspension or expulsion, or juvenile delinquency; (2) **Designate a specific employee at each school who shall be responsible for identifying behavioral and mental health support services available in the community, and when appropriate, facilitating a referral to those services for assessment and treatment, including services provided through the Louisiana Coordinated System of Care and its Medicaid provider network.**
- Require that after any second suspension of a student during the same school year, the principal or his designee and the employee designated shall consult on whether the student's behavior could be attributable to behavioral or emotional challenges.

SB 252 continued

- b) Require that if it is determined that the behavior is attributable to behavioral or emotional challenges and rises to the level that supportive services could be beneficial, the principal or his designee and the employee designated shall schedule a conference with the student's parent or legal guardian to discuss the student's behavior and counseling as well as the referral of the student and family to support services for assessment and treatment.
- **Public school board shall report to the state Department of Education and the House and Senate committees on Education the number of students identified** as possibly having behavioral or emotional challenges, the number of students for which a conference was scheduled, and the number of students referred for assessment and supportive services pursuant to this Section. The reports shall be submitted annually on July first and shall reflect data from the previous school year. The reports may be used to evaluate needs and capacity for behavioral health services throughout the state.

SB 207 – Cell Phones

- Beginning with the 2024-2025 school year and thereafter, no student shall possess, on his person, an electronic telecommunication device throughout the instructional day. If a student brings an electronic telecommunication device in any public elementary or secondary school building or on the grounds thereof during an instructional day, the electronic device shall either be turned off and properly stowed away for the duration of the instructional day or prohibited from being turned on and used during the instructional day.

SB 123 & HB 334

Employ or Accept Chaplains

- May employ or accept as a volunteer a **chaplain** to provide support, services, and programs for students as assigned by a school board
- Selection; responsibility; certification
- **The school chaplain shall be selected by and be responsible to the local school officials**
- Any school chaplain employed or accepted as a volunteer pursuant to
- the provisions of this Section is not required to be certified by the BESE
- Nothing in this Section shall prohibit any school board from employing or accepting as a volunteer more than one chaplain.
- **Question - A chaplain by any other name?**

Chaplain continued

- Public school board that employs or accepts as a volunteer, a chaplain, shall ensure that the chaplain submits to a fingerprint based state and federal background check before the chaplain begins employment or volunteering at a school. Shall not employ or accept as a volunteer a chaplain who has registered or is required to register as a sex offender or child predator. Limitation of liability; school chaplain. No person shall have a cause of action against a chaplain for any action taken or statement made in adherence with the provisions for service, support, and programs for students. Shall not apply to any action or statement by such chaplain, if such action or statement was maliciously, willfully, and deliberately intended to cause harm to harass or intimidate those seeking support, services and programs.

SB -54

CPR & Defibrulators

- 2025-2026 any high school employee who serves as a coach for the school shall obtain and maintain certification in cardiopulmonary resuscitation, first aid, and automatic external defibrillator use. The certification shall be consistent with the American Heart Association, American Red Cross, or other national evidence-based emergency cardiovascular care guidelines.
- Applies to any coach who is certified pursuant to this Section and performs cardiopulmonary resuscitation or first aid or uses an automatic external defibrillator in his capacity as a school coach.
- C.(1) It is the intention of this legislature that this Section shall not create
- Unfunded mandate and shall not apply until one of the following occurs:
- Legislature appropriates funds in an amount necessary to implement or grants or other private donations are made to the school to pay for the costs

HCRs 72 & 14

- Creates a task force and urges the state Department of Education to conduct a comprehensive study on school start times and submit written reports of findings and recommendations to the House Committee on Education and the Senate Committee on Education not later than February 1, 2025.
- Study *Alternative School Calendar* (Balanced Calendar/Year-Round School)

HCR 44

- Directs the State Board of Elementary and Secondary Education to explore the creation of an appeals process for certain students who do not pass state-administered, end-of-course assessments required for high school graduation

HB 8 - No appeals for those who fail graduation state testing (HCR 44)

- Prohibits BESE and DOE from approving or implementing an appeals process allowing a student who has not met the achievement level required to pass the LEAP end-of-course assessments required for high school graduation to become eligible for graduation through the submission of a portfolio.
- Would not affect students pursuing graduation eligibility pursuant to present law ("April Dunn Act"), which provides alternative pathways for graduation for certain special education students.

HBs 46 + 47

Vaccines (Current reactions)

- No person shall be required to receive a COVID-19 vaccine as a condition of initial enrollment or continuing attendance at any public or nonpublic school or facility.
- No person attending or seeking to enter any school or facility shall be required to comply with the any additional immunization or proof of immunity requirement adopted pursuant to the provisions of this Section, if the student person or his parent or guardian submits either a written statement from a physician stating that the procedure is contraindicated for medical reasons, or a written dissent from the student or his parent or guardian is presented that includes written verification that the child has been examined by a physician.
- Any communication issued to persons or their parents or guardians relative to the requirements of this Section shall include the text and legal citation

HB 66 - MFP funds for exceptional students not in Public School

- Creates and provides for the administration of a program for the purpose of providing state funding for qualified education expenses for students with exceptionalities in grades kindergarten through 12 who are not enrolled in a public school (includes gifted).
- Education Scholarship Account (ESA) Program

HB 71

10 Commandments

- Requires display of the Ten Commandments in every elementary, secondary, and postsecondary education classroom including charter schools; nonpublic schools that receive state funds; .
- Authorizes governing authorities, management boards, and institutions to accept donated displays and to spend funds, including donated funds, to purchase displays.
- **Public funds are not required to be used to purchase displays.**
- Requires the Ten Commandments: (1) Be displayed on a poster or framed document that is at least 11 inches by 14 inches. (2) Be the central focus of the poster or framed document. (3) Be printed in a large, easily readable font

HB 79 – School Board compliance with laws system & Report Card

- A system of measuring school and school district compliance with state laws and state board policies; to provide for the assignment and publication of letter grades indicative of such compliance. The state board shall assign a letter grade to each school and district indicative of such compliance and provide for the inclusion of the letter grades in the report cards that are compiled by the state DOE and distributed to parents and in any public release of school and district performance scores and associated letter grades as provided in the school and district accountability system as provided in R.S. 17:10.1 requires each public school governing authority to post on its website reports detailing actual revenue, receipts, expenditures, and disbursements for each quarter. Requires the reports to also include information concerning the governing Authority's contracts for each quarter, including without limitation the identity of each vendor, the purpose of each contract, and payments associated with each contract.

HB 107 – Mouth Taping

- Proposed law prohibits taping a student's mouth shut or restricting a student's airway as forms of student discipline, regardless of parental consent for the use of corporal punishment

HB 112

Superintendent Evaluation

- Contract shall provide that the superintendent is subject to a performance evaluation by the local school board. At least **fifteen percent of the evaluation shall be based on evidence of growth in student achievement, by the end of the third grade, in literacy and at least fifteen percent of the evaluation shall be based on evidence of growth in student achievement, by the end of the third grade, in mathematics, all as determined by the state board.**

HB 115

Curriculum reduction

- Proposed law removes the application of the following instructional requirements to these students:
 - (1) Child assault awareness and prevention.
 - (2) Litter prevention and awareness.
 - (3) Mental health.
 - (4) Water safety.
 - (5) Internet and cell phone safety.
 - (6) Eating disorder and awareness.
 - (7) Substance abuse.
 - (8) Topics related to freedom for Celebrate Freedom Week.

HB 121-Pronouns at School

- Proposed law prohibits a school employee from knowingly and intentionally addressing a student by a name other than the student's legal name, or a derivative thereof, unless granted written permission by parents to do otherwise. Exempts an employee from adverse employment action and exempts a student from disciplinary action for declining to do the following:
 - (1) Address a person using a name other than his legal name or a derivative thereof or by a pronoun inconsistent with his sex.
 - (2) Identify his own pronouns.

Pronouns continues

- Authorizes parents to request a transfer to another class if a teacher declines to use a name other than a student's legal name or a derivative thereof or a pronoun for a student that is consistent with the student's sex. Defines an "employee" as any individual working in any capacity at a public school including but not limited to teachers and other school employees, school bus operators, extracurricular personnel, and independent contractors, and defines "sex" as the immutable biological sex as may be evidenced on his original birth certificate, either female or male. Further provides: (1) That any individual aggrieved by an intentional violation of proposed law shall have a private cause of action for injunctive relief, monetary damages, reasonable attorneys fees and costs, and any other appropriate relief. Requires such action to be brought within two years of the violation. (2) That each public school governing authority is required to adopt policies for proposed law implementation and provide such policies to employees. Proposed law applies to charter schools.

HB 122 - Discussion related to sexual orientation

- Sexual orientation, gender identity; prohibited instruction, discussion
- A. No teacher, school employee, or other presenter at a school shall engage in the following discussions with students in grades kindergarten through twelve:
 - (1) Covering the topics of sexual orientation or gender identity in any classroom discussion or instruction in a manner that deviates from state content standards or curricula developed or approved by public school governing authorities.
 - (2) Covering the topics of sexual orientation or gender identity during any extracurricular academic, athletic, or social activity under the jurisdiction of the school or public school governing authority.
 - (3) Discussing his own sexual orientation or gender identity.
- B. Nothing in this Section shall be construed to mean a student may not seek out guidance from a teacher or licensed mental health professional outside classroom with prior parental consent.

HB 153 – Special Education

- Present law requires training on certain topics for school board members. Proposed law adds special education to the list.
- Requires BESE to adopt rules for present law implementation and provide for a dispute resolution process according to guidelines established by LDOE. Requires the superintendents and school heads to provide for an annual report to the councils on specified special education matters and requires BESE to adopt rules for proposed law implementation. Extends this period from one year to two years. Authorizes BESE to adopt rules for the implementation of an early resolution process for individuals to resolve disputes with local education agencies over special education issues. Provides that a written agreement developed pursuant to this process is enforceable in any court of competent jurisdiction. Present law requires the installation of cameras in special education classrooms upon parental request. Proposed law requires such installation within 90 days of such request

HB 188 – School Board member qualifications

- Present law provides for the election of school board members and to be eligible for membership on a school board be at least 18, has resided in the state for the preceding two years, and has been actually domiciled for the preceding year in the parish, ward, or district from which he seeks election. In addition to these qualifications, each school board member shall be able to read and write.
- New law (1) Adds that a person shall possess a high school diploma or its equivalent in order to be eligible for membership on a school board. Plus provides that any person who has been convicted of or has pled nolo contendere to a crime listed in present law (R.S. 15:587.1(C)) is not eligible to serve on a school board.

HB 191

Use ESA for Bullying

- Creates and provides for the administration of a program for the purpose of providing state funding for qualified education expenses for certain students who have been victims of bullying and who are not enrolled in a public school.
- Present law provides specific protocols for reporting and investigating incidents of bullying in public schools. Grants a parent the option to have a student moved to another school if there have been at least four reports of separate instances of bullying and no investigation has occurred. Proposed law broadens the terms under which parents are granted this option as follows: (1) Lowers the threshold from four reports of bullying to two reports of bullying. (2) For a student who has been the victim of bullying in which the bullying involves sexual assault and the perpetrator attends the victim's school, lowers the threshold from four reports of bullying to one incident of sexual assault; defines sexual assault as defined in present law (R.S. 46:2184). (3) Provides that the lack of an acceptable resolution is a trigger for this option in addition to the lack of an investigation.

HB 264

Computer Science Course

- Requires students to successfully complete a one unit Computer Science course to graduate from high school and to qualify for TOPS.
- (1) Graduation from a public high school. (2) A high school career diploma. (3) A TOPS award. (4) A TOPS-Tech award. Proposed law requires BESE promulgate rules to implement offering Computer Science courses. Proposed law requires teacher preparation programs to include instruction on teaching students computer science and authorizes such instruction to be incorporated into an existing course of study.
- Implementation required in part beginning with the 2026-2027 school year; in part beginning with the 2027-2028 school year.

HB 267

- Provides teaching numeracy skills to certain public school students.
- LDOE to develop or select and provide three numeracy screeners to measure the development of foundational numeracy of each public school student in grades K - 3. Provides for students to take screeners throughout the school year: within the first 30 days of the school year, in Dec., and in April.
- (1) Provide each student in grades K-3 instruction based on methods proven to provide a strong numeracy foundation. (2) Provide numeracy interventions and supports to students identified as having numeracy skills below grade level.(3) Ensure that all textbooks and instructional materials used to teach students mathematics are high-quality; fully aligned to state content standards; and based on certain numeracy strategies.

267 continued

(Cost, Who & When)

- Proposed law requires parental notification when students are identified as having numeracy skills that are below grade level.
- Additionally requires the school to provide the student's parent with the following: (1) Information regarding the importance of being proficient in certain numeracy concepts by the end of 3rd grade. (2) Activities that may be used at home to improve numeracy proficiency. 3) Information regarding the specific interventions and supports that the school will provide to improve the student's numeracy skills. (4) Mid-year and end-of-the-year updates detailing the student's progress and additional tools to use at home.
- Proposed law requires school officials and parents to create an individual numeracy improvement plan for each student identified as having numeracy skills below grade level.

HB 310

- Present law requires student instruction on the following: adoption awareness, breast and cervical exams, CPR and automated external defibrillators, child assault, dating violence, eating disorders, internet and cell phone safety, litter, mental health, organ donation, parenthood, safe haven laws, shaken baby syndrome, substance abuse, and water safety.
- Present law requires teacher/school employee training on the following: adverse childhood experiences and trauma-informed education, classroom management, bullying, communicable disease and control, first aid, sudden cardiac arrest, and suicide prevention.
- Proposed law repeals these requirements and authorizes BESE to promulgate rules that require the inclusion of certain topics in student instruction and in the training of teachers of other school employees. Requires BESE to consider the instruction/training topics repealed by proposed law in the promulgation of these rules.

HB 322 – student discipline

- Prohibits a principal or administrator from discouraging a teacher from taking disciplinary action against a student in such scenario. Prohibits retaliation and taking employment action against a teacher for taking disciplinary action that complies with policy against a student.
- Requires a teacher to remove a student whose behavior prevents the orderly instruction of other students, poses an immediate threat to the safety or physical well-being of any student or teacher, or when a student violates the school's code of conduct.
- Requires after the third removal in this manner, a conference between the teacher and student's parent before the student returns to the classroom. .
- Prohibits a public school board from establishing policies that prevent teachers from exercising the rights provided in present law (R.S. 17:416 through 416.16). Prohibits a principal or administrator from retaliating and taking employment action against a teacher for exercising rights provided in present law.

HB 340 - Tracking system for parental complaints

- Present law requires public school governing authorities to adopt rules requiring schools to notify parents of processes and procedures for making complaints and to provide this information to parents at the beginning of each school year.
- Proposed law further requires that the rules include the development and implementation of a tracking system for parental complaints.

HB 420

Overtime for teachers

- Present law provides that the salaries provided in the salary schedules shall be considered full compensation for all work required and performed within each employee's prescribed scope of duties and responsibilities. Proposed law provides for the following: (1) That the salaries provided in the salary schedules are considered compensation for the work performed by each employee within prescribed duties and responsibilities, including only those specifically identified and described in his job description. (2) Provides as follows regarding additional compensation:(a) Overtime work of nonexempt employees under the federal Fair Labor Standards Act to be paid in accordance with that federal law. (b) Planning time as provided in present law and work of employees beyond the scope of their prescribed duties and responsibilities, including participation of employees other than coaches in after-school activities directly involving students, to be paid at the effective hourly rate of the employee; an employee's effective hourly rate to be calculated by dividing the employee's annual salary by 1,456.

Overtime continued

- c) Public school governing authorities are required to consult with professional organizations that represent teachers and other school employees relative to compensation for overtime work. At a minimum, overtime work is to be paid at the effective hourly rate of the employee for the number of hours worked rounded to the nearest tenth of an hour; an employee's effective hourly rate is to be calculated by dividing the employee's annual salary by 2,000. (d) Teachers and other employees of the state special schools or the schools and programs administered through the special school district are exempt from proposed law relative to additional compensation.

HB 424

Required 10-point grading scale

- §184. Uniform grading scale
- A. Each public school governing authority shall use the following ten-point grading scale for students enrolled in any grade for which letter grades are used:
 - (1) One hundred points through ninety points is an A.
 - (2) Eighty-nine points through eighty points is a B.
 - (3) Seventy-nine points through seventy points is a C.
 - (4) Sixty-nine points through sixty points is a D.
 - (5) Fifty-nine points through zero points is an F.

HB 456

Medication Policy

- Requires each public and nonpublic school governing authority to adopt a policy authorizing a school to maintain a supply of naloxone or other opioid antagonists and authorizing school employees to administer them in an opioid emergency.
- Proposed law instead provides a limitation of liability on schools, employees, volunteers, health professionals, and training organizations.
- Proposed law further authorizes the administration of any life-saving medication at schools and applies the same limitation of liability. Requires the state DOE to develop and distribute a list of such medications. Authorizes training for administration of such medication to be provided by a medical emergency training organization, a registered nurse, or a licensed physician.

HB 550

Home School not Home study

- Terminates approval of home study programs by BESE, provides for the enrollment of students in homeschools, and provides for one-time notification to BESE upon such enrollment
- Why this change?

HB 600

Sick Leave Bank

- Present law requires public school boards to provide a sick leave bank policy to allow for the donation of sick leave among employees (applicable to teachers, bus operators, and other employees).
- Proposed law: (1) Authorizes an employee to donate a certain amount of his sick leave directly to another employee. (2) Requires that at least 90% percent of the bank's leave balance be retained from one school year to the next.

HB 601

- The principal of each public school may notify the parents of any child assigned to the classroom of a temporary, uncertified teacher that the teacher is not certified; the teacher has a nonstandard teaching certificate and, if so, what type of certificate; or the teacher has been granted authorization to teach without certification.

HB 644 (Tebow)

- Authorizes home study students to participate in public school activities at the public school they would otherwise attend based on their residence and prohibits schools from being members of, or participating in competition sponsored by, certain athletic associations. Provides that students enrolled in home study programs may try out for and participate in public school activities at the public school they would otherwise attend based on their residence, including but not limited to extracurricular activities and interscholastic athletics.
- Prohibits each public school or nonpublic school that receives public funds from being a member of, or participating in any competition sponsored by, any interscholastic extracurricular athletic association or organization that does not do both of the following: (1) Provide a written notice that identifies the specific rule violated by any public school, nonpublic school, or student athlete. (2) Provide public schools, nonpublic schools, and student athletes with the ability to view or otherwise assess the documents and evidence relied upon by such association or organization to make an eligibility ruling or issue a rules infraction. Provides that the requirements provided in (1) and (2) above shall be applicable to final decisions issued regarding student athlete eligibility or an alleged violation of the rules issued by such association or organization.

HB 647

Add 1 drop1

- Proposed law provides that a requirement for additional student instruction shall become effective only if the requirement is offset by the elimination of another instructional requirement, completion of which requires at least the same amount of time as the additional requirement.
- Proposed law requires the state LDOE to maintain a list of student instruction required by law and not provided for in the state content standards adopted by BESE or the Carnegie units established by DOE in accordance with BESE policy. Specifies list content and requires a report to the House and Senate education committees every five years

HB 725 (See HCRs)

School Start Times

- Prohibits middle schools from starting earlier than 8:00 a.m. and high schools from starting earlier than 8:30 a.m. beginning with the 2026-2027 school year.
- Present law provides for minimum instructional minutes in a school day and minimum school days in a school year. Proposed law, beginning with the 2026-2027 school year, prohibits the instructional day for middle schools from beginning prior to 8:00 a.m. and the instructional day for high schools from beginning prior to 8:30 a.m.

HB 745 - LA GATOR Scholarship Program

- Educational Savings Accounts for students
- Big one – funding will expand as years progress as will cost.
- Questions – Transportation; Testing; Admissions; Text-Books; expulsions (what happens to the \$\$); Home School?

HB 762

ACT requirements

- Repeals requirement that high school students pursuing a career diploma take the ACT or WorkKeys test and prohibits any BESE rule, regulation, or policy from requiring any student to take the ACT or any other ACT assessment.

HB 904

DEI & B report

- Requires each public school institution to report on funding and personnel for programs related to diversity, equity, inclusion, and belonging to the LDOE, and requires the department to report to certain legislative committees.
- Requires public schools to submit to LDOE a written report of all campus programs related diversity, equity, inclusion, and belonging not later than Oct. 31, 2024, which shall include the following for FY 2021-2022, FY 2022-2023, and FY 2023-2024: (1) The purpose and expected outcome of each program. (2) A brief description of each program. The number of personnel dedicated to the program. (4) The total amount of funding expended to support or implement the program, including salaries, stipends, and benefits. (5) Of the total amount spent to support the program, the amount that is state-funded.
- Requires DOE to submit a comprehensive written report summarizing this information to the House and Senate education committees, House Committee on Appropriations, and Senate Committee on Finance not later than Dec. 31.,

HB 908

Vaccines

- Prohibits discrimination against students on the basis of vaccination status
Present law provides with respect to immunization of persons entering schools for the first time. Requires each person entering to present satisfactory evidence of immunity to or immunization against vaccine-preventable diseases according to a schedule approved by the Dept. of Health, or to present evidence of an immunization program in progress.
- Present law provides that the schedule shall include measles, mumps, rubella, diphtheria, tetanus, whooping cough, poliomyelitis, hemophilus influenzae Type B invasive infections, and meningococcal disease. Proposed law retains present law. **Proposed law prohibits a teacher or school employee or administrator from distinguishing between students based on whether a student has or has not perceived a vaccine from the schedule provided for in present**

HB 928 by Amedee

Social studies standards

- State content standards for social studies shall include the standards provided in Paragraph (2) of this Subsection. (2) Upon completion of the appropriate social studies course as determined by the state board, students shall be expected to be able to: (a) Describe the causes, course, and consequences of World War II, including being able to: (i) Explain the rise and spread of militarism and totalitarianism internationally, examining the similarities and differences between the ideologies of Imperial Japan, fascist Italy and Nazi Germany, and the communist Soviet Union, as well as the origins and effects of violence and mass murder in the 1930s and 1940s as demonstrated by the Nanjing Massacre, the Holodomor, the Holocaust, and treatment of political opponents and prisoners of war during World War II. (ii) Explain the significance of major military actions and turning points during World War II, including but not limited to the Bataan Death March. (iii) Explain the use of violence and mass murder as demonstrated by the Nanjing Massacre, the Holodomor, the Holocaust, and the Bataan Death March and the treatment of United States prisoners of war. (iv) Analyze the Holocaust, including causes and consequences, the restriction of civil rights under the Third Reich, the concentration camp system, anti-Semitism, the persecution of Jews and non-Jews, Jewish and non-Jewish resistance efforts, the liberation of the concentration camps by the United States and Allies, the immigration of Holocaust survivors, and the Nuremberg trials. (b) Analyze the issues of foreign and domestic policy of the United States.

HB 931

Graduation

- Proposed law prohibits the BESE and the LDOE from denying high school graduation eligibility to school students who meet the following requirements:
- (1) Successful completion of career major curriculum and graduation requirements and an industry-based credential as provided in present law. (2) At least a silver level on ACT WorkKeys. (3) Receipt of advice regarding information from the La. Workforce Commission in his individual graduation plan as provided in present law.
- Proposed law applies to students graduating in the 2023-2024 school year and thereafter.

HB 945

No LEAP test to graduate

- Present law requires the LDOE to implement the Louisiana Educational Assessment Program (LEAP) with the approval of BESE. Requires that BESE implement standards-based assessments in English language arts, math, science, and social studies and that the tests be administered, at a minimum, in grades three through 11. Also requires BESE to establish by rule the adequate test score to determine successful performance of the student on each test; present administrative rule (BESE policy) requires students to pass certain end-of-course assessments in order to be eligible for a high school diploma.
- Proposed law defines eligibility for a high school diploma as successfully completing all Carnegie units required for graduation, regardless of scores on any state-administered assessments.

Supreme Court rules against USPS in Sunday work case **Groff v. DeJoy**

- The U.S. Supreme Court unanimously handed a major victory to religious groups by greatly expanding how far employers must go to accommodate the religious views of their employees.
- The court ruled in favor of Gerald Groff, an evangelical Christian postal worker, who refused to work on Sundays for religious reasons and said the U.S. P.S. should accommodate his religious belief. He sued USPS for religious discrimination when he got in trouble for refusing to work Sunday shifts.
- The justices clarified law that made it illegal for employers to discriminate based on religion, requiring that they accommodate the religious beliefs of workers as long as the accommodation does not impose an "undue hardship on the employer's business." The court had previously defined the statutory term "undue hardship" by saying that employers should not have to bear more than what the court called a "de minimis," or trifling, cost.

Title VII & S.Ct.

Religious accommodations at School

- Weekend work (chaperoning, coaching, trips)?
- *de minimis*?
- Hair, dress, practices, days off?
- How to cover

Title IX Rules and Updates

Elephant in the Room

- Louisiana's lawsuit
- Superintendent Brumley's Letter
- Who will be sued and what will be involved
- Caught in a tight spot between Louisiana law and Title IX requirements
- Bathrooms, Names, Athletics



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