

HB1386/233825/1

BY: Ways and Means Committee

AMENDMENTS TO HOUSE BILL 1386
(First Reading File Bill)

AMENDMENT NO. 1

On page 1, in the sponsor line, strike “**Delegate Atterbeary**” and substitute “**Delegates Atterbeary, Fair, Feldmark, Henson, Mireku–North, Palakovich Carr, Patterson, Roberts, Vogel, Wells, Wilkins, Wims, and Wu**”; in line 2, strike “**Employee**” and substitute “**School Employee Anti–Bias**”; in the same line strike “**and Holocaust Education Study**”; strike beginning with “requiring” in line 3 down through “training;” in line 7 and substitute “requiring the State Department of Education, in consultation with the Professional Standards and Teacher Education Board, to develop guidelines for an anti–bias training program for school employees; requiring each county board of education and certain nonpublic schools to offer training based on the guidelines; providing for the schedule and manner of the training;”; strike beginning with “requiring” in line 7 down through “State;” in line 9; in line 9, strike “employee” and substitute “school employee anti–bias”; in line 10, strike “and Holocaust education study”; and strike in their entirety lines 16 through 25, inclusive.

AMENDMENT NO. 2

On page 2, strike in their entirety lines 3 through 13, inclusive, and substitute:

“(A) (1) THE DEPARTMENT, IN CONSULTATION WITH THE PROFESSIONAL STANDARDS AND TEACHER EDUCATION BOARD, SHALL DEVELOP GUIDELINES FOR AN ANTI–BIAS TRAINING PROGRAM FOR SCHOOL EMPLOYEES.

(2) THE GUIDELINES DEVELOPED UNDER THIS SUBSECTION SHALL:

(i) BE INCLUSIVE;

(II) INCORPORATE LESSONS IN CULTURAL AWARENESS;

(III) AIM TO REDUCE IMPLICIT BIAS;

(IV) BE CULTURALLY RESPONSIVE TO THE NEEDS OF EDUCATORS AND STUDENTS;

(V) RAISE AWARENESS OF BIASES, PREJUDICES, INTOLERANCES, AND DISCRIMINATION FACED BY AFRICAN AMERICANS, NATIVE AMERICANS, ASIAN AMERICANS AND PACIFIC ISLANDERS, HISPANIC AMERICANS, AND OTHER HISTORICALLY MARGINALIZED RACIAL AND ETHNIC MINORITIES;

(VI) COMBAT PREJUDICES FACED BY HISTORICALLY MARGINALIZED RELIGIOUS MINORITIES, INCLUDING ANTISEMITISM AND ISLAMOPHOBIA;

(VII) SEEK TO ACHIEVE SCHOOLS THAT ARE MORE INCLUSIVE AND TOLERANT OF STUDENTS, FACULTY, AND STAFF REGARDLESS OF AN INDIVIDUAL'S RACE, NATIONAL ORIGIN, MARITAL STATUS, SEXUAL ORIENTATION, GENDER IDENTITY, RELIGION, ANCESTRY, PHYSICAL ATTRIBUTES, SOCIOECONOMIC STATUS, FAMILIAL STATUS, OR DISABILITY; AND

(VIII) BE EVIDENCE BASED.

(3) IN DEVELOPING THE GUIDELINES, THE DEPARTMENT SHALL INCORPORATE LESSONS LEARNED FROM REAL LIFE INCIDENTS OF

DISCRIMINATORY BULLYING, HARASSMENT, OR INTIMIDATION REPORTED IN ACCORDANCE WITH § 7-424 OF THIS ARTICLE.

(4) THE DEPARTMENT PERIODICALLY SHALL UPDATE THE GUIDELINES REQUIRED UNDER THIS SUBSECTION.

(B) (1) EACH COUNTY BOARD SHALL, IN CONSULTATION WITH TEACHERS AND OTHER PUBLIC SCHOOL EMPLOYEES, DEVELOP AN ANTI-BIAS TRAINING BASED ON THE GUIDELINES DEVELOPED UNDER SUBSECTION (A) OF THIS SECTION.

(2) IF THE COUNTY BOARD HAS AN ANTI-BIAS TRAINING IN PLACE BEFORE THE DEPARTMENT ISSUES ITS GUIDELINES, THE COUNTY BOARD SHALL, IN CONSULTATION WITH TEACHERS AND OTHER PUBLIC SCHOOL EMPLOYEES, UPDATE ITS TRAINING TO INCORPORATE THE PRACTICES IDENTIFIED IN THE GUIDELINES.

(C) (1) EVERY OTHER YEAR, EACH COUNTY BOARD SHALL TRAIN EACH PUBLIC SCHOOL EMPLOYEE WHOSE JOB DUTIES INCLUDE FREQUENT INTERACTION WITH STUDENTS USING ITS ANTI-BIAS TRAINING.

(2) ANTI-BIAS TRAINING SHALL BE JOB-EMBEDDED, PAID PROFESSIONAL DEVELOPMENT TRAINING THAT IS PROVIDED DURING NONTEACHING TIME.

(3) TO THE EXTENT PRACTICABLE, THE TRAINING SHALL:

(i) BE OFFERED IN A PEER-TO-PEER SETTING;

(II) TAKE A HALF DAY OR LESS TO COMPLETE; AND

(III) INCORPORATE LESSONS LEARNED FROM INCIDENTS OF BULLYING, HARASSMENT, OR INTIMIDATION IN THE COUNTY, REPORTED IN ACCORDANCE WITH § 7-424 OF THIS ARTICLE.

(D) (1) IT IS THE POLICY OF THE STATE THAT A NONPUBLIC SCHOOL THAT PARTICIPATES IN STATE-FUNDED EDUCATION PROGRAMS SHOULD DEVELOP ANTI-BIAS TRAINING IN ACCORDANCE WITH THIS SUBSECTION.

(2) EACH NONPUBLIC SCHOOL THAT PARTICIPATES IN STATE-FUNDED EDUCATION PROGRAMS MAY, IN CONSULTATION WITH TEACHERS AND OTHER SCHOOL EMPLOYEES, DEVELOP AN ANTI-BIAS TRAINING BASED ON THE GUIDELINES DEVELOPED UNDER SUBSECTION (A) OF THIS SECTION.

(3) IF THE NONPUBLIC SCHOOL HAS AN ANTI-BIAS TRAINING IN PLACE BEFORE THE DEPARTMENT ISSUES ITS GUIDELINES, THE NONPUBLIC SCHOOL MAY, IN CONSULTATION WITH TEACHERS AND OTHER SCHOOL EMPLOYEES, UPDATE ITS TRAINING TO INCORPORATE THE PRACTICES IDENTIFIED IN THE GUIDELINES.

(4) EVERY OTHER YEAR, EACH NONPUBLIC SCHOOL THAT DEVELOPS AN ANTI-BIAS TRAINING SHALL TRAIN EACH NONPUBLIC SCHOOL EMPLOYEE WHOSE JOB DUTIES INCLUDE FREQUENT INTERACTION WITH STUDENTS USING ITS ANTI-BIAS TRAINING.

(5) TO THE EXTENT PRACTICABLE, THE TRAINING SHALL:

(I) BE OFFERED IN A PEER-TO-PEER SETTING;

(II) TAKE A HALF DAY OR LESS TO COMPLETE; AND

(III) INCORPORATE LESSONS LEARNED FROM INCIDENTS OF BULLYING, HARASSMENT, OR INTIMIDATION IN THE COUNTY, REPORTED IN ACCORDANCE WITH § 7-424.3 OF THIS ARTICLE.”.

On pages 2 and 3, strike in their entirety the lines beginning with line 14 on page 2 through line 33 on page 3, inclusive.

On page 3, in line 34, strike “3.” and substitute “2”.

On pages 3 and 4, strike beginning with “Section” in line 35 on page 3 down through the period in line 2 on page 4.