1	State of Arkansas	A D:11	
2	84th General Assembly	A Bill	
3	Regular Session, 2003		SENATE BILL 35
4			
5	By: Senator J. Jeffress		
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8	For An Act To Be Entitled		
9	AN ACT TO ENCOURAGE PARENTAL INVOLVEMENT IN THEIR		
10	CHILD'S EDUCATION BY REQUIRING EMPLOYERS TO ALLOW		
11	PARENTS TO TAKE UNPAID LEAVE TO ATTEND PARENT- TEACHERS CONFERENCES; AND FOR OTHER PURPOSES.		
12 13	TEACHERS	CONFERENCES; AND FOR OTHER PURP	USES.
13 14		Subtitle	
14 15	ΛN Λ.C.1	T TO ENCOURAGE PARENTAL INVOLVEM	FNT
16		EIR CHILD'S EDUCATION BY REQUIRE	
17		YERS TO ALLOW PARENTS TO TAKE	NG
18		D LEAVE TO ATTEND PARENT-TEACHER	S
19	CONFERENCES.		
20	002		
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22	BE IT ENACTED BY THE GE	NERAL ASSEMBLY OF THE STATE OF A	ARKANSAS:
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24	SECTION 1. Arkan	sas Code Title 11, Chapter 4, Su	ubchapter 6, is amended
25	to add an additional section to read as follows:		
26	11-4-613. Unpaid	leave to attend parent-teacher	conferences.
27	(a) For purposes	of this section:	
28	<u>(1) "Emplo</u>	yee" means a person performing v	work or service of any
29	kind or character for c	ompensation;	
30	(2) "Employer" means a person employing a person for		
31	<pre>compensation;</pre>		
32	(3) "Parent" means:		
33	(A) A natural parent; or		
34	<u>(B)</u>	A person with whom the student m	resides if the person
35	<u>is:</u>		
36		(i) A stepparent;	

Ţ	<u>(ii) Legal guardian;</u>		
2	(iii) Person in loco parentis; or		
3	(iv) Person who has legal custody of a student under		
4	a court order; and		
5	(4) Parent-teacher conference means a meeting regularly		
6	scheduled by a school district for the purpose of allowing a parent to meet		
7	with their child's teacher to discuss a student's academic progress.		
8	(b)(1) All employers shall allow an employee who is a parent and has a		
9	child enrolled in Arkansas public schools to take unpaid leave to attend a		
10	parent-teacher conference.		
11	(2) The unpaid leave shall be allowed no less than two (2) times		
12	during the school year.		
13	(3) Each unpaid leave for a parent-teacher conference shall be		
14	no less than three (3) hours.		
15	(c) No employer shall retaliate against any employee who exercises the		
16	option created under this section.		
17	(d)(1) It shall be the duty of the Director of the Department of Labor		
18	to enforce the provisions of this section in accordance with all of the		
19	rights and duties allowed the director under Title 11, Chapter 2 of the		
20	Arkansas Code.		
21	(2) Any employer who fails to comply with, or directly or		
22	indirectly evades the provisions of this section, shall be deemed guilty of		
23	misdemeanor punishable by a fine of not less than one hundred dollars (\$100)		
24	nor more than one thousand dollars (\$1000) to be paid into the common school		
25	fund for the school district in which the parent-teacher conference was		
26	scheduled.		
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