

Stricken language would be deleted from and underlined language would be added to the law as it existed prior to this session of the General Assembly.

1 State of Arkansas
2 84th General Assembly
3 Regular Session, 2003
4

As Engrossed: S2/3/03
A Bill

SENATE BILL 35

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-
12 TEACHERS CONFERENCES; AND FOR OTHER PURPOSES.
13

14 **Subtitle**

15 AN ACT TO ENCOURAGE PARENTAL INVOLVEMENT
16 IN THEIR CHILD'S EDUCATION BY REQUIRING
17 EMPLOYERS TO ALLOW PARENTS TO TAKE
18 UNPAID LEAVE TO ATTEND PARENT-TEACHERS
19 CONFERENCES.
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22 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
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24 SECTION 1. Arkansas Code Title 11, Chapter 4, Subchapter 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 (1) "Employee" means a person performing work or service of any
29 kind or character for compensation;

30 (2) "Employer" means a person employing a person for
31 compensation;

32 (3) "Parent" means:

33 (A) A natural parent; or

34 (B) A person with whom the student resides if the person

35 is:

36 (i) A stepparent;



- 1 (ii) Legal guardian;
- 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 up to but no less than two
 12 (2) times during the school year.

13 (3) Each unpaid leave for a parent-teacher conference shall be
 14 up to but no less than three (3) hours.

15 (4) No less than ten (10) calendar days prior to the taking of
 16 leave to attend a parent-teacher conference, the employee shall provide
 17 written notification of his or her intent to his or her immediate supervisor
 18 or other appropriate person necessary to obtain leave authorization.

19 (5) Upon request by the parent, the school district shall
 20 provide written verification of the parent's attendance at the parent-teacher
 21 conference, which shall include the name of the parent, the date of the
 22 parent-teacher conference, the time of the parent-teacher conference, and a
 23 statement confirming the employee's attendance.

24 (c) No employer shall retaliate against any employee who exercises the
 25 option created under this section.

26 (d)(1) It shall be the duty of the Director of the Department of Labor
 27 to enforce the provisions of this section in accordance with all of the
 28 rights and duties allowed the director under Title 11, Chapter 2 of the
 29 Arkansas Code.

30 (2) Any employer who fails to comply with, or directly or
 31 indirectly evades the provisions of this section, shall be deemed guilty of a
 32 misdemeanor punishable by a fine of not less than one hundred dollars (\$100)
 33 nor more than one thousand dollars (\$1000) to be paid into the common school
 34 fund for the school district in which the parent-teacher conference was
 35 scheduled.

36 /s/ J. Jeffress