

1 State of Arkansas  
2 80th General Assembly  
3 Regular Session, 1995  
4 By: Senator Mahony

# A Bill

SENATE BILL 456

## For An Act To Be Entitled

8 "AN ACT TO REQUIRE EMPLOYERS TO GRANT LEAVE AT A MUTUALLY  
9 AGREED UPON TIME TO EMPLOYEES FOR INVOLVEMENT AT THEIR  
10 CHILDREN\_S SCHOOLS AND TO ENCOURAGE INDIVIDUAL SCHOOLS TO  
11 IMPLEMENT PARENT INVOLVEMENT PROGRAMS; AND FOR OTHER  
12 PURPOSES."

## Subtitle

15 "TO REQUIRE EMPLOYERS TO GRANT LEAVE TO  
16 EMPLOYEES FOR INVOLVEMENT AT THEIR  
17 CHILDREN\_S SCHOOLS."

19 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

21 SECTION 1. (a) The Arkansas General Assembly hereby recognizes that  
22 parent involvement is an essential component of school success and positive  
23 student outcomes. Therefore, beginning with the 1995-96 school year,  
24 employers shall grant a minimum of four (4) hours per year leave to any  
25 employee who is a parent, guardian, or person standing in loco parentis of a  
26 child required to be in school under § 6-18-201 so that the employee may  
27 attend or otherwise be involved at that child\_s school. Any leave granted  
28 under this section is subject to the following conditions:

29 (1) The leave shall be at a mutually agreed-upon time between  
30 the employer and the employee;

31 (2) The employer may require an employee to provide the employer  
32 with a written request for the leave at least forty eight (48) hours before  
33 the time desired for the leave;

34 (3) The employer may require that the employee furnish written  
35 verification from the child\_s school that the employee attended or was

1 otherwise involved at that school during the time of the leave.

2 (b) As used in this section, unless the context requires otherwise,  
3 "school" means any public, private, or parochial school, or a home school as  
4 described in § 6-15-501 et seq., that regularly provides a course of  
5 instruction.

6 (c) Employers shall not discharge, demote, or otherwise take an  
7 adverse employment action against an employee who requests or takes leave  
8 under this section. Nothing in this section shall require an employer to pay  
9 an employee for leave taken under this section.

10 (d)(1) An employee who is demoted or discharged or who has had an  
11 adverse employment action taken against him or her in violation of this  
12 section may bring a civil action within one (1) year from the date of the  
13 alleged violation against the employer who violates this section.

14 (2) If the court finds by a preponderance of the evidence that  
15 the employer violated this section, it may award the employee either or both  
16 of the following:

17 (A) Any wages or benefits lost as a result of the  
18 violation.

19 (B) An order of reinstatement without loss of position,  
20 seniority, wages, or benefits.

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22 SECTION 2. (a) Beginning with the 1995-96 school year, each  
23 individual school is encouraged to implement a comprehensive parent  
24 involvement program.

25 (b) The State Board of Education shall develop a list of recommended  
26 strategies that it determines to be effective and which the staff of  
27 individual schools may use to establish parent involvement programs designed  
28 to meet the specific needs of their schools. The Board shall make the list  
29 available to local school district administrators and individual schools by  
30 the beginning of the 1995-96 school year.

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32 SECTION 3. All provisions of this act of a general and permanent  
33 nature are amendatory to the Arkansas Code of 1987 Annotated and the Arkansas  
34 Code Revision Commission shall incorporate the same in the Code.

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1           SECTION 4. If any provision of this act or the application thereof to  
2 any person or circumstance is held invalid, such invalidity shall not affect  
3 other provisions or applications of the act which can be given effect without  
4 the invalid provision or application, and to this end the provisions of this  
5 act are declared to be severable.

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7           SECTION 5. All laws and parts of laws in conflict with this act are  
8 hereby repealed.

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