Department of Planning and Budget
2018 Fiscal Impact Statement

1. **Bill Number:** HB1044

House of Origin	☒	Introduced	☐	Substitute	☐ Engrossed
Second House	☐	In Committee	☐	Substitute	☐ Enrolled

2. **Patron:** Torian

3. **Committee:** Education

4. **Title:** School board policies; healthy school workplaces.

5. **Summary:** Requires each school board to adopt policies to (i) prohibit abusive work environments in the school division, (ii) provide for the appropriate discipline of any school board employee who contributes to an abusive work environment, and (iii) prohibit retaliation or reprisal against a school board employee who alleges an abusive work environment or assists in the investigation of an allegation of an abusive work environment. The bill defines an abusive work environment as one in which a school board employee engages in conduct in the workplace that a reasonable person would find hostile and that is severe enough to cause physical harm or psychological harm to another school board employee.

6. **Budget Amendment Necessary**: No

7. **Fiscal Impact Estimates:** Preliminary. See Item 8.

8. **Fiscal Implications:** There is no anticipated state fiscal impact resulting from the provisions of this bill. Any fiscal impact to localities is indeterminate.

9. **Specific Agency or Political Subdivisions Affected:** Local school divisions

10. **Technical Amendment Necessary:** No

11. **Other Comments:** None