

SENATE BILL 293

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5lr1921
CF HB 324

By: **Senator Feldman**

Introduced and read first time: January 10, 2025

Assigned to: Education, Energy, and the Environment

A BILL ENTITLED

1 AN ACT concerning

2 **County Boards of Education – Antibias Training for Members – Requirement**
3 **(County Board Member Antibias Training Act)**

4 FOR the purpose of requiring each member of a county board of education to complete
5 certain antibias training at least once during the member’s term; and generally
6 relating to antibias training for members of county boards of education.

7 BY repealing and reenacting, with amendments,
8 Article – Education
9 Section 6–129
10 Annotated Code of Maryland
11 (2022 Replacement Volume and 2024 Supplement)

12 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
13 That the Laws of Maryland read as follows:

14 **Article – Education**

15 6–129.

16 (a) (1) The Department shall develop guidelines for an antibias training
17 program for school employees.

18 (2) The guidelines developed under this subsection shall:

19 (i) Be inclusive;

20 (ii) Incorporate lessons in cultural awareness;

21 (iii) Aim to reduce implicit bias;

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (iv) Be culturally responsive to the needs of educators and students;

2 (v) Raise awareness of biases, prejudices, intolerances, and
3 discrimination faced by African Americans, Native Americans, Asian Americans and
4 Pacific Islanders, Hispanic Americans, and other historically marginalized racial and
5 ethnic minorities;

6 (vi) Combat prejudices faced by historically marginalized religious
7 minorities, including antisemitism and Islamophobia;

8 (vii) Seek to achieve schools that are more inclusive and tolerant of
9 students, faculty, and staff regardless of an individual's race, national origin, marital
10 status, sexual orientation, gender identity, religion, ancestry, physical attributes,
11 socioeconomic status, familial status, or disability; and

12 (viii) Be evidence-based.

13 (3) In developing the guidelines, the Department shall incorporate lessons
14 learned from real life incidents of discriminatory bullying, harassment, or intimidation
15 reported in accordance with § 7-424 of this article.

16 (4) The Department periodically shall update the guidelines required
17 under this subsection.

18 (b) (1) Each county board shall, in consultation with teachers and other public
19 school employees, develop an antibias training based on the guidelines developed under
20 subsection (a) of this section.

21 (2) If the county board has an antibias training in place before the
22 Department issues its guidelines, the county board shall, in consultation with teachers and
23 other public school employees, update its training to incorporate the practices identified in
24 the guidelines.

25 (c) (1) Every other year, each county board shall train each public school
26 employee whose job duties include frequent interaction with students using its antibias
27 training.

28 (2) Antibias training shall be job-embedded, paid professional
29 development training that is provided during nonteaching time.

30 (3) To the extent practicable, the training shall:

31 (i) Be offered in a peer-to-peer setting;

32 (ii) Take a half day or less to complete; and

1 (iii) Incorporate lessons learned from incidents of bullying,
2 harassment, or intimidation in the county, reported in accordance with § 7-424 of this
3 article.

4 (D) (1) AT LEAST ONCE DURING THE MEMBER'S TERM, EACH MEMBER OF
5 A COUNTY BOARD SHALL COMPLETE THE ANTIBIAS TRAINING DEVELOPED UNDER
6 SUBSECTION (B) OF THIS SECTION.

7 (2) THE TRAINING SHALL BE CONDUCTED SEPARATELY FROM THE
8 PUBLIC SCHOOL EMPLOYEE TRAINING REQUIRED UNDER SUBSECTION (C) OF THIS
9 SECTION.

10 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
11 1, 2025.