

116TH CONGRESS
1ST SESSION

S. 2784

To amend the Elementary and Secondary Education Act of 1965 to provide grants to local educational agencies to establish “Family Friendly School” policies at 500 elementary schools that align the school day with the work day to better support working families and to disseminate the learnings from these model schools so that other local educational agencies may adopt these practices, and to establish a supplemental 21st century community learning centers grant program to support programs and activities during summer recess when school is not in session.

IN THE SENATE OF THE UNITED STATES

NOVEMBER 5, 2019

Ms. HARRIS (for herself, Mrs. GILLIBRAND, Mr. BROWN, Mr. BLUMENTHAL, Mr. MERKLEY, and Mr. BENNET) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To amend the Elementary and Secondary Education Act of 1965 to provide grants to local educational agencies to establish “Family Friendly School” policies at 500 elementary schools that align the school day with the work day to better support working families and to disseminate the learnings from these model schools so that other local educational agencies may adopt these practices, and to establish a supplemental 21st century community learning centers grant program to support programs and activities during summer recess when school is not in session.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Family Friendly
5 Schools Act”.

6 **SEC. 2. FINDINGS.**

7 Congress finds the following:

8 (1) Schools are shut down for an average of 29
9 days throughout the school year, which is 2 weeks
10 longer than the typical American with paid leave has
11 in paid holidays and vacation.

12 (2) Moreover, 39 percent of all workers, and 80
13 percent of low-wage workers, lack access to any paid
14 vacation time.

15 (3) Most schools close at or around 3 p.m., 2
16 hours short of the standard full-time work day.

17 (4) Fewer than $\frac{1}{2}$ of elementary schools and
18 fewer than $\frac{1}{3}$ of low-income schools offer before and
19 afterschool care.

20 (5) In communities across the Nation, 1 in 5
21 school-aged children were unsupervised after school.

22 (6) In 2014, parents of approximately
23 19,400,000 children who were not in an afterschool
24 program said that their children would participate if
25 a program were available.

1 (7) If families pay out of pocket for child care
2 to cover the excess school closure days and the hours
3 between 3 p.m. and 5 p.m., it would cost an average
4 of \$6,600 per year, or 9 percent of an average fam-
5 ily's income.

6 (8) Moreover, 73 percent of families report
7 some difficulty in finding summer care.

8 (9) Many working parents are forced to make
9 job-related changes during the summer. In 57 per-
10 cent of families, at least one parent makes a change
11 to their job that is likely to result in a smaller pay-
12 check, and in nearly $\frac{1}{3}$ of families, both parents
13 make a job sacrifice.

14 (10) The misalignment of school and work
15 schedules creates a significant strain on working
16 parents and guardians, particularly mothers and
17 Black, Latino, low-income, and single working par-
18 ents, and those with irregular schedules.

19 (11) Misaligned school schedules cost the
20 United States economy \$55,000,000,000 in lost pro-
21 ductivity annually.

22 (12) 1,000,000 women with elementary school-
23 aged children work less than full time because of
24 their caregiving responsibilities.

1 (13) More than 8 in 10 parents of children in
 2 afterschool programs agree that afterschool pro-
 3 grams help working parents keep their jobs.

4 (14) More than half of families report a desire
 5 for their child to participate in a summer learning
 6 program.

7 (15) Aligning school and work schedules is both
 8 an economic growth and child development strategy.

9 **SEC. 3. GRANT PROGRAM FOR FAMILY FRIENDLY**
 10 **SCHOOLS.**

11 Title IV of the Elementary and Secondary Education
 12 Act of 1965 (20 U.S.C. 7101 et seq.) is amended by add-
 13 ing at the end the following:

14 **“PART G—FAMILY FRIENDLY SCHOOLS**

15 **“SEC. 4701. GRANT PROGRAM FOR FAMILY FRIENDLY**
 16 **SCHOOLS.**

17 “(a) AUTHORIZATION.—

18 “(1) IN GENERAL.—The Secretary shall award
 19 grants to eligible entities to enable the establishment
 20 of ‘Family Friendly School’ policies at a total of 500
 21 elementary schools that align the school day with the
 22 work day to better support working families.

23 “(2) DURATION.—Each grant awarded under
 24 this section shall be for a 5-year period.

1 “(3) AMOUNT.—Each grant awarded under this
 2 section shall be in an amount that is not more than
 3 \$5,000,000 for the grant period for each elementary
 4 school at which Family Friendly School policies are
 5 established by the eligible entity. In determining the
 6 grant amount, the Secretary shall consider the num-
 7 ber of students served.

8 “(4) MATCHING REQUIREMENT.—As a condi-
 9 tion of receiving a grant under this section, an eligi-
 10 ble entity shall provide, from non-Federal sources,
 11 matching funds in an amount equal to not less than
 12 10 percent of the cost of establishing Family Friend-
 13 ly School policies under this section. A parent copay-
 14 ment or fee collected by the eligible entity shall not
 15 qualify as matching funds.

16 “(b) ELIGIBLE ENTITIES.—In this section, the term
 17 ‘eligible entity’ means—

18 “(1) a local educational agency—

19 “(A) that serves schools receiving assist-
 20 ance under part A of title I; and

21 “(B) that—

22 “(i) has not reduced the instructional
 23 time or number of instructional days for
 24 elementary schools at any point during the

1 4-year period preceding the date of the ap-
 2 plication for a grant under this section; or

3 “(ii) has reduced the instructional
 4 time or number of instructional days for
 5 elementary schools at any point during the
 6 4-year period preceding the date of the ap-
 7 plication for a grant under this section but
 8 pledges—

9 “(I) to reverse the reduction
 10 without the use of Federal funds; and

11 “(II) to return any Federal funds
 12 received under this section if the local
 13 educational agency does not reverse
 14 the reduction without the use of Fed-
 15 eral funds not later than 1 year after
 16 the date of receipt of the Federal
 17 funds; or

18 “(2) a local educational agency described in
 19 paragraph (1) in partnership with a nonprofit or
 20 community-based organization with a demonstrated
 21 record of providing high-quality enrichment activities
 22 for children.

23 “(c) APPLICATION.—An eligible entity that desires to
 24 receive a grant under this section shall submit an applica-
 25 tion at such time, in such manner, and accompanied by

1 such information as the Secretary may require, includ-
2 ing—

3 “(1) the number of elementary schools at which
4 the eligible entity desires to establish Family Friend-
5 ly School policies;

6 “(2) how such elementary schools will align
7 with other schools and local educational agencies in
8 the same geographic area in ways that support
9 working families with children in different schools;
10 and

11 “(3) how such elementary schools will make
12 necessary adjustments to transportation to serve
13 students attending such schools, including students
14 with disabilities.

15 “(d) AWARD OF GRANTS.—In awarding grants under
16 this section, the Secretary shall give priority to eligible en-
17 tities that—

18 “(1) serve schools that have been identified by
19 the local educational agency in the eligible entity to
20 have the greatest need for aligning the school day
21 with the work day to better support working families
22 (such as through a survey of parents in the district
23 to identify which schools have the most single par-
24 ents who work outside the home, families with 2

1 working parents, or parents working irregular sched-
 2 ules); and

3 “(2) propose—

4 “(A) to restructure and expand the school
 5 day to better meet the needs of working fami-
 6 lies, students, and teachers rather than adding
 7 on to the existing, unchanged school schedule;
 8 and

9 “(B) to leverage community resources,
 10 such as nonprofit or government programs for
 11 children or interested stakeholders in the com-
 12 munity, to provide academic, athletic, or enrich-
 13 ment activities during the additional school
 14 hours.

15 “(e) USE OF FUNDS.—

16 “(1) PLANNING.—An eligible entity that re-
 17 ceives a grant under this section shall spend the first
 18 year of the grant planning and consulting with
 19 teachers, parents, students, and community organi-
 20 zations about how best to design and implement the
 21 Family Friendly School policies. Such first year
 22 grant period shall include a needs and assets assess-
 23 ment that identifies the academic, nonacademic,
 24 physical and mental health, and other needs that
 25 would be most helpful in supporting working families

1 as they seek to maintain employment while sup-
2 porting their children's development.

3 “(2) ESTABLISHMENT OF FAMILY FRIENDLY
4 SCHOOL POLICIES.—An eligible entity that receives a
5 grant under this section shall establish, after the
6 first year of the grant period, Family Friendly
7 School policies at an elementary school in accord-
8 ance with the following:

9 “(A) If the eligible entity serves both
10 schools that receive assistance under part A of
11 title I and schools that do not receive assistance
12 under such part, the eligible entity shall first
13 serve, with funds provided under the grant,
14 schools that receive assistance under such part.

15 “(B) An elementary school at which Fam-
16 ily Friendly School policies are established shall
17 not increase the amount of time teachers, para-
18 professionals, and other school staff have to
19 work unless they volunteer to work additional
20 hours, which additional hours shall be com-
21 pensated at no less than the rate the teachers,
22 paraprofessionals, and other school staff earn
23 for regular school hours.

24 “(C) An elementary school at which Fam-
25 ily Friendly School policies are established shall

1 collaborate with community partners to develop
2 high-quality, culturally relevant, linguistically
3 accessible, developmentally appropriate aca-
4 demic, athletic, extracurricular, enrichment, or
5 community-based learning opportunities, for
6 students from at least 8 a.m. to 6 p.m. (or dif-
7 ferent hours if determined appropriate due to
8 the needs of the community) Monday through
9 Friday during the school year.

10 “(D) An elementary school at which Fam-
11 ily Friendly School policies are established shall
12 not close throughout the school year, except on
13 Federal holidays, weekends, and during weather
14 emergencies and other emergencies that would
15 make it a safety liability for children to be at
16 school. Specifically, each elementary school at
17 which Family Friendly School policies are es-
18 tablished may not close for parent-teacher con-
19 ferences, professional development, or for any
20 other reason without offering full day enrich-
21 ment activities free of charge for students.

22 “(E) An elementary school at which Fam-
23 ily Friendly School policies are established shall
24 develop and implement evidence-based policies
25 and practices for parent and family engagement

1 to support working families and help better
2 align school and work schedules, which shall in-
3 clude at least one of the following activities:

4 “(i) Providing one or more of the par-
5 ent and family engagement activities per-
6 mitted under this Act.

7 “(ii) Providing assistance to families
8 to leverage existing programs that support
9 working families, such as programs under
10 the Child Care and Development Block
11 Grant Act of 1990 (42 U.S.C. 9858 et
12 seq.), the program of block grants to
13 States for temporary assistance for needy
14 families under part A of title IV of the So-
15 cial Security Act (42 U.S.C. 601 et seq.),
16 the Medicaid program under title XIX of
17 the Social Security Act (42 U.S.C. 1396 et
18 seq.), and the supplemental nutrition as-
19 sistance program under the Food and Nu-
20 trition Act of 2008 (7 U.S.C. 2011 et
21 seq.).

22 “(iii) Making school buildings avail-
23 able for programs that serve parents, stu-
24 dents, and families when school is not in
25 session.

1 “(iv) Hosting parent-teacher con-
 2 ferences and other school events in the
 3 evening, or at times that are convenient for
 4 parents who work outside the home, or
 5 using technology to speak with parents vir-
 6 tually.

7 “(v) Engaging in any other activities
 8 and strategies appropriate and consistent
 9 with the school’s parent and family en-
 10 gagement policies and practices, which may
 11 include consulting with parents, students,
 12 and community organizations to support
 13 collaborative leadership.

14 “(F) An elementary school at which Fam-
 15 ily Friendly School policies are established shall
 16 annually survey parents, teachers, students,
 17 school administrators, and community organiza-
 18 tions throughout the 5-year grant period to ask
 19 about their satisfaction with the programs and
 20 activities funded through the grant.

21 “(3) COORDINATION ACTIVITIES.—An eligible
 22 entity that receives a grant under this section may
 23 allocate not more than 2 percent of the grant funds
 24 to the local mayor or other head of the locality to
 25 coordinate with the eligible entity, parents, teachers,

1 school administrators, local businesses, the local
2 workforce development board, and other community
3 organizations to strategize about how elementary
4 schools at which Family Friendly School policies are
5 established will align their calendar with other
6 schools served by the eligible entity and with other
7 schools in the same geographic region in ways that
8 support working families with children in different
9 schools.

10 “(f) REPORT AND EVALUATION.—

11 “(1) IN GENERAL.—At the 3-year mark in the
12 grant period and at the conclusion of the 5-year
13 grant period, the Secretary shall report to Congress
14 on—

15 “(A) approaches taken by the elementary
16 schools at which Family Friendly School poli-
17 cies are established to align school and work
18 schedules, including district-level changes or
19 supports provided to schools to assist these ef-
20 forts;

21 “(B) survey results on parent, teacher,
22 student, school administrator, and community
23 organization satisfaction with elementary
24 schools at which Family Friendly School poli-
25 cies are established;

1 “(C) where available, information about
2 changes in parental employment over the 5-year
3 grant period for each elementary school at
4 which Family Friendly School policies are es-
5 tablished, which may include information pro-
6 vided voluntarily by parents about—

7 “(i) changes in parental employment
8 rates by gender; and

9 “(ii) changes in parental wages by
10 gender;

11 “(D) aggregate improvements in student
12 engagement and performance, such as improve-
13 ments in grades, standardized test scores, class
14 participation, classroom behavior, and attend-
15 ance rates, including rates of chronic absentee-
16 ism and tardiness, for each elementary school
17 at which Family Friendly School policies are es-
18 tablished;

19 “(E) changes in overall teacher compensa-
20 tion and retention rates over the grant period
21 for each elementary school at which Family
22 Friendly School policies are established;

23 “(F) best practices and recommendations
24 for creating schools that better align school and
25 work schedules;

1 “(G) best practices and recommendations
 2 for communities to align school schedules and
 3 calendars among all schools within a school dis-
 4 trict and with schools in other school districts,
 5 and between schools and businesses;

6 “(H) best practices and recommendations
 7 for parent and family engagement policies to
 8 support working families and help better align
 9 school and work schedules; and

10 “(I) best practices and recommendations
 11 for strengthening partnerships between schools
 12 and community resources.

13 “(2) DISAGGREGATION.—The information pro-
 14 vided under paragraph (1) shall be disaggregated by
 15 race, ethnicity, and income, where appropriate.

16 “(3) PRIVACY.—The Secretary shall collect and
 17 disseminate information under this subsection in a
 18 manner that protects the privacy of individuals.

19 “(g) SUPPLEMENT, NOT SUPPLANT.—An eligible en-
 20 tity that receives a grant under this section shall use the
 21 grant funds to supplement, and not supplant, other funds
 22 available to carry out the activities described in this sec-
 23 tion.

24 “(h) RULE OF CONSTRUCTION.—Nothing in this sec-
 25 tion shall be construed to alter, diminish, or otherwise af-

1 fect the rights, remedies, and procedures afforded to indi-
 2 viduals employed by schools or local educational agen-
 3 cies.”.

4 **SEC. 4. SUPPLEMENTAL 21ST CENTURY COMMUNITY**
 5 **LEARNING CENTERS GRANT PROGRAM.**

6 Part B of title IV of the Elementary and Secondary
 7 Education Act of 1965 (20 U.S.C. 7171 et seq.) is amend-
 8 ed by striking section 4206 and inserting the following:

9 **“SEC. 4206. SUPPLEMENTAL GRANTS FOR SUMMER PRO-**
 10 **GRAMS.**

11 “(a) IN GENERAL.—From amounts appropriated
 12 under section 4207(b), the Secretary shall carry out a sup-
 13 plemental grant program under this part, through which
 14 grants shall be allotted to States in accordance with sec-
 15 tion 4202 (except that section 4202(a)(1) shall not apply).

16 “(b) TERMS, CONDITIONS, REQUIREMENTS.—The
 17 terms, conditions, and requirements of this part shall
 18 apply to supplemental grants awarded under this section
 19 (including requirements relating to the State use of funds,
 20 State application and approval process, the local competi-
 21 tive subgrant program, and local activities), except that
 22 funds awarded to eligible entities for community learning
 23 centers under this section shall be awarded for community
 24 learning centers that propose—

1 “(1) to establish or expand programs and ac-
 2 tivities carried out during summer recess when
 3 school is not in session; or

4 “(2) to establish or expand programs and ac-
 5 tivities—

6 “(A) carried out during summer recess
 7 when school is not in session; and

8 “(B) carried out during afterschool hours.

9 **“SEC. 4207. AUTHORIZATION OF APPROPRIATIONS.**

10 “(a) IN GENERAL.—There are authorized to be ap-
 11 propriated to carry out this part (other than section 4206)
 12 \$1,300,000,000 for each of fiscal years 2020 through
 13 2024.

14 “(b) SUPPLEMENTAL GRANTS FOR SUMMER PRO-
 15 GRAMS.—There are authorized to be appropriated to carry
 16 out section 4206 \$1,300,000,000 for each of fiscal years
 17 2020 through 2024.”.

18 **SEC. 5. CONFORMING AMENDMENTS.**

19 Section 4202 of the Elementary and Secondary Edu-
 20 cation Act of 1965 (20 U.S.C. 7172) is amended—

21 (1) in subsection (a), in the matter preceding
 22 paragraph (1), by striking “section 4206” and in-
 23 serting “section 4207(a)”; and

- 1 (2) in subsection (b)(1), by striking “section
2 4206” and inserting “section 4207(a)”.

○