



# Legislative Update

By Otto Fajen  
MNEA Legislative Director  
[Otto.fajen@mnea.org](mailto:Otto.fajen@mnea.org)

Number 18  
May 21, 2020  
[www.mnea.org](http://www.mnea.org)

## REGULAR SESSION ENDS

The 2020 legislative session is over, and the Association appreciates the support of the many members who participated in Missouri NEA's legislative advocacy throughout the session during this challenging time.

The session was significantly impacted by the global COVID-19 pandemic, with both chambers remaining out of session for several weeks and returning to conclude the budget and additional policy work subject to social distancing and other related restrictions.

While many omnibus bills were constructed during the last three weeks of session, only a few of those bills were approved into law by both chambers. Very few new education law provisions were enacted in 2020.

The legislature approved the harmful SJR 38 (Hegeman), a joint resolution that seeks to overturn the ethics and redistricting reforms approved by voters in 2018 as Amendment 1 or CLEAN Missouri. However, the Association was able to stop charter school expansion in SB 649 (Eigel) and SB 603 (O'Laughlin), the tax-credit style voucher provision in SB 707 (Koenig) and SB 581 (Cierpiot) and many other harmful measures.

For more detailed information on other legislation, visit <https://www.mnea.org/Missouri/LegislativeActionCenter.aspx> to view legislative updates and other related information.

## BILLS THAT PASSED

### BUDGET APPROVED BUT WITHHOLDS EXPECTED

MNEA believes adequate and equitable school funding is a fundamental right for every student. The state must invest in classroom priorities that build the foundation for student learning: early childhood education, smaller class sizes and a well-rounded education that will prepare students to compete in the worldwide economy.

The legislature returned to session for the last three weeks and adopted a budget for next school year. The budget would allow full funding of the K-12 formula and potentially maintain college and university funding at current year levels.

However, the Governor and the State Budget Office recently indicated that next year's budget is estimated to be \$500 million to \$700 million underfunded based on reduced state revenue

expectations. The Governor intends to announce significant withholds that will affect public schools. In addition, gambling revenues dedicated to schools have been reduced by the closure of casinos for the last two months.

Thus, the budget must be viewed only as a best-case scenario, representing the maximum possible funding level should unexpected revenues become available. Given the high level of uncertainty over state revenues and possible federal action on budget relief for states, no appropriation line can be considered a guarantee that the funding will be available next year.

The COVID-19 pandemic has produced profound effects on economic activity in Missouri and across the nation. Both major sources of Missouri's state general revenue, sales taxes and personal income taxes, are expected to be significantly reduced by economic shutdown and loss of employment caused by the pandemic.

While the effects of the pandemic are significant and unexpected, they also highlight the lack of resilience in the state budgeting process caused by the cumulative effect of harmful state tax cuts in recent years. These tax cuts have reduced the state's ability to invest in public education and other vital services while also maintaining responsible levels of budget reserve funds. The legislature must commit to do more to meet the needs of all Missouri students.

#### **LEGISLATURE APPROVES ATTACKS ON THE REFORMS OF CLEAN MISSOURI**

The legislature approved SJR 38. Pending completion of the review process required for such measures, the joint resolution will be placed on a statewide ballot later this year. The measure will be placed on the November election unless the Governor chooses to place the measure on the August primary ballot.

The Association strongly opposes SJR 38. SJR 38 would undermine the redistricting reforms of Amendment 1, also known as CLEAN Missouri. This joint resolution removes the nonpartisan demographer created under Amendment 1 and opens the possibility for the population count to be skewed to exclude non-citizen or non-voting-age residents from the data used for drawing districts. The resolution also makes it harder to file suit against a faulty map and limits the remedies available to a judge in such a case.

#### **COVID-19 ABSENTEE VOTING IN 2020**

The legislature approved two additional absentee voting options for elections in 2020 in the final version of SB 631 (Hegeman). These provisions have an emergency clause and will go into effect immediately upon approval by the Governor.

If approved by the Governor, SB 631 will add a notary-free option for absentee voting in 2020 for those who have contracted COVID-19 or are in an at-risk category for contracting or transmitting COVID-19 based on CDC recommendations. Voters using this option will not be required to obtain notarization of their absentee ballot envelope. This provision will only apply to municipal, primary and general elections in 2020 and will expire on December 31, 2020.

SB 631 also allows notarized "mail-in" absentee ballots for other voters seeking to avoid risk of contracting or transmitting COVID-19 but who don't qualify for the notary-free option. This "mail-in" absentee option is also limited to elections in 2020 and will expire on December 31, 2020. Some

county election clerks are already encouraging voters to use an expanded interpretation of the current absentee options and to vote absentee to limit risks during the pandemic.

### **REVISED BAN ON PUBLIC FUNDS IN CAMPAIGNS**

The legislature approved the omnibus Senate version of HB 1854 (Pfautsch) regarding various political subdivisions. Among the many provisions, the bill revises the general restrictions on the use of any public funds in support or opposition to any ballot measure or candidate for office. The provision clarifies that this law applies to school districts and charter schools. While the Association supports clear restrictions on use of public funds for electoral purposes, the Association is concerned that the elevated penalty provision could have a chilling effect and deter school leaders and staff from providing the information the local community needs to make an informed decision on local school issues.

### **VAPING BAN APPROVED IN HEALTHCARE OMNIBUS BILL**

The legislature approved an omnibus version of HB 1682 (Wood). The language of the original bill prohibits vapor product usage in indoor areas of public schools or on school buses. This law already applies to the use of any tobacco or tobacco products in those areas. The Association believes that all educational facilities must be smoke-free and safe from all environmental and chemical hazards. The Association supported the portion of the bill from the original HB 1682.

### **TEACHER CERTIFICATION RECIPROCITY**

The legislature approved HB 2046 (Grier) to revise reciprocity provisions for a variety of professions including teacher certification. The bill includes reciprocity for licensed teachers in good standing from other states with at least one year of teaching experience at the same level of professional practice. The bill will not override existing multistate compacts or the authority of any licensing board that is part of a multistate compact. The State Board of Education currently grants reciprocity to most applying teachers from other states. The legislature also passed HB 1511 (Lynch), SB 656 (Cierpiot) and SB 718 (White). All three of these bills grant greater teacher license flexibility for military spouses.

### **TAXATION**

The legislature approved SB 676 (Luetkemeyer) regarding taxation. The bill requires physical inspection of every residential property with an assessment increase over 15% and shifts the burden of proof on appeals to the assessor in such cases. The bill does not impose any caps on residential property assessment increases. The bill also exempts federal CARES checks from state income tax.

### **PSRS/PEERS STAFF SALARIES**

The legislature approved HB 1467 (Pike) including several provisions relating to public employee retirement systems. Among these provisions is the language of HB 1934 (Wiemann) to specify that the salaries of all employees and administrators of the PSRS/PEERS Systems shall be public information.

**LEAD TESTING IN SCHOOLS** The legislature approved HB 2120 (Kidd). The bill allows schools to access state approved testing labs to test drinking water for lead content. If the test shows levels at or above EPA standards, the school shall inform all parents.

## **BILLS THAT DID NOT PASS**

### **CHARTER SCHOOL EXPANSION**

The Association vigorously opposed charter school expansion bills this session. SB 649 (Eigel) and SB 603 (O'Laughlin) would have allowed charter schools to be sponsored by outside entities (other than the local school board) and operate in many districts around the state.

HCS/HB 1664 (Richey) and SB 735 (Emery) would have revised the law specifying payments to charter schools and shifted more local school funds to charter schools. The Association remains concerned regarding the wording of the bill and urges the legislature to provide an allowance in the calculation for maintaining district capacity to serve all students.

HB 1487 (Rehder) and SB 525 (Emery) would have allowed a drug recovery charter school to be established in Kansas City. The bills would give the school the ability to enroll non-resident pupils from other districts. The Association is also concerned that such a program may be better established as a traditional public school due to issues with the current charter law.

Guided by the revised MNEA Position Paper on charter schools, the Association opposed these bills and put forward alternative language to realize the goals of the Position Paper. Missouri NEA believes that charter schools should be sponsored by and accountable to the local community through the elected school board and approved only after an impact study is conducted by the district to consider the proposal. School board sponsorship ensures that the board can plan the use of all school funds and implement the services and programs that meet the needs of all students in the community.

The Association also believes that all charter schools should be subject to the same standards of accountability, transparency and respect for the rights of students, parents and staff as are applicable to traditional public schools.

### **TAX CREDIT VOUCHERS AND EDUCATION SAVINGS ACCOUNTS**

SB 707 (Koenig) and HB 1733 (Christofanelli) would each have created a new 100% state tax credit capped at \$25 million per year for taxpayer contributions to third-party organizations that will use some of the proceeds to fund accounts that parents can use to pay private school tuition and other expenses for students. SB 581 (Cierpiot) and HB 2068 (Fitzwater) would have created a tax credit voucher program for low and middle income students that would be housed in the State Treasurer's Office. These latter two bills have few details about how the program would operate and contain essentially no requirements on the private schools that might receive funding under the measure.

The Association believes that private school option plans compromise free, equitable, universal and quality public education for every student and opposes the bill. The Association opposes these and similar proposals to divert public funds to private schools not subject to the same standards of accountability, transparency and respect for the rights of students, staff and parents as apply to public schools.

### **VIRTUAL SCHOOL OPEN ENROLLMENT**

SB 996 (Onder) and HB 2491 (Christofanelli) would have eliminated local district input on the enrollment of district students in the virtual school program and transfers the authority to DESE. The bills also would have created full-time virtual programs as separate educational agencies with no public accountability to the State Board of Education and with specific requirements that would force

the state to pay far about the market necessary costs for those programs. The Association opposed both bills.

### **OPEN ENROLLMENT**

HB 2310 (Wiemann) would have created a statewide public school open enrollment policy. The bill would have created funding issues for districts around the state and contained no features to support participation by low income students. The Association expressed concern that the bill would create financial issues for many districts and would ultimately increase racial, ethnic and economic isolation of public school students around the state. The Association opposed the bill.

### **PAYCHECK DECEPTION**

SB 701 (Onder) and HB 2431 (Taylor) would have enacted onerous and intrusive restrictions on certain public employees regarding payroll deductions for dues and deductions for political action. HB 1413 from 2018, the anti-bargaining bill, was blocked by permanent court injunction resulting from a lawsuit filed by the Association and other public labor organizations. This permanent injunction strongly affirms public employees' constitutional right to bargain and their right to join the association of their choosing. The Association strongly opposed both bills.

### **GUNS IN SCHOOLS**

HB 1961 (Schroer) would always have required every school to maintain an armed officer during the school day at every school site. The Association believes that arming educators as a method of school security or violence prevention increases the risk of potential violence and accidental shootings endangering all stakeholders. The Association opposed the bill.

### **CAMPUS CARRY**

SB 663 (Burlison) would have taken away local control of college and university governing boards to regulate concealed weapons on campus. The Association believes that all students and education employees should be allowed to learn and work in a safe environment free of unauthorized guns and other deadly weapons and opposed the bill.

### **READING INTERVENTIONS**

Several different approaches were filed regarding reading instruction and intervention. These bills would substantially revise existing laws regarding reading intervention programs and establish a new reading intervention program focused mainly on students in kindergarten to fourth grade. The bills remove the requirement that would make grade level promotion for certain students contingent on passing a reading examination.

The Association believes that key decisions about assessment, placement, additional instruction and advancement should remain at the local level with district, employee, parent and student input. the Association expressed concerned that SB 966 (O'Laughlin) and HB 2470 (Gregory) were overly prescriptive regarding the interventions required to be in an intervention plan. HB 2650 (Kelley), HB 2671 (Henderson) and SB 1061 (Libla) also address reading interventions in a comprehensive way, while leaving greater local flexibility in terms of assessment, intervention and notice requirements. SB 626 (Nasheed) regarding reading interventions in the St. Louis City school district. The bill requires the district to use a response-to-intervention tiered approach to reading instruction for students struggling to read.

## **HEALTHCARE RESTRICTIONS**

HJR 106 (Smith) would have made Medicaid subject to appropriation, imposed work restrictions on adult Medicaid recipients, and prohibited health insurance plans from imposing restrictions on pre-existing conditions. The Association is concerned that the joint resolution would interfere with expansion of Medicaid services in Missouri and add significant state costs to create the training programs needed to implement the work requirements. Experiences from other states shows that these types of requirements increase administrative burdens and create significant costs associated with new tracking mechanisms and the implementation of federally required work supports like job training, childcare and transportation.

## **HEALTHCARE FOR CHILDREN**

HB 2379 (Helms) would allow children eligible for healthcare coverage under Mo HealthNet to maintain continuous eligibility for a twelve month period. The Association believes adequate and timely healthcare services are vital to maintain the health of all children throughout the state. Proper healthcare is critical to ensuring that all children come to school ready to learn. The Association supported the bill.

## **IN-STATE TUITION FOR MISSOURI RESIDENTS**

SB 642 (Onder) would have prohibited public institutions of higher education from offering in-state tuition to any undocumented student, including those who have attended and graduated from Missouri public schools. The Association believes that a Missouri high school diploma or high school equivalency credential should provide documentation for undocumented students for verification of in-state tuition status. The Association opposed the bill.

## **COLLEGE WORK STUDY**

HB 1430 (Kendrick) would have established a work-study program within the Department of Higher Education and Workforce Development. The Association believes the bill will expand opportunities for college students to have work-study employment opportunities while attending the institution and supported the bill.

## **GIFTED EDUCATION**

HB 1317 (Sommer) would have required districts and charter schools to identify and provide services and programs for gifted children. The bill would have required a district to establish a gifted education program if three percent or more are identified as gifted. The bill would have delayed the effective date for the new requirements to identify and serve gifted students to give time for more teachers to seek certification as gifted teachers. The Association believes that gifted and talented students need a challenging curriculum and a program that identifies and supports their unique needs. The Association supported the bill.

## **STUDENT NEWSPAPERS**

HB 2317 (Christofanelli) would have granted greater freedom for student journalists. The bill includes anti-retaliation provisions to protect student communications sponsors and other staff from possible retaliation by boards or administration for granting students greater editorial latitude as provided by the bill. The Association supported the bill.

## **TRANSGENDER ATHLETE PARTICIPATION**

SJR 50 (O'Laughlin) would have asked voters to approve a constitutional provision that specifically overrules current MSHSAA Board Policy on Transgender Participation as taken from existing NCAA policy. SJR 50 would require students participating in any single-gender event or activity organized by MSHSAA or another statewide organization to participate in the event corresponding to the student's

biological sex at birth. The Association believes that educators should continue to establish the policies and procedures that govern the activities of Missouri students who participate in high school activities and opposed SJR 50.

### **RESTRICTIONS ON DISCUSSION OF ISSUES RELATING TO HUMAN SEXUALITY**

HB 1565 (Basye) would have modified provisions governing school district course materials or instruction on human sexuality or sexually transmitted diseases. The bill would have radically expanded the definition of course materials and instruction to include nearly any form of communication with students in the school setting. The bill also targets discussion of sexual orientation and gender identify for parental opt out and authorizes citizen lawsuits for enforcement of the requirements of the bill, including the possibility that school districts would face punitive damages. The Association opposed the bill.

### **PROTECTION AGAINST DISCRIMINATION**

HB 1763 (Hannegan) and HB 1527 (Razer) would revise the Missouri Human Rights Act regarding employment, disability and housing to make discrimination based upon a person's sexual orientation or gender identity an unlawful discriminatory practice. The Association supported both bills.

### **HOME SCHOOL ACTIVITY PARTICIPATION MANDATES**

SB 875 (Emery) and HB 2273 (Deaton) would have required MSHSAA to allow home school students to participate in activities or member schools will lose state funding. The Association believes that educators should continue to establish the policies that govern student activities and opposed the bills.

### **WORKING AFTER RETIREMENT**

HB 2291 and HB 2460, filed by Rep. Rusty Black, would have extended the critical shortage working after retirement option for teachers from two years to four years. HB 2460 also adds an additional working after retirement option that allows districts to create an emergency substitute teacher pool. PSRS retirees would be able to participate and teach as a temporary or long-term substitute in the pool with no hourly restriction provided that their yearly earnings do not exceed the Social Security earnings limitation, which is currently \$18,240. The Association supported both bills.

### **EDUCATOR TAX DEDUCTION**

SB 583 (Arthur) to allow for a state income tax deduction for educator expenses. Most public school teachers purchase school supplies for students out of their personal funds and these purchases are not typically reimbursed by the district. The Association supported the bill.

### **INITIATIVE PETITIONS**

Several joint resolutions were filed that would have made it harder for citizens to use the initiative petition process in the future, including SJR 31 (Sater), HJR 63 (Billington) and HJR 97 (Eggleston). Generally, these joint resolutions would have required more signatures in more parts of the state and some also would have required a supermajority vote to pass a Constitutional amendment brought forward by initiative. The Association opposed these measures and will continue to fight to protect the reforms of CLEAN Missouri, the integrity of Missouri's Sunshine Law and the initiative petition process.

### **RESTRICTING ADVOCACY OF PUBLIC OFFICIALS AND PUBLIC EMPLOYEES**

HB 1777 (Lovasco) and HB 1347 (Baker) would have attempted to restrict the ability of local public officials and school employees and other public employees to testify for or against or even provide education on any matter pending before the legislature. The Association believes this bill violates the free speech rights of school employees and other public employees and opposed both bills.

### **PHOTO ID MANDATE**

HJR 109 (Simmons) would have required registered voters to provide a government-issued photo identification. A similar provision was passed as HJR 53 in 2016, approved by voters and then blocked by a Missouri Supreme Court ruling that found the option to vote without a photo ID by giving a sworn statement was confusing for voters. HCS/HB 1600 (Simmons) would have implemented the photo ID requirement of HJR 109. Missouri NEA opposes barriers that keep eligible citizens from voting and being politically active and opposed both HJR 109 and HB 1600.

### **RESIDENTIAL PROPERTY ASSESSMENT CAPS**

HJR 77 (Eggleston) would ask voters to remove the requirement for uniformity of assessments and allow the legislature to pass laws to restrict assessments below true value based on the amount of increase from the previous assessment. HB 1710 (Eggleston) is a companion implementing bill for HJR 77 that makes several changes, including imposing a 10% cap on the increase of assessment of any residential real property (except for new construction and improvements). The Association is concerned that this change would overturn longstanding constitutional principles of uniformity and fairness of assessment and would adversely affect local school revenues in the long run. The Association opposed both HJR 77 and HB 1710.

### **TAX INCREMENT FINANCE (TIF) REFORM**

SB 570 (Koenig) would have made several changes regarding tax increment finance (TIF) projects. Most notably, an amendment offered by Sen. Arthur would have allowed a school district to vote, by a two-thirds vote, to exclude the school district's operating levy from a TIF financing project. The Association supported this effort to improve TIF regulations by better defining and focusing the situations where TIFs can apply and ensuring a third party does the evaluation of whether the proposed project meets those definitions, rather than the developers.

### **SCHOOL ELECTIONS AND APPROVAL OF TAX ISSUES**

SJR 46 (Cierpiot) and SJR 52 (Eigel) would have created a minimum voter turnout threshold for state and local tax increase elections. The joint resolutions would nullify a state or local election to approve a new tax or increase an existing tax, even if it receives a qualifying majority of the those voting in favor, if fewer than the specified fraction of all qualified voters vote in the election. The Association believes this provision is unfair to those citizens who do participate in elections and serves to discourage citizens from participating in future elections if their past participation was nullified. The Association opposed both measures.

### **TAXING ONLINE AND REMOTE SALES**

SB 648 (Koenig) would have allowed state and local taxation of online and remote sales as allowed under the recent Wayfair decision by the U.S. Supreme Court. This change to sales tax laws would increase state and local sales taxes. The Association supported this part of the bill to make the state sales tax fair for local businesses and maintain state revenues in the future.

### **STATE TAX CUTS**

Several bills would have reduced state income taxes. SB 648 (Koenig), while primarily discussed as a bill to enact sales taxes on remote and online sales, also included a delayed cut to the top rate of state income tax of 0.11% to offset the revenue increase. The Association opposed further cuts to state taxes that would force further reductions to education and other vital public services.

### **PUPIL TRANSPORTATION FUNDING**

SB 528 (Cunningham) would have required DESE to transfer any excess foundation formula funding to fund pupil transportation. Currently, excess formula funding reverts to general revenue and does not benefit public schools. Pupil transportation is only funded by the state at about 15% of districts allowed costs, while the law calls for up to 75% state funding of allowed cost, leaving schools about \$200 million short in state reimbursement. The Association supported the bill.

### **ANNEXATION OF SPECIAL SCHOOL DISTRICTS**

HB 2569 (Dogan) would have created authority for St. Louis City school district to create a special school district and a process by which that special school district could seek to annex to Special School District of St. Louis County. The Association is concerned that this language does not properly address the many issues involved in such a merger and opposed the bill.

### **RECORDING IEP MEETINGS**

HB 1540 (Basye) would have required all school districts to permit audio recording of IEP or Section 504 meetings by a student's parent or legal guardian. The bill allows district policies to require up to 24 hour notice from parents prior to making such recordings. HB 1540 also includes whistleblower provisions designed to protect staff involved in IEP meetings.

### **POLICIES ON SECLUSION AND RESTRAINT**

HB 1568 (Bailey) would have revised the requirements for seclusion and restraint policies in public schools. The bill defines seclusion and restraint, requires parental notice if either seclusion or restraint is used on a student and contains reporting requirements on the incident. The Association will continue to monitor legislation on this issue to ensure that it allows school boards to maintain a policy that respects the safety and dignity of both students and staff.

### **OPTIONAL COURSE IN THE BIBLE**

HB 1345 (Baker) would have allowed schools to offer elective social studies courses on the Hebrew Scriptures and the New Testament in public schools.

### **VISITING SCHOLAR CERTIFICATE**

HB 2435 (Swan) would have revised the visiting scholar's certificate, but the bill did not pass. The bill expands the existing visiting scholar certificate, primarily to address persistent vacancies in hard to staff subjects at the high school level.

### **AP CREDIT REQUIREMENTS**

HB 1508 (Ellebracht) and HB 2518 (Bailey) would have required in-state public educational institutions to grant undergraduate course credit for students who score 3 or higher on advance placement examinations.

### **SUPERINTENDENT SHARING**

HB 1903 (Shields) would have provided additional state aid for school districts that share superintendents.

### **SUPERINTENDENT SALARY CAPS**

HB 2564 (Taylor) would have limited superintendent salaries to three and a half times the average teacher's salary in the district and would have required a school superintendent to live in the employing district.

### **FINES AND SCHOOL FORMULA**

Two similar bills would have allowed school districts to receive a net financial benefit from the receipt of fines ordered by local courts. HB 1818 (Dinkins) would have removed increases in the amount received from fines for school purposes from the calculation of local effort for all school districts. This bill prevents a state aid deduction for any increased fines received by schools. HB 1817 (Dinkins) would have enacted a similar provision regarding certain administrative penalties from a fine ordered under an environmental case in Iron County.

### **SPECIAL EDUCATION EXTRA COST FUNDING**

HB 2544 (Pike) would have revised the per pupil cost calculation for special education extra cost funding by excluding those funds from the district average per pupil spending that determines the threshold for those funds. The bill would increase high needs funding eligibility for all districts receiving the funds, especially for small districts with students with very high needs.

### **PRIVATE SCHOOLS AND MINIMUM WAGE**

HB 1559 (Remole) would have exempted hourly wage workers in private religious schools from the state minimum wage law requirements. Hourly wage workers in public schools are currently exempt from the state minimum wage law.

### **HIGHER EDUCATION FREE SPEECH ISSUES**

HB 2696 (Dohrman) would have required higher education institutions to adopt policies on free expression. HB 1926 (Kelly) would have prohibited public higher education institutions from discriminating against a religious student association or denying a religious student association any benefit available to any other student association.

### **HIGHER EDUCATION STATEWIDE MISSION**

HB 2151 (Swan) would allow Southeast Missouri State University to develop a statewide mission in visual and performing arts, computer science and cybersecurity.

### **PRIVATE COLLEGE POLICE FORCE**

HB 1282 (Justus) would have allowed private institutions of higher education to appoint persons to be members of a campus police department.

### **EDUCATION TASK FORCE**

HCS/HB 2387 (Riggs) would have created the 21st Century Missouri Education Task Force, but the bill did not pass. The mission of the task force is to study Missouri's public education system, standardized testing, effective teaching strategies, workforce development efforts, and the sufficiency of current funding for K-12 and higher education and plan for enough future funding. The Task Force will make recommendations to the legislature.

#### **Legislative Update 2020**

Missouri National Education Association  
1810 East Elm Street  
Jefferson City, MO 65101-4174  
(573) 634-3202 or (800) 392-0236  
[www.mnea.org](http://www.mnea.org)

Phil Murray, President  
DeeAnn Aull, Executive Director  
Otto Fajen, Legislative Director  
Sandy Smith, Administrative Assistant