



SENATE BILL 375: Harrison's Law.

2025-2026 General Assembly

Committee:	House Rules, Calendar, and Operations of the House	Date:	June 25, 2025
Introduced by:	Sens. Galey, Barnes, Overcash	Prepared by:	Hannah Kendrick
Analysis of:	PCS to Third Edition S375-CSCV-32		Staff Attorney

OVERVIEW: *The Proposed Committee Substitute (PCS) to Senate Bill 375 would do the following:*

- *Increase the offense of hazing when committed by a student from a Class 2 misdemeanor to a Class A1 misdemeanor.*
- *Create a new offense prohibiting hazing by school personnel, punishable as a Class I felony.*
- *Require local boards of education to publish total compensation and position information for central office employees on their websites.*

CURRENT LAW: G.S. 14-35, Hazing; definition and punishment, provides the following: "It is unlawful for any student in attendance at any university, college, or school in this State to engage in hazing, or to aid or abet any other student in the commission of this offense. For the purposes of this section hazing is defined as follows: "to subject another student to physical injury as part of an initiation, or as a prerequisite to membership, into any organized school group, including any society, athletic team, fraternity or sorority, or other similar group." Currently, a violation of G.S. 14-35 is a Class 2 misdemeanor.

Each local board of education must maintain a record of each of its employees, showing the following information for each employee: name; age; date of original employment or appointment; the terms of any contract by which the employee is employed if the board has the contract; current position; title; current salary, date and amount of each increase or decrease in salary with that local board; date and type of each promotion, demotion, transfer, suspension, separation, or other change in position classification with that local board; date and general description of the reasons for each promotion with that local board; date and type of each dismissal, suspension, or demotion for disciplinary reasons taken by the local board; and the office or station to which the employee is assigned. G.S. 115C-320(a).

Subject to the local board's rules on safekeeping of records, persons in custody of the records must generally allow the records to be inspected, examined, and copies made by any person during regular business hours. Any person who is denied access to a record has the right to compel compliance in a court of law. G.S. 115C-320(c). All other information contained in a personnel file is confidential and must not be open to inspection except to specified persons in limited circumstances. G.S. 115C-321.

BILL ANALYSIS:

Section 1 would designate this section "Harrison's Law" and do the following:

- The offense of hazing committed by a student would be increased from a Class 2 misdemeanor to a Class A1 misdemeanor.

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- A new offense prohibiting hazing by school personnel would be created and would be punished as a Class I felony. School personnel would include teachers, school administrators, and coaches.

The bill would define hazing as "subjecting a student to physical or serious psychological injury as part of an initiation, or as a prerequisite to membership, into any organized school group, including any society, athletic team, fraternity or sorority, or other similar group."

Section 2 would create a definition for "central office employees." No later than August 15, 2025, and annually after that, each local board of education would be required to publish and maintain on its website the following information for each central office employee:

- Total compensation from all funding sources, including at least salary and reimbursements and allowances for travel.
- Position title.
- Position description.
- Date the position was created.
- Department, unit, or office of the local school administrative unit in which the position is located.

Each local board of education would be required to publish and maintain on its website:

- Title of each central office employee position in the local school administrative unit and the number of positions associated with that title.

For each department, unit, or office of the local school administrative unit:

- The number of central office employees in that department, unit, or office.
- The number of central office employees for each position title.

This section would clarify that the definition of "salary" includes supplements, and would require each local board of education to maintain a record for each employee showing current total compensation (instead of salary) and date and amount of each increase and decrease in total compensation (instead of salary).

EFFECTIVE DATE: Section 1 would become effective December 1, 2025, and apply to offenses committed on or after that date. The remainder of this act would be effective when it becomes law.

**Robert Ryan, Hillary Woodard, and Brad Krehely, Legislative Analysis Division, substantially contributed to this summary.*