



May 6, 2025

The Honorable Katie Hobbs
Governor of the State of Arizona
1700 W. Washington Street
Phoenix, AZ 85007

Members of the Arizona State Legislature
Arizona State Capitol Complex
1700 W. Washington Street
Phoenix, AZ 85007

Dear Governor Hobbs and Members of the Arizona State Legislature:

On behalf of our members, we write in strong opposition to House Bill 2867, which would create significant and untenable personal liability for public school educators, encourage bad faith and costly litigation, and exacerbate the attrition of educators in Arizona public schools while doing nothing to address the scourge of antisemitism.

In recent years, hate crimes have nearly doubled in schools, with the majority of incidents affecting Black, LGBTQ+, and Jewish students.¹ We are deeply alarmed by this trend, and we are committed to working with Arizona lawmakers to protect students from all forms of hate. However, we oppose legislation that exploits legitimate concerns about bigotry to undermine critical protections for public school educators and the communities they serve.

Under the guise of protecting students, House Bill 2867 establishes an unprecedented legal framework that strips Arizona public school educators of professional liability protections if they face accusations of antisemitism. The bill will make individual educators responsible for the full cost of their own legal defense, including in cases where they face false accusations. In a state where salaries are already too low, this bill will create a powerful disincentive to teach in Arizona.

Notably, the proposed framework is unique to antisemitism and does not extend to claims of racism, sexism, anti-LDS bias, Islamophobia, or other forms of bigotry. House Bill 2867 also does not cover incidents of antisemitism at private schools supported by taxpayer-funded vouchers.

Arizona public school districts maintain robust disciplinary procedures for educators accused of bigotry and other wrongdoing. We are deeply concerned that the framework established in House

¹ Goldstein, Dana. "Hate Crimes Reported in Schools Nearly Doubled between 2018 and 2022." *The New York Times*, January 29, 2024. <https://www.nytimes.com/2024/01/29/us/hate-crimes-schools-universities.html>.

Bill 2867 will transform classroom misunderstandings into costly legal battles, encourage disgruntled individuals to harass and extort educators, and push hard-working professionals out of the classroom.

Every student in Arizona deserves to feel safe and welcome at school. We hope to work with you to broadly strengthen our state's civil rights protections and make sure that children and educators have a bright future in our public schools.

Sincerely,

Arizona Education Association
CWA Arizona State Council
AFSCME
UFCW 99
SEIU
LUCHA
Worker Power
ADRC Action
Mi Familia Vota
Arizona List