
DIGEST

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Hill

HB No. 717

Abstract: Provides relative to the purposes for which a teacher may be granted additional extended sick leave and provides for the definition of "medical necessity" as it applies to extended sick leave for teachers, school bus operators, and other school board employees.

Extended sick leave for teachers, school bus operators, and other school board employees

Present law requires public school boards to permit teachers, school bus operators, and other school board employees to take up to 90 days of extended sick leave in each six-year period of employment, which may be used for a "medical necessity" any time that the person has no remaining regular sick leave balance. Proposed law retains present law.

Additional extended sick leave for teachers

Present law requires school boards to permit a teacher who has been granted maternity leave and has no remaining extended sick leave balance available to take up to 30 days of extended sick leave for personal illness relating to the purpose for which the maternity leave was granted. Proposed law specifies that these shall be 30 additional days and instead of requiring that the personal illness be related to such purpose, provides the following purposes:

- (1) Personal illness relating to pregnancy.
- (2) Illness of an infant (defined as a child under one year of age).
- (3) Required medical visits certified by a physician as relating to infant or maternal health.

Present law limits the taking of these 30 days to each six-year period of employment. Proposed law removes the six-year period restriction.

Certification

Present law provides that on every occasion that a school bus driver or other school board employee uses extended sick leave, a statement from a licensed physician certifying that it is a medical necessity for him to be absent for at least 10 consecutive work days shall be presented prior to the extension of such leave. Proposed law retains present law.

Present law provides that on every occasion that a teacher uses extended sick leave, a statement from a licensed physician certifying that the leave is either of the following shall be presented prior to the extension of such leave:

- (1) For personal illness related to the purpose for which maternity leave was granted.
- (2) A medical necessity for the teacher to be absent for 10 consecutive work days.

Proposed law instead requires that such statement certify that the leave is either of the following:

- (1) For personal illness related to pregnancy, illness of an infant, or required medical visits relating to infant or maternal health.
- (2) A medical necessity.

Present law, for the purposes of the required physician's certification, applicable to teachers, school bus operators, and other school board employees, defines a "medical necessity" as the result of catastrophic illness or injury, which means a life threatening condition, a chronic condition, or an incapacitating condition of the person or an immediate family member. Proposed law defines "medical necessity" as the result of a catastrophic illness or injury, a life-threatening condition, a chronic condition, or an incapacitating condition of the employee or a member of his immediate family. It also broadens the application of this definition to all present law purposes relative to extended sick leave for such persons and specifies that such "medical necessity" shall be as certified by a physician.

(Amends R.S. 17:500.2(A)(2)(c), 1202(A) and (E)(1)(a), and 1206.2(A)(2)(c); Adds R.S. 17:500.2(A)(2)(d) and 1206.2(A)(2)(d); Repeals R.S. 17:500.2(E)(1)(b), 1202(E)(1)(b), and 1206.2(E)(1)(b))

Summary of Amendments Adopted by House

Committee Amendments Proposed by House Committee on Education to the original bill.

1. For school bus operators and other school board employees:
 - (a) Deletes proposed law provisions granting up to 30 additional days of extended sick leave under certain circumstances and requiring that such circumstances be certified by a physician.
 - (b) Restores present law provisions requiring, on every occasion that extended sick leave is used, a physician's certification that it is a medical necessity that the person be absent for at least 10 consecutive work days prior to the extension of such leave.
2. For teachers in special schools: Deletes all proposed law and restores all present law provisions relative to extended sick leave for these teachers.