

LEGISLATIVE FISCAL OFFICE
Fiscal Note



Fiscal Note On: **HB 717** HLS 14RS 848
 Bill Text Version: **ENGROSSED**
 Opp. Chamb. Action:
 Proposed Amd.:
 Sub. Bill For.:

Date: May 22, 2014	11:35 AM	Author: HILL
Dept./Agy.: Education		Analyst: Jodi Mauroner
Subject: Sick leave for teachers and other school employees		

SCHOOLS/EMPLOYEES EG INCREASE LF EX See Note Page 1 of 1
 Provides relative to extended sick leave for teachers and other school employees

The proposed legislation provides for the definition of medical necessity for school bus drivers, employees and teachers in all city, parish and other public schools. Further provides that teachers may be granted an additional 30 days sick leave annually, to be used for pregnancy, illness of an infant or for required medical visits certified by a physician. The bill deletes the requirement that teacher absences for maternal health or medical necessity must be for ten consecutive days.

EXPENDITURES	2014-15	2015-16	2016-17	2017-18	2018-19	5 -YEAR TOTAL
State Gen. Fd.	\$0	\$0	\$0	\$0	\$0	\$0
Agy. Self-Gen.	\$0	\$0	\$0	\$0	\$0	\$0
Ded./Other	\$0	\$0	\$0	\$0	\$0	\$0
Federal Funds	\$0	\$0	\$0	\$0	\$0	\$0
Local Funds	INCREASE	INCREASE	INCREASE	INCREASE	INCREASE	
Annual Total						

REVENUES	2014-15	2015-16	2016-17	2017-18	2018-19	5 -YEAR TOTAL
State Gen. Fd.	\$0	\$0	\$0	\$0	\$0	\$0
Agy. Self-Gen.	\$0	\$0	\$0	\$0	\$0	\$0
Ded./Other	\$0	\$0	\$0	\$0	\$0	\$0
Federal Funds	\$0	\$0	\$0	\$0	\$0	\$0
Local Funds	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	\$0
Annual Total	\$0	\$0	\$0	\$0	\$0	\$0

EXPENDITURE EXPLANATION

There is an indeterminable but likely significant increase in the expenditures local school systems as a result of the expanded sick leave authority for teachers. Current law allows these individuals up to to thirty days of extended sick leave in each six-year period for personal illness. Proposed law removes the six year period restriction and further authorizes the leave to be used only for personal illness related to pregnancy, illness of an infant (less than one year old) or for required medical visits for infant or maternal health. Additionally, the proposed legislation repeals the requirement that the condition require absence for ten consecutive work days.

The amount of the actual increase will be determined by the salaries of the individuals taking leave, the cost of the substitute and the extent to which the individuals utilize the additional 30 days leave. Teachers are paid 65% of their salary while on extended sick leave. The average cost of a substitute teacher is \$70 per day. For illustrative purposes, based upon an average salary of \$65,000 (includes related benefits) the daily savings to the school system for a teacher on extended leave is \$63 (\$65,000 x 35% = \$22,750 /12 months = \$1,896 per month /30 = \$63 per day). The average substitute teacher cost is \$70 per day, so the net cost of a substitute for a teacher on extended leave is \$7 per day. There are approximately 50,000 teachers in the state; if 2% used the full 30 days extended leave, there would be an increase of over \$200K (50,000 x 2% = 1,000 teachers x 30 days @ \$7 per day = \$210,000).

REVENUE EXPLANATION

There is no anticipated direct material effect on governmental revenues as a result of this measure.

Senate	<u>Dual Referral Rules</u>	House	<input type="checkbox"/> 6.8(F)(1) >= \$100,000 SGF Fiscal Cost {H & S}	<i>Evan Brasseaux</i> Evan Brasseaux Staff Director
<input checked="" type="checkbox"/> 13.5.1 >= \$100,000 Annual Fiscal Cost {S&H}		<input type="checkbox"/> 6.8(F)(2) >= \$500,000 State Rev. Reduc. {H & S}		
<input type="checkbox"/> 13.5.2 >= \$500,000 Annual Tax or Fee Change {S&H}		<input type="checkbox"/> 6.8(G) >= \$500,000 Tax or Fee Increase or a Net Fee Decrease {S}		