

2022 Regular Session

HOUSE BILL NO. 977

BY REPRESENTATIVE HARRIS

SCHOOLS/EMPLOYEES: Provides relative to sick leave granted to teachers, school employees, and school bus operators

1 AN ACT

2 To amend and reenact R.S. 17:47(A)(1), 500(B)(1), 1201(A)(1)(introductory paragraph) and
3 (2), and 1206(A)(1), relative to sick leave for teachers, school employees, and school
4 bus operators; to allow the use of sick leave for special circumstances; and to provide
5 for related matters.

6 Be it enacted by the Legislature of Louisiana:

7 Section 1. R.S. 17:47(A)(1), 500(B)(1), 1201(A)(1)(introductory paragraph) and (2),
8 and 1206(A)(1) are hereby amended and reenacted to read as follows:

9 §47. Sick and personal leave

10 A.(1) All teachers employed by the special schools of this state shall be
11 entitled to and shall be allowed a minimum of ten days absence per school year
12 because of personal illness or because of other emergencies or special circumstances,
13 without loss of pay. Such sick leave when not used in any year shall be accumulated
14 to the credit of the teacher without limitation. ~~Provided that when~~ When a teacher
15 is absent for six or more consecutive days because of personal illness, he shall be
16 required to present a certificate from a physician certifying such illness; ~~provided;~~
17 ~~further that the~~ The superintendent of the Special School District is authorized to
18 adopt such rules and regulations as are necessary relative to the use of such sick
19 leave, either current or accumulated, for emergencies or special circumstances. The

1 superintendent may grant additional sick leave, without loss of pay, or with such
2 reduction of pay as he may establish and fix.

3 * * *

4 §500. Sick leave for school bus operators; minimum pay for substitute

5 * * *

6 B.(1) All school bus operators employed by the parish and the city school
7 boards of this state shall be entitled to and shall be allowed a minimum of ten days
8 absence per school year because of personal illness or because of other emergencies
9 or special circumstances, without loss of pay. Such sick leave when not used in any
10 year shall be accumulated to the credit of the school bus operator without limitation.
11 ~~Provided that when~~ When a school bus operator is absent for six or more consecutive
12 days because of personal illness, he shall be required to present a certificate from a
13 physician, physician assistant providing health care services in accordance with R.S.
14 37:1360.28, or nurse practitioner providing health care services in accordance with
15 R.S. 37:913 certifying such illness; ~~provided, further, that the~~ The parish and city
16 school boards are authorized to adopt such rules and regulations as are necessary
17 relative to the use of such sick leave, either current or accumulated, for emergencies
18 or special circumstances. The parish and city school boards may grant additional
19 sick leave, without loss of pay, or with such reduction of pay as they may establish
20 and fix.

21 * * *

22 §1201. Amount of sick leave; reimbursement; injury on the job

23 A.(1) Every member of the teaching staff employed by any parish or city
24 school board of this state shall be entitled to and shall be allowed a minimum of ten
25 days absence per school year because of personal illness or because of other
26 emergencies or special circumstances, without loss of pay. Any portion of such sick
27 leave not used in any year shall be accumulated to the credit of the member of the
28 teaching staff without limitation. However, upon initial employment a member of
29 the teaching staff employed by a school board shall not be allowed any sick leave in

1 a school year unless and until he reports for duty and actually performs work for the
 2 board during that school year at which time the ten days otherwise provided for in
 3 this Paragraph shall accrue. The minimum of ten days of sick leave provided in this
 4 Subsection shall be allowed based on a member of the teaching staff beginning work
 5 at the beginning of a school year. In the case of a member of the teaching staff who
 6 begins work in the first month of a school year, ten days shall be allowed; in the case
 7 of a member of the teaching staff who begins work in the second month of a school
 8 year, nine days shall be allowed; in the case of a member of the teaching staff who
 9 begins work in the third month of a school year, eight days shall be allowed; in the
 10 case of a member of the teaching staff who begins work in the fourth month of a
 11 school year, seven days shall be allowed; in the case of a member of the teaching
 12 staff who begins work in the fifth month of a school year, six days shall be allowed;
 13 in the case of a member of the teaching staff who begins work in the sixth month of
 14 a school year, five days shall be allowed; in the case of a member of the teaching
 15 staff who begins work in the seventh month of a school year, four days shall be
 16 allowed; and, in the case of a member of the teaching staff who begins work in the
 17 eighth month or thereafter of a school year, three days shall be allowed.

18 * * *

19 (2) When a member of the teaching staff is absent for six or more
 20 consecutive days because of personal illness, he shall be required to present a
 21 certificate from a physician, physician assistant providing health care services in
 22 accordance with R.S. 37:1360.28, or nurse practitioner providing health care services
 23 in accordance with R.S. 37:913 certifying such illness. Each parish and city school
 24 board may adopt such rules and regulations as are necessary relative to the use of
 25 such sick leave, either current or accumulated, for emergencies or special
 26 circumstances. The parish and city school boards may grant additional sick leave,
 27 without loss of pay, or with such reduction of pay as they may establish and fix.

28 * * *

1 §1206. Ten days sick leave for employees; cumulation of unused sick leave

2 A.(1) All such employees, as defined in R.S. 17:1205, shall be entitled to and
3 shall be allowed a minimum of ten days leave of absence as sick leave or in case of
4 other emergencies or special circumstances, per school year, without loss of pay.

5 Any portion of such sick leave not used in any year shall be accumulated to the credit
6 of the employee without limitation. When such employee is absent for six or more
7 consecutive days because of personal illness, he shall be required to present a
8 certificate from a physician, physician assistant providing health care services in
9 accordance with R.S. 37:1360.28, or nurse practitioner providing health care services
10 in accordance with R.S. 37:913 certifying such illness. Each parish and city school
11 board may adopt such rules and regulations as are necessary relative to the use of
12 such sick leave, either current or accumulated, for emergencies or special
13 circumstances. The parish and city school boards may grant additional sick leave,
14 without loss of pay, or with such reduction of pay as they may establish and fix.

15 * * *

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

HB 977 Engrossed

2022 Regular Session

Harris

Abstract: Allows teachers, school employees, and school bus operators to use sick leave for special circumstances.

Present law grants 10 days of sick leave for personal illness or for other emergencies to teachers, school employees, and school bus operators. Proposed law retains present law and adds special circumstances to the allowable uses of such sick leave days.

Present law authorizes school boards to adopt rules and regulations relative to the use of sick leave for emergencies. Proposed law authorizes this for special circumstances as well as emergencies.

Present law requires, when the absence is for six or more consecutive days, a medical certification of the illness. Proposed law retains present law.

Present law also provides for extended sick leave, sick leave upon injury or disability on the job, and medical sabbatical leave. Proposed law retains present law.

(Amends R.S. 17:47(A)(1), 500(B)(1), 1201(A)(1)(intro. para.) and (2), and 1206(A)(1))