

2022 Regular Session

HOUSE BILL NO. 819

BY REPRESENTATIVE COX

SCHOOLS/EMPLOYEES: Provides relative to extended sick leave for school bus operators and public school employees

1 AN ACT

2 To amend and reenact R.S. 17:500.2(A)(1) and (2)(c) and (d) and (E)(1) and 1206.2(A)(1)  
3 and (2)(c) and (d) and (E)(1)(a) and to enact R.S. 17:500.2(A)(2)(e) and  
4 1206.2(A)(2)(e), relative to extended sick leave for certain school employees; to  
5 provide relative to requirements of sick leave related to pregnancy and infant care  
6 for school bus operators and public school employees; to provide definitions; and to  
7 provide for related matters.

8 Be it enacted by the Legislature of Louisiana:

9 Section 1. R.S. 17:500.2(A)(1) and (2)(c) and (d) and (E)(1) and 1206.2(A)(1) and  
10 (2)(c) and (d) and (E)(1)(a) are hereby amended and reenacted and R.S. 17:500.2(A)(2)(e)  
11 and 1206.2(A)(2)(e) are hereby enacted to read as follows:

12 §500.2. School bus operators; extended sick leave

13 A.(1)(a) Every city, parish, and other local public school board shall permit  
14 each school bus operator to take up to ninety days of extended sick leave in each six-  
15 year period of employment, which may be used for a medical necessity in the  
16 manner provided in this Section, at any time that the school bus operator has no  
17 remaining regular sick leave balance.

18 (b) If a school bus operator exhausts the sick leave available pursuant to the  
19 provisions of Subparagraph (a) of this Paragraph, such school bus operator shall be  
20 granted up to thirty days of additional extended sick leave in each six-year period of

1           employment for personal illness related to pregnancy, illness of an infant, or for  
2           required medical visits certified by a physician as relating to infant or maternal  
3           health.

4                                         \*         \*         \*

5           (2) As used in this Section, the following terms shall have the following  
6           meanings:

7                                         \*         \*         \*

8           (c) "Infant" means a child under one year of age.

9           (d) "Medical necessity" means the result of catastrophic illness or injury, a  
10           life threatening condition, a chronic condition, or an incapacitating condition, as  
11           certified by a physician, of a school bus operator or an immediate family member.

12           ~~(d)~~ (e) "Parent" means the biological parent of a school bus operator or an  
13           individual who stood in loco parentis to the school bus operator.

14                                         \*         \*         \*

15           E.(1)~~(a)~~ On every occasion that a school bus operator uses extended sick  
16           leave, a statement from a licensed physician certifying that it is for personal illness  
17           relating to pregnancy, illness of an infant, or for required medical visits related to  
18           infant or maternal health or that it is a medical necessity ~~for the school bus operator~~  
19           ~~to be absent for at least ten consecutive work days~~ shall be presented prior to the  
20           extension of such leave.

21                                         \*         \*         \*

22           §1206.2. Employees; extended sick leave

23           A.(1)(a) Every city, parish, and other local public school board shall permit  
24           each employee, as defined in R.S. 17:1205, to take up to ninety days of extended sick  
25           leave in each six-year period of employment which may be used for a medical  
26           necessity in the manner provided in this Section at any time that the employee has  
27           no remaining regular sick leave balance.

28           (b) If an employee exhausts the sick leave available pursuant to the  
29           provisions of Subparagraph (a) of this Paragraph, such employee shall be granted up

CODING: Words in ~~struck through~~ type are deletions from existing law; words underscored  
are additions.

1 to thirty days of additional extended sick leave in each six-year period of  
2 employment for personal illness related to pregnancy, illness of an infant, or for  
3 required medical visits certified by a physician as relating to infant or maternal  
4 health.

5 \* \* \*

6 (2) As used in this Section the following terms shall have the following  
7 meanings:

8 \* \* \*

9 (c) "Infant" means a child under one year of age.

10 (d) "Medical necessity" means the result of catastrophic illness or injury, a  
11 life threatening condition, a chronic condition, or an incapacitating condition, as  
12 certified by a physician, of an employee or an immediate family member.

13 (d) (e) "Parent" means the biological parent of an employee or an individual  
14 who stood in loco parentis to the employee.

15 \* \* \*

16 E.(1)(a) On every occasion when an employee uses extended sick leave, a  
17 statement from a licensed physician certifying that it is for personal illness, illness  
18 of an infant, or for required medical visits related to infant or maternal health or that  
19 it is a medical necessity for the employee to be absent for at least ten consecutive  
20 work days shall be presented prior to the extension of such leave.

21 \* \* \*

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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)]

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HB 819 Engrossed

2022 Regular Session

Cox

**Abstract:** Provides relative to extended sick leave related to pregnancy and infant care for certain school 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 for a medical necessity when the person has no remaining regular sick leave balance. Proposed law retains present law.

Present law requires public school boards to grant leaves of absence to regularly employed women teachers for a reasonable time before and after the birth of a child and to teachers after the legal adoption of a child.

Present law additionally requires school boards to permit a teacher who has been granted maternity leave pursuant to present law and who has no remaining extended sick leave balance to take up to 30 days of additional extended sick leave in each six-year period of employment for personal illness relating to pregnancy, illness of an infant, or for required medical visits certified by a physician as relating to infant or maternal health.

Proposed law requires that the extended maternal and infant health leave available to teachers who have been granted maternity leave also be made available to any school bus operator and any other school board employee who is not a teacher.

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