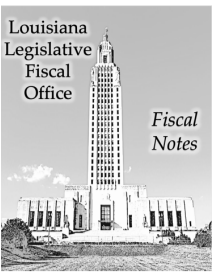


LEGISLATIVE FISCAL OFFICE
Fiscal Note



Fiscal Note On: **SB 213** SLS 24RS 343
 Bill Text Version: **ENROLLED**
 Opp. Chamb. Action:
 Proposed Amd.:
 Sub. Bill For.:

| | | |
|--|---------|-----------------------------|
| Date: May 23, 2024 | 9:02 AM | Author: JENKINS |
| Dept./Agy.: EDUCATION | | |
| Subject: Extends sick leave from 90 days to one year in certain circumstances | | Analyst: Julie Silva |

SCHOOLS EN SEE FISC NOTE LF EX Page 1 of 1
 Provides sick leave for school employees under certain circumstances. (gov sig)

Proposed legislation increases the number of days that an employee, as defined in R.S. 17:1205, of a parish or city school board who is disabled while acting in their official capacity resulting from physical contact with a student, while providing physical assistance to a student to prevent danger or risk of injury to the student, is eligible to receive sick leave for a period of 90 days to a period up to one year, without a reduction in pay and without a reduction in accrued sick leave days.

| EXPENDITURES | 2024-25 | 2025-26 | 2026-27 | 2027-28 | 2028-29 | 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 | SEE BELOW | SEE BELOW | SEE BELOW | SEE BELOW | SEE BELOW | |
| Annual Total | | | | | | |
| REVENUES | 2024-25 | 2025-26 | 2026-27 | 2027-28 | 2028-29 | 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 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Annual Total | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |

EXPENDITURE EXPLANATION

There will be an indeterminable impact to local fund expenditures as a result of this measure; however, such impacts are nuanced and situational, and not likely to be significant. Proposed legislation grants certain employees sick leave, for a period of up to a year, without a reduction in pay or accrued sick leave. The term "employee" is defined in R.S. 17:1205, to mean any person employed by any parish or city school board who is not a teacher, whose employment does not require a teacher's certificate, or who is not employed as a bus operator. Based on information provided by the Louisiana Department of Education, there are an estimated 42,000 employees who would be eligible for extended sick leave under that definition. In order to qualify for extended sick leave, an employee is required to have certified proof of a disability from a physician, and that disability must be a result of physical contact made with a student, while providing physical assistance to the student to prevent danger or risk of injury to a student, while acting in his or her official capacity. The term "disabled", for the purposes of proposed legislation, as defined in current law (R.S. 17:1200(C)), means "unable to or the inability to perform the essential functions of the job the member of the teaching staff or employee was performing at the time of his injury."

Impacts will vary across school boards and be dependent on the number of employees involved in qualifying events, the frequency of such events, and the cost of temporary employees hired, if needed, to replace an employee while on leave. Additionally, unused sick leave can increase the monthly benefit of those employees who are also members of the Teacher's Retirement System of Louisiana (TRSL) up to a certain amount, if it is converted to service credit. TRSL converts unused sick leave to retirement credit after an employee submits an official application for retirement. State law allows a member to convert up to one year of unused sick leave earned on or after 7/01/90, to service credit at no cost to the employee. At their discretion, employers may pay up to 25 days of unused sick leave at an employee's daily rate of pay upon retirement.

REVENUE EXPLANATION

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

Senate Dual Referral Rules
 13.5.1 >= \$100,000 Annual Fiscal Cost {S & H}
 13.5.2 >= \$500,000 Annual Tax or Fee Change {S & H}

House
 6.8(F)(1) >= \$100,000 SGF Fiscal Cost {H & S}
 6.8(G) >= \$500,000 Tax or Fee Increase or a Net Fee Decrease {S}

Patrice Thomas
Deputy Fiscal Officer