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## DIGEST

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Hill

HB No. 717

**Abstract:** Provides up to 30 additional days of extended sick leave for employees of school boards to be used for maternal and infant health purposes.

Present law provides that superintendents of special schools and school boards shall permit their employees (including teachers and school bus operators) to take up to 90 days of extended sick leave in each six-year period of employment. Such leave may only be used when the employee has no remaining regular sick leave balance.

Present law provides that for teachers in special schools, such extended sick leave may be used for personal illness or illness of an immediate family member (defined as a spouse, a parent, or a child of the teacher). For all other teachers and school board employees, such extended sick leave may only be used for a medical necessity.

Proposed law retains present law.

### Additional Extended Sick Leave

Present law for teachers in schools other than special schools requires the school board to permit any such teacher who has been granted maternity leave pursuant to present law an additional thirty days of extended sick leave for personal illness relating to the purpose for which the maternity leave was granted. Proposed law authorizes such additional extended leave to be used only for the following purposes:

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

Present law provides that the period of additional sick leave is limited to one per six-year period of employment. Proposed law removes the six-year period restriction.

Proposed law applies this additional extended sick leave for maternal or infant health provisions to teachers in special schools, school bus operators, and other employees of school boards. Retains the restriction that such leave may only be used 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.

## Certification

Present law provides that prior to the extension of extended sick leave, an employee of a school board or a special school must present a certification from a licensed physician. Proposed law retains present law.

Present law provides that for teachers in special schools, the certification must state that the leave is medically necessary for the teacher or that the illness of an immediate family member is serious and requires the presence of the teacher. Proposed law further provides for certification of required medical visits relating to infant or maternal health. Otherwise retains present law.

Present law provides that for all other school board employees, the certification must state that there is a "medical necessity" (defined as a life-threatening, chronic, or incapacitating condition) requiring such teacher or employee to be absent for ten consecutive work days. Proposed law further provides for certification of personal illness relating to pregnancy, illness of an infant, or required medical visits relating to infant or maternal health. Proposed law repeals the requirement that the condition require absence for ten consecutive work days.

(Amends R.S. 17:47(D)(1) and (5), 500.2(A)(1) and (2) and (E)(1), 1202(A)(1) and (2) and (E)(1)(a), and 1206.2(A)(1) and (2) and (E)(1)(a); Repeals R.S. 17:500.2(E)(1)(b), 1202(E)(1)(b), and 1206.2(E)(1)(b))