
DIGEST

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HB 462 Original

2016 Regular Session

Armes

Abstract: Revises sick leave and extended sick leave provisions applicable to school employees.

Present law, for the purposes of sick leave provisions, defines "school employee" as any person in a local public school board's employ who is not a teacher or a bus driver and whose employment does not require the holding of a teacher's certificate. Proposed law revises certain provisions relative to sick leave and extended sick leave for school employees, as follows:

Regular Sick Leave

Present law provides that if a school employee is injured or disabled while acting in his official capacity as a result of physical contact with a student while providing physical assistance to a student to prevent danger or injury to the student, he shall receive sick leave for up to 90 days without reduction in pay and without reduction in accrued sick leave. Provides that nothing in present law shall prohibit a school board from extending this period beyond 90 days.

Proposed law increases the maximum amount of leave permitted in this scenario (and the period beyond which the board may extend the leave) from 90 days to one calendar year.

Extended Sick Leave

Present law requires school boards to allow each school employee to take up to 90 days of extended sick leave in each six-year employment period, to be used for a medical necessity, if he has no remaining regular sick leave balance.

Proposed law additionally requires school boards to allow an employee who has been granted maternity leave and has no remaining sick leave balance available to take up to 30 days of extended sick leave in each such employment period for reasons relating to pregnancy, illness of an infant, or required medical visits certified by a physician as relating to infant or maternal health.

Present law requires that on every occasion that a school employee uses extended sick leave, he shall present a statement from a licensed physician certifying that it is a medical necessity prior to the extension of such leave. Proposed law retains present law.

Relative to the content of the physician's statement, present law specifies that it certify that it is a medical necessity for the employee to be absent for at least 10 consecutive work days. Proposed law deletes this specification while retaining the general requirement that the physician certify that it is

a medical necessity. Adds, as an alternative to being a medical necessity, that the statement certify that it is for personal illness relating to pregnancy, for the illness of an infant, or for required medical visits related to infant or maternal health.

(Amends R.S. 17:1206.1(B) and 1206.2(A)(1) and (E)(1)(a))