

LEGISLATIVE FISCAL OFFICE
Fiscal Note



Fiscal Note On: **HB 462** HLS 16RS 1039
 Bill Text Version: **ORIGINAL**
 Opp. Chamb. Action:
 Proposed Amd.:
 Sub. Bill For.:

Date: May 2, 2016	1:28 PM	Author: ARMES
Dept./Agy.: Education		Analyst: Jodi Mauroner
Subject: Sick Leave and Extended Sick Leave		

SCHOOLS/EMPLOYEES OR INCREASE LF EX See Note Page 1 of 1
 Provides relative to sick leave and extended sick leave for school employees

Proposed legislation revises certain provisions relative to sick leave and extended sick leave for school employees (defined as any person in the employ of any parish or city school board who is not a teacher or a bus driver) as follows:

Regular Sick Leave: increases the sick leave period without reduction in pay or accrued sick leave days from ninety days to one calendar year for an employee who is injured or disabled while acting in his official capacity as a result of physical contact with a student while providing assistance to a student to prevent danger or risk of injury to the student.

Extended Sick Leave: provides for an additional 30 days of extended sick leave for personal reasons related to pregnancy, illness of an infant or required medical visits certified by a physician as relating to infant or maternal health if the employee has been granted maternity leave and has no remaining sick leave balance available.

EXPENDITURES	2016-17	2017-18	2018-19	2019-20	2020-21	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	INCREASE	INCREASE	INCREASE	INCREASE	INCREASE	
Annual Total						
REVENUES	2016-17	2017-18	2018-19	2019-20	2020-21	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	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	\$0
Annual Total	\$0	\$0	\$0	\$0	\$0	\$0

EXPENDITURE EXPLANATION

There will be an indeterminable increase in costs for local school districts as a result of the increased sick leave authorized for school employees. Costs will vary across districts and depend upon the number of employees utilizing the additional leave, the number of substitute employees that will have to be paid, the length and frequency of the leave, and the extent to which additional staff may be required to monitor and ensure submission of required documentation.

Leave without reduction in pay is being extended from a maximum of 90 days to one calendar year. Districts may be required to hire substitutes for those employees out for the additional time, effectively paying double for the position. Furthermore, in addition to the 90 days of extended leave (within a six year period) employees would be authorized to take an additional thirty days of extended leave for reasons related to pregnancy, illness of an infant, or other required medical visits. While employees earn only 65% of their salary when on extended leave, the proposed legislation further deletes the requirement that the employee be absent at least ten consecutive days. This could result in higher utilization of extended leave, increasing substitute costs and likely resulting in workload increases for districts to monitor and ensure the required physicians' documentation.

As an example, in FY 15 one district had 3,956 days of extended sick leave taken by support staff; docked pay for those days amounted to \$138,470 but substitute pay was \$296,720 for a net cost to the district of \$158,250.

REVENUE EXPLANATION

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

Senate Dual Referral Rules House

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| <input checked="" type="checkbox"/> 13.5.1 >= \$100,000 Annual Fiscal Cost {S&H} | <input type="checkbox"/> 6.8(F)(1) >= \$100,000 SGF Fiscal Cost {H & S} |
| <input type="checkbox"/> 13.5.2 >= \$500,000 Annual Tax or Fee Change {S&H} | <input type="checkbox"/> 6.8(G) >= \$500,000 Tax or Fee Increase or a Net Fee Decrease {S} |

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