

Fiscal Estimate Narratives

DPI 6/22/2007

LRB Number	07-0202/1	Introduction Number	AB-0395	Estimate Type	Original
Description School conference and activities leave					

Assumptions Used in Arriving at Fiscal Estimate

This bill allows any employee of an employer, including the state, employing at least 50 individuals on a permanent basis in this state to take no more than 16 hours of school conference and activities leave to attend school conferences or classroom activities leave in a 12-month period. School conferences and activities leave may be taken to attend school conferences or classroom activities relating to the employee's child that cannot be scheduled during nonworking hours. In addition, school conference and activities leave may be taken to observe and monitor the day care, preschool, or prekindergarten services or programming received by an employee's child, if that observation and monitoring cannot be scheduled during nonworking hours. An employee is not entitled to receive wages or salary while taking school conference and activities leave, but may substitute, for portions of school conference and activities leave, other types of paid or unpaid leave provided by the employer, except that an employee may not substitute paid leave for school conference and activities leave for attending a school conference or activity for less than one hour. An employee who intends to take leave to attend a school conference or activity must give the employer advance notice of the conference or activity and must make a reasonable effort to schedule the conference or activity so that it does not unduly disrupt the operations of the employer.

State: When an employee is on leave for relatively short periods, such as those covered by this bill, work that he or she performs is usually covered by other employees as needed. Furthermore, it is anticipated that existing paid leave would be used by some employees for school conferences and activities. For these reasons, it is expected that there will be no cost to the department in the majority of cases should this bill be enacted. There may be exceptions to this general rule for the department's residential schools, where around-the-clock care is required for students. It is anticipated that use of overtime and LTEs can be used to backfill short vacancies, and that the cost of doing so can be absorbed by the department.

Local: The bill does not create additional paid leave for districts. However, there could be indeterminate costs to districts if they needed to hire additional LTEs or substitutes to cover teaching staff who take leave under this bill.

Long-Range Fiscal Implications