

2020 SESSION

INTRODUCED

20102724D

HOUSE BILL NO. 693

Offered January 8, 2020

Prefiled January 6, 2020

A *BILL to amend and reenact § 22.1-296 of the Code of Virginia, relating to school boards; paid maternity leave benefit policy.*

Patron—Simonds

Referred to Committee on Education

Be it enacted by the General Assembly of Virginia:

1. That § 22.1-296 of the Code of Virginia is amended and reenacted as follows:

§ 22.1-296. **Payment of employees; reimbursement for private transportation; certain sick leave policies; maternity leave policy.**

A. Each school board shall provide for the payment of teachers, principals, assistant principals, and other employees monthly, semimonthly, or biweekly, as may be determined by the school board.

However, school boards setting the school calendar so that the first day students are required to attend occurs prior to August 15 shall establish a payment schedule to ensure that all contract personnel are compensated for time worked within the first month of employment.

B. All school board employees may be reimbursed for private transportation at a rate not to exceed that which is authorized for persons traveling on state business in accordance with § 2.2-2825. Whatever rate is paid, however, shall be the same for school board members and employees of the board.

C. Each local school board shall adopt policies providing for leave without pay for school board employees with debilitating or life-threatening illness or injury, without regard to the employee's length of service with the school board.

D. Each school board shall establish a paid maternity leave benefit policy to grant any mother who has been employed full-time by the school board for at least two years and who gave birth to or adopted a child 12 weeks of paid sick leave, in addition to any other sick leave to which such individual is otherwise entitled, to care for such child. Each such policy shall include provisions relating to (i) any payroll contributions that may be required to finance all or any part of the implementation of the paid maternity leave benefit, (ii) the amount and value of the maternity leave benefit, (iii) the computation of the duration of the paid maternity leave benefit, (iv) the period within which the paid maternity leave benefit shall be used, (v) intermittent use of the paid maternity leave benefit, (vi) employment protection for mothers who use the paid maternity leave benefit, (vii) the coordination of the use of the paid maternity leave benefit and any other leave pursuant to the federal Family and Medical Leave Act, 29 U.S.C. § 2601 et seq., and (viii) any other consideration deemed relevant by the school board.

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HB693