

Department of Planning and Budget 2020 Fiscal Impact Statement

1. Bill Number: HB693

House of Origin	<input checked="" type="checkbox"/> Introduced	<input type="checkbox"/> Substitute	<input type="checkbox"/> Engrossed
Second House	<input type="checkbox"/> In Committee	<input type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

2. Patron: Simonds

3. Committee: Education

4. Title: School boards; paid maternity leave benefit policy.

5. Summary: Requires each school board to 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.

6. Budget Amendment Necessary: No

7. Fiscal Impact Estimates: Indeterminate. See Item 8.

8. Fiscal Implications: Local school divisions may experience increased costs for substitute teachers while a teacher is on paid maternity leave, which may eventually impact the prevailing cost calculation for substitutes in the Standards of Quality; however, any actual impact at the state and local levels is indeterminate at this time.

9. Specific Agency or Political Subdivisions Affected: Department of Education, local school divisions

10. Technical Amendment Necessary: No

11. Other Comments: None