

Colorado Legislative Council Staff Fiscal Note

**STATE and LOCAL
FISCAL IMPACT**

Drafting Number: LLS 15-0681	Date: February 27, 2015
Prime Sponsor(s): Rep. Buckner; Fields Sen. Kerr	Bill Status: House Education
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BILL TOPIC: EMPLOYEE LEAVE ATTEND CHILD'S ACADEMIC ACTIVITIES

Fiscal Impact Summary*	FY 2015-2016	FY 2016-2017
State Revenue		
State Expenditures	Minimal workload increase.	
FTE Position Change		
Appropriation Required: None.		

* This summary shows changes from current law under the bill for each fiscal year.

Summary of Legislation

House Bill 09-1057 created the Parental Involvement in K-12 Education Act (Act) which allows a non-supervisory employee who works for an employer with at least 50 employees to take unpaid leave for the purpose of attending parent-teacher conferences or other specific academic activities. This bill expands the definition of academic activities and makes the school activities of preschoolers eligible for parent leave. HB09-1057 included a September 1, 2015, repeal date. This bill eliminates the repeal date.

The bill requires that all school districts and institute charter schools make parents and the community at large aware of the availability of parent leave through website postings, and other communication channels. To the extent possible with existing resources and efforts, the Colorado Advisory Council for Parent Involvement in Education is also directed to provide information about leave that may be granted to employees to attend a child's academic activities.

Background

Current law requires that an employer provide up to 6 hours in any one month and up to 18 hours in an academic year for a parent to attend school activities. An employer that provides vacation leave, sick leave, or personal leave sufficient to meet these requirements is not required to provide additional leave under the Act.

State Expenditures

This bill minimally increases workload for the Department of Personnel and Administration (DPA) and the Colorado Department of Education (CDE). The DPA will update technical guidance and leave rules and the CDE will conduct community outreach. These activities do not require additional appropriations.

State employees receive annual and sick leave in an amount sufficient to meet the requirements of the bill, so state agencies are not required to provide additional leave.

Local Government Impact

Like the state, local governments will have an increase in workload to update manuals and leave policies. Whether they offer paid or unpaid leave under the Act, is at the local government's discretion.

School District Impact

This bill increases workload for school districts and institute charter schools to provide notice to parents and the community at large about the law. As employers, school districts are also expected to offer leave for their employees.

Effective Date

The bill takes effect upon signature of the Governor, or upon becoming law without his signature.

State and Local Government Contacts

Education

Personnel and Administration

Labor and Employment