

Description of Legislation

1. Employees of the Public Schools earn sick leave at the rate of one day per month of full-time employment. Sick leave may be used for a temporary disability caused by personal illness or injury or for the illness or injury of a member of the immediate family, death in the immediate family, or for medical appointments for the employee only. The immediate family for illness or injury purposes is defined as spouse, children, parents and other dependents living in the household. There is a special provision only for teachers in which after all sick leave is exhausted salary, less substitute pay, may be allowed to continue by the superintendent for up to 20 teaching days. After this provision is used, teachers are placed on a leave of absence without pay. In the case of employees other than teachers, they are placed on leave without pay at the time the accumulated sick leave is exhausted.

The bill provides that each local board of education may adopt rules establishing a sick leave bank whereby an employee can elect to be a member by donating sick leave according to the rules. After exhausting all personal sick leave, the members may withdraw sick leave from a bank which has been donated by coworkers. The bill further provides that any employees donating sick leave shall be notified of the consequences relating to retirement service credits which, under current law, one month of creditable service is allowed for each 20 days or portion thereof standing to the member's credit at retirement. The result of the legislation would be possible 134 school systems would establish a sick leave bank. Sick leave banks would result in employees remaining on the payroll at a cost to the State, who under present conditions, would be placed on a leave of absence without pay.

- 2. Effective Date - July 1, 1991
- 3. Fund or Tax Affected - General Fund, Local Funds, Federal Funds
- 4. Principal Department/Program Affected - Public School Systems

Cost or Revenue Impact on State

	<u>FY</u>	<u>FY</u>
	91-92	92-93
1. Non-Recurring Costs/Revenues		
2. Recurring Costs/Revenues		
General Fund	\$4,975,000	\$4,975,000
Receipts	388,000	388,000
	\$5,363,000	\$5,363,000
3. Fiscal/Revenue Assumptions		

Estimates of the cost is some .17% of payroll for four school districts in Florida that have sick leave banks, three being in the Miami, Tampa, and Fort Lauderdale areas, and the State of Tennessee that has a sick leave bank for its State employees. Therefore, .17% of the total payroll of all public school systems was used assuming that all boards of education would establish a sick leave bank making all employees eligible to participate.

Cost/Revenue Impact on County or Local Government

	<u>FY</u> 88-89	<u>FY</u> 89-90
1. Non-Recurring Costs/Revenues		
2. Recurring Costs/Revenues	\$1,098,000	\$1,098,000
3. Fiscal/Revenue Assumptions		
Same as Above		

Sources of Data for Fiscal Note

Technical Considerations/Comments



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