

Regular Session, 2013

HOUSE BILL NO. 624

BY REPRESENTATIVE JEFFERSON

Prefiled pursuant to Article III, Section 2(A)(4)(b)(i) of the Constitution of Louisiana.

SCHOOLS/EMPLOYEES: Provides relative to leave for new parents employed by school boards

1 AN ACT

2 To amend and reenact R.S. 17:1211, relative to parental leave for employees of school  
3 boards; to provide for leave for new parents to attend certain doctor's visits; to  
4 provide relative to documentation; and to provide for related matters.

5 Be it enacted by the Legislature of Louisiana:

6 Section 1. R.S. 17:1211 is hereby amended and reenacted to read as follows:

7 §1211. Maternity leave for teachers; tenure status unaffected; parental leave for  
8 teachers and other employees; definition

9 A. The city and parish school boards throughout the state shall grant leaves  
10 of absence to regularly employed women teachers for a reasonable time before and  
11 after childbirth. The granting of such leaves shall not affect any of the tenure rights  
12 which the teacher may have acquired prior thereto under the provisions of R.S.  
13 17:441 through 17:444 or R.S. 17:461 through 17:463.

14 B.(1) In addition to the provisions of Subsection A of this Section and any  
15 other provision of law, a school board shall grant up to seven days of leave to a new  
16 parent who is an employee of the school board to attend doctor's visits related to  
17 maternal or infant health during the one-year period following the birth of the  
18 employee's child. Such leave shall be provided without regard to any remaining or  
19 accrued leave of any other type.

1           (2) Such leave is subject to approval by the same authority as applications  
2           for extended sick leave but shall not be denied if documentation indicating all of the  
3           following is provided within seven working days following the absence of the  
4           employee:

5           (a) The date of birth of the child.

6           (b) The date of the visit to the doctor.

7           (c) The visit was substantially related to the health of either the mother or the  
8           infant, and if the visit was for the mother, the visit was related to the birth of the  
9           child.

10           ~~B.~~ C.(1) As used in this Subpart, the word "teacher" shall include any  
11           member of the teaching staff of a public school in the state and any social worker or  
12           school psychologist employed by a local school board in the state who holds a valid  
13           professional ancillary certificate in school social work or school psychology issued  
14           by the state Department of Education.

15           (2) As used in this Subpart, the word "parent" shall mean any filiated mother  
16           or father as provided for in the Civil Code.

17           Section 2. This Act shall become effective upon signature by the governor or, if not  
18           signed by the governor, upon expiration of the time for bills to become law without signature  
19           by the governor, as provided by Article III, Section 18 of the Constitution of Louisiana. If  
20           vetoed by the governor and subsequently approved by the legislature, this Act shall become  
21           effective on the day following such approval.

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#### DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

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Jefferson

HB No. 624

**Abstract:** Provides for parental leave for employees of school boards.

Present law requires the city and parish boards throughout the state to grant leaves of absence to regularly employed women teachers for a reasonable time before and after childbirth. The granting of such leaves does not affect any of the tenure rights which the teacher may have acquired in the past under the provisions of present law. Proposed law retains present law.

Proposed law requires a school board to grant up to seven days of leave to school board employees to attend doctor's visits related to maternal or infant health during the one-year period following the child's birth. Such leave shall be provided without regard to any remaining or accrued leave of any other type. Provides that such leave is subject to approval by the same authority as applications for extended sick leave but prohibits denial of such leave if all of the following are documented:

- (1) The date of birth of the child.
- (2) The date of the visit to the doctor.
- (3) The visit was substantially related to the health of either the mother or the infant, and if the visit was for the mother, the visit was related to the birth of the child.

Effective upon signature of governor or lapse of time for gubernatorial action.

(Amends R.S. 17:1211)