



**Colorado
Legislative
Council
Staff**

HB17-1001

FISCAL NOTE

FISCAL IMPACT: State Local Statutory Public Entity Conditional No Fiscal Impact

Drafting Number: LLS 17-0585
Prime Sponsor(s): Rep. Buckner
Sen. Kerr

Date: January 12, 2017
Bill Status: House Education
Fiscal Analyst: Amanda Hayden (303-866-4918)

BILL TOPIC: EMPLOYEE LEAVE ATTEND CHILD'S ACADEMIC ACTIVITIES

Fiscal Impact Summary	FY 2017-2018	FY 2018-2019
State Revenue		
State Expenditures	Minimal workload increase.	
Appropriation Required: None.		
Future Year Impacts: None.		

Summary of Legislation

This bill recreates and reenacts the "Parental Involvement in Kindergarten through Twelfth Grade Education Act." It allows employees of covered employers to take up to 6 hours of leave in any one-month period (not to exceed 18 hours in an academic year) to attend a child's academic activities. Covered employers include any state or local government entity and any private company with 50 or more employees. Part-time employees are eligible for a portion of the leave based on the percentage of a full-time schedule the employee works.

Employers subject to the bill may limit the ability of employees to take leave based on certain restrictions and may require written verification before granting leave. Whenever possible, employees must provide one week's written notice of the event. The bill does not require employers to provide paid leave, and employers have already satisfied the requirements of the bill as long as they provide an amount of paid or unpaid leave (including vacation, sick, or personal time) equal to the amount specified and allow employees to use the leave to attend children's academic activities.

The bill requires that all school districts and each institute charter school make parents and the community at large aware of the availability of parental leave through website postings and other communication channels. The bill also directs the Colorado Advisory Council for Parent Involvement in Education to provide information about the new law, to the extent possible.

Background

The "Parental Involvement in Kindergarten through Twelfth Grade Education Act" was enacted in 2009 by House Bill 09-1057. It repealed in September 2015.

State Expenditures

This bill is anticipated to increase workload in the Department of Labor and Employment to answer any questions from the public about the law and in the Department of Education to provide information about the law. These increases are anticipated to be minimal and will not require any increase in appropriations.

State agencies typically offer enough flexible leave to meet the requirements of the bill and do not expect any impact to state expenditures as a result.

Local Government and School District Impact

Local governments, like state agencies, typically offer enough flexible leave to meet the requirements of the bill and do not expect any expenditure impact.

The bill requires that all school districts and each institute charter school make parents and the community at large aware of the availability of parental leave. This analysis assumes that compliance with the bill requires minimal effort.

Effective Date

The bill takes effect August 9, 2017, if the General Assembly adjourns on May 10, 2017, as scheduled, and no referendum petition is filed.

State and Local Government Contacts

All Departments