



**FINAL**  
**FISCAL NOTE**

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**Drafting Number:** LLS 09-0306**Date:** June 3, 2009**Prime Sponsor(s):** Rep. Kerr A.  
Sen. Bacon**Bill Status:** Signed into Law**Fiscal Analyst:** Clare Pramuk (303-866-2677)

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**TITLE:** CONCERNING PARENTAL INVOLVEMENT IN KINDERGARTEN THROUGH TWELFTH GRADE EDUCATION.

### Summary of Legislation

This bill creates the Parental Involvement in K-12 Education Act. It 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 academic activities specified in the bill. An employer may limit the ability of an employee to take leave in certain situations. The employer and employee may also agree to allow the employee to take paid leave and then make up the work time in the same week. The leave can be taken in no greater than 3 hour increments and is limited to 6 hours per month and 18 hours per academic year. The employee is required to provide 1 week notice prior to the leave, or as soon as possible in an emergency, and to provide written verification from the school of the academic activity. An employee or employer may elect to use accrued paid vacation leave, personal leave, or other paid leave rather than unpaid leave. The definition of employee does not include independent contractors, domestic servants, seasonal workers, or farm and ranch labor. The Governor signed the bill into law on June 1, 2009, and unless a referendum petition is filed, the bill will take effect August 5, 2009.

### Assessment

This bill is assessed at no fiscal impact on the state or on units of local government. Requests for fiscal note assessment were sent to all departments of state government. All departments indicated that the bill has no fiscal impact or that the impact would not be significant. Many departments have personnel guidelines in place that closely approximate the options identified in the bill. These guidelines give a considerable amount of discretion to the office of the director. The consensus of opinion among most departments is that in most cases, employees would opt to substitute paid leave or schedule conferences outside of business hours in lieu of taking "leave without pay". In addition, the Department of Personnel and Administration's personnel system rules allow this type of leave on a discretionary basis, including whether it is paid administrative leave.

### Departments Contacted

All Departments