



**Colorado  
Legislative  
Council  
Staff**

**HB16-1002**

**FISCAL NOTE**

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

**Drafting Number:** LLS 16-0787  
**Prime Sponsor(s):** Rep. Buckner  
Sen. Kerr

**Date:** January 19, 2016  
**Bill Status:** House Education  
**Fiscal Analyst:** Kerry White (303-866-3469)

**BILL TOPIC:** EMPLOYEE LEAVE ATTEND CHILD'S ACADEMIC ACTIVITIES

Fiscal Impact Summary	FY 2016-2017	FY 2017-2018
State Revenue		
State Expenditures	Minimal workload increase.	
FTE Position Change		
Appropriation Required: None.		
Future Year Impacts: None.		

**Summary of Legislation**

This bill reenacts and modifies the Parental Involvement in K-12 Education Act (Act) that was originally established by House Bill 09-1057 and repealed on September 1, 2015. Prior to its repeal, the 2009 Act required employers with at least 50 employees to permit non-supervisory employees to take unpaid leave to attend certain academic activities for children enrolled in kindergarten through 12th grade.

Leave was to be taken in increments of three hours or less, not to exceed six hours per month and 18 hours per year. Employees were required to provide at least one week's notice of the leave except in emergency situations. It also allowed employers and employees to reach agreements wherein employees could make up the lost work time during the same work week. Employers were to provide proportional leave for part-time employees and allowed to limit the leave in certain circumstances, such as to avoid endangering the safety of others or halting service or production. Employers were authorized to require written verification from a school or school district, and employees were required to attempt to schedule academic activities outside of work hours.

House Bill 16-1002 incorporates the provisions of the 2009 Act, expands the types of activities for which leave may be taken to include meetings with school counselors, and makes the school activities of preschoolers eligible for parental leave. The bill also 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. To the extent possible, the Colorado Advisory Council for Parent Involvement in Education is also directed to provide information about the new law.

## **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. This increase is anticipated to be minimal and will not require an increase in appropriations.

## **School District 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 10, 2016, if the General Assembly adjourns on May 11, 2016, as scheduled, and no referendum petition is filed.

## **State and Local Government Contacts**

All Departments