

1 **SCHOOL DISTRICT LEAVE POLICIES**

2 2011 GENERAL SESSION

3 STATE OF UTAH

4 **Chief Sponsor: Keith Grover**

5 Senate Sponsor: Margaret Dayton

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6  
7 **LONG TITLE**

8 **General Description:**

9 This bill amends provisions in the State System of Public Education code related to  
10 association leave.

11 **Highlighted Provisions:**

12 This bill:

13 ▶ prohibits a local school board from granting paid association leave for certain  
14 employee association or union duties;  
15 ▶ requires reimbursement to a school district of the costs for certain employees,  
16 including benefits, for the time ~~§~~→ [that exceeds 10 business days] ←~~§~~ that the employee is  
17 on:

- 18 • unpaid association leave; or
- 19 • participating in certain paid association leave activities;
- 20 ▶ defines terms; and
- 21 ▶ makes technical changes.

22 **Money Appropriated in this Bill:**

23 None

24 **Other Special Clauses:**

25 None

26 **Utah Code Sections Affected:**

27 AMENDS:



28 53A-3-425, as enacted by Laws of Utah 2002, Chapter 312



30 *Be it enacted by the Legislature of the state of Utah:*

31 Section 1. Section 53A-3-425 is amended to read:

32 **53A-3-425. Association leave -- District policy.**

33 (1) As used in this section[~~,"association leave"~~];

34 (a) "Association leave" means leave from a school district employee's regular school  
35 responsibilities granted for that employee to spend time for association, employee association,  
36 or union duties.

37 (b) "Employee association" means an association that:

38 (i) negotiates employee salaries, benefits, contracts, or other conditions of employment;

39 or

40 (ii) performs union duties.

41 (2) ~~§→ [(a)] ←§~~ Except as provided in ~~§→~~ §→ [f] Subsection [f] [Subsections] ←§

41a ~~[(2)(b) §→ and (2)(d) ←§]~~ (3) ~~←§~~ , a local school board may not allow

42 paid association leave for a school district employee to perform an employee association or  
43 union duty.

44 ~~§→ [(b)] (3)(a) ←§~~ A local school board may allow paid association leave for a school  
45 district

45 employee to perform an employee association duty if:

46 (i) the duty performed by the employee on paid association leave will directly benefit  
47 the school district, including representing the school district's licensed educators:

48 (A) on a board or committee, such as the school district's foundation, a curriculum  
49 development board, insurance committee, or catastrophic leave committee;

50 (B) at a school district leadership meeting; or

51 (C) at a workshop or meeting conducted by the school district's local school board;

52 (ii) the duty performed by the employee on paid association leave does not include  
53 political activity, including:

54 (A) advocating for or against a candidate for public office in a partisan or nonpartisan  
55 election;

56 (B) soliciting a contribution for a political action committee, a political issues  
57 committee, a political party, or a candidate, as defined in Section 20A-11-101; or

58 (C) initiating, drafting, soliciting signatures for, or advocating for or against a ballot

59 proposition, as defined in Section 20A-1-102; and

60 (iii) the local school board ensures compliance with the requirements of Subsections

61 ~~§→ [(3)] (4) ←§~~ (a) through (g).

62 ~~§→ [(c)] (b) ←§~~ Prior to ~~[any]~~ a school district employee's participation in paid or unpaid  
63 association leave, a local school board shall adopt a written policy that governs association  
64 leave.

65 ~~§→ [(d)] (c) ←§~~ A local school board policy that governs association leave shall require  
66 reimbursement to the school district of the costs for an employee, including benefits, for the

67 time ~~§→ [that exceeds 10 business days during a fiscal year] ←§~~ that the employee is:

68 (i) on unpaid association leave; or

69 (ii) participating in a paid association leave activity described in Subsection ~~§→ [(3)] (4) ←§~~

69a (g) that

70 does not provide a direct benefit to the school district.

71 ~~§→ [(e)] (d) ←§~~ A reimbursement required under Subsections ~~§→ [(2)(d)] (3)(c) ←§~~ or ~~§→~~

71a ~~[(3)(g)] (4)(g) ←§~~ may be provided by

72 an employee, association, or union.

73 ~~§→ [(3)] (4) ←§~~ If a local school board adopts a policy to allow paid association leave, the  
73a policy

74 shall include procedures and controls to:

75 (a) ensure that the duties performed by employees on paid association leave directly  
76 benefit ~~[education within]~~ the school district;

77 (b) require the school district to document the use and approval of paid association  
78 leave;

79 (c) require school district supervision of employees on paid association leave;

80 (d) require the school district to account for the costs and expenses of paid association  
81 leave;

82 (e) ensure that during the hours of paid association leave a school district employee  
83 may not engage in political activity, including:

84 (i) ~~[actively campaigning for candidates]~~ advocating for or against a candidate for  
85 public office in a partisan [and] or nonpartisan [elections] election; [and]

86 ~~[(ii) fundraising for political organizations, political parties, or candidates;]~~

87 (ii) soliciting a contribution for a political action committee, a political issues  
88 committee, a political party, or a candidate, as defined in Section 20A-11-101; and

89 (iii) initiating, drafting, soliciting signatures for, or advocating for or against a ballot

90 proposition, as defined in Section 20A-1-102;

91 (f) ensure that association leave is only paid out of school district funds when the paid  
92 association leave directly benefits [~~education within~~] the district; and

93 (g) require the reimbursement to the school district of the cost of paid association leave  
94 activities that do not provide a direct benefit to ~~H~~→ [~~education within~~] ←~~H~~ the school district.

95 ~~S~~→ [(4)] (5) ←~~S~~ If a local school board adopts a policy to allow paid association leave, that  
95a policy

96 shall indicate that a willful violation of this section or of a policy adopted in accordance with

97 Subsection ~~S~~→ [(2)] (3) ←~~S~~ or ~~S~~→ [(3)] (4) ←~~S~~ may be used for disciplinary action under Section  
97a 53A-8-104.

**Legislative Review Note**  
**as of 1-7-11 6:58 PM**

**Office of Legislative Research and General Counsel**

# FISCAL NOTE

H.B. 183

SHORT TITLE: **School District Leave Policies**

SPONSOR: **Grover, K.**

2011 GENERAL SESSION, STATE OF UTAH

## STATE GOVERNMENT (UCA 36-12-13(2)(b))

Enactment of this bill likely will not materially impact the state budget.

## LOCAL GOVERNMENTS (UCA 36-12-13(2)(c))

Local school districts and charter schools that currently pay association leave time may accrue a savings from reimbursement for leave that exceeds the limits established in this bill. Based on the state median teacher salary and benefits, the cost of an educator for one day, including benefits, is \$355.

## DIRECT EXPENDITURES BY UTAH RESIDENTS AND BUSINESSES (UCA 36-12-13(2)(d))

An educator, union, or association may have to reimburse school districts or charter schools for leave that exceeds the limits established in this bill. Based on the state median teacher salary and benefits, the cost of an educator for one day, including benefits, is \$355.