

# H.B. 183

## SCHOOL DISTRICT LEAVE POLICIES

Senator **Howard A. Stephenson** proposes the following amendments:

1. *Page 1, Lines 15 through 19:*

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;

2. *Page 2, Lines 41 through 45*

*House Committee Amendments  
2-16-2011:*

41           (2) ~~{(a)}~~ Except as provided in ~~H~~→ ~~{+}~~ **Subsection** ~~{+}~~ ~~{Subsections}~~ ←~~H~~  
41a       ~~{(2)(b)}~~ ~~ft~~→ ~~and (2)(d)~~ ←~~ft~~   ~~(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 district  
45 employee to perform an employee association duty if:

3. *Page 3, Lines 60 through 74:*

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)~~ (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  
72 ~~{(3)(g)}~~ ~~(4)(g)~~ may be provided by  
an employee, association, or union.

73            {~~(3)~~}    (4)    If a local school board adopts a policy to allow paid association leave, the policy  
74 shall include procedures and controls to:

4. *Page 4, Lines 95 through 97*

*House Floor Amendments*

*2-24-2011:*

95            {~~(4)~~}    (5)    If a local school board adopts a policy to allow paid association leave, that policy  
96 shall indicate that a willful violation of this section or of a policy adopted in accordance with  
97 Subsection {~~(2)~~}    (3)    or    {~~(3)~~}    (4)    may be used for disciplinary action under Section  
53A-8-104.