



FISCAL NOTE

Senate Bill 305

Committee: Finance and Taxation Education Sponsor: Senator Vivian Davis Figures

Analyst: John Friedenreich

Date: 04/25/2024

Senate Bill 305 as reported by the Committee on Finance and Taxation Education would decrease potential savings of state entities by an estimated maximum of \$6,400 per eligible employee that utilizes six weeks of paid leave for the birth or adoption of a child, pursuant to the provisions of this bill, and who otherwise would have utilized unpaid leave. This bill would also provide that the parental leave provided to state employees would not require the use of any accrued personal leave, sick leave, or requested leave donations and would repeal current law regarding donation of leave for maternity or adoption.

This bill could increase the obligations of state agencies by an undetermined amount dependent on the costs of hiring additional personnel to backfill any positions for eligible employees using paid parental leave as provided by this bill.

Additionally, this bill would increase the obligations of the local boards of education by an estimated maximum of \$3,750, per eligible employee utilizing the full six weeks of paid leave pursuant to the provisions of this bill, based on the average daily rate to provide a substitute employee for a certified or non-certified employee.