



2009 Legislative Summary Sheet: Bills Related to School Involvement Leave Recently Introduced into State Legislatures

This legislative summary sheet was developed to give an overview of the policy and legislation related to school involvement leave. Statutes and bills can be reviewed individually, but often it is useful to view them in “themes” or “clusters” to:

- Highlight legislative activity in one particular state
- Make it easier to compare legislation between states
- Illustrate varying legislation language and content

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Bills providing unpaid school involvement leave

Colorado

- HB 1057 (Introduced 1/7/2009)

Allows an employee of an employer who employs at least 10 employees in this state to take unpaid leave for the purpose of attending parent-teacher conferences or other academic activities related to the educational advancement of the employee's child.

Georgia

- HB 37 (Introduced 12/23/2008)

Allows an eligible employee to take a total of 24 hours of leave per 12 month period to attend medical appointments for self, spouse, child or elderly relative or to attend school conferences.

Nevada

- AB 243 (Introduced 3/5/2009)

Requires certain employers to grant leave to parents, guardians and custodians of children to participate in certain school activities.

New Jersey

- AB 1180 (Introduced 1/8/2008)

Provides leave time so that a covered employee may attend a child's school functions and parent-teacher conferences and to accompany the child to routine medical and dental appointments; provides the employee with the option of taking the leave in increments as short as two hours.



New Mexico

- SB 385 (Introduced 1/29/2009)
Enacts the job security act; allows employees to use sick or annual leave to provide health care for family members or to participate in children's educational activities; prohibits employee discharge for use of sick or annual leave.

New York

- SB 1211 (Introduced 1/27/2009)
- AB 6183 (Introduced 2/26/2009)
Provides two days per school year, per child of excused leave for parents to participate in their child's education.
- AB 6705 (Introduced 3/11/2009)
Enacts the No Parent Left Outside Act requiring employers to grant employees up to 20 hours leave during any school year to attend school conferences or activities related to the employee's child if the conference or activity cannot be scheduled during non-work hours; provides for state reimbursement for lost wages to low income workers.
- SB 2453 (Introduced 2/20/2009)
Enacts the "Parental Involvement Leave Act" requiring employers to grant employees up to 16 hours leave during any school year to attend school conferences or classroom activities related to the employee's child if the conference or activity cannot be scheduled during non-work hours.

Oklahoma

- HB 638 (Introduced 2/26/2009)
Requires granting of school activity leave to employees in same manner as provided for family leave; requires granting of 35 hours of school activity leave within any one-year period; requires employee to give notice of leave to employer.

Virginia

- HB 792 (Introduced 1/8/2008)
Requires employers to permit employees who are parents or guardians of a school-aged child to take up to four hours of leave annually in order to attend parent- teacher conferences or to volunteer at the child's school.

Wisconsin

- SB 86 (Introduced 2/25/2009)
Allows any employee of an employer, including the state, employing at least 50 individuals to take no more than 16 hours of school conference and activities leave in a 12-month period.

Texas

- HB 615 (Introduced 1/14/2009)
- SB 648 (Introduced 2/3/2009)
Relates to the right of an employee who is a parent of a child enrolled in a special education program to time off from work to meet with certain persons affecting the education of the child.



Bills providing paid school involvement leave

Indiana

■ SB 427 (Introduced 1/12/2009)

Provides paid parental leave for school conferences when the conferences cannot be scheduled during the employee's nonworking hours; provides for a state tax credit for an employer that provides parental leave.

New York

■ AB 6705 (Introduced 3/11/2009)

Enacts the No Parent Left Outside Act requiring employers to grant employees up to 20 hours leave during any school year to attend school conferences or activities related to the employee's child if the conference or activity cannot be scheduled during non-work hours; provides for state reimbursement for lost wages to low income workers.

South Carolina

■ HB 3865 (Introduced 4/1/2009)

Provides that an employee may be granted by his employer additional paid leave each year for the purpose of attending certain school conferences or activities during the employee's work hours or to engage in certain volunteer teaching activities in the schools; provides that the employers are entitled to a specified state income tax deduction for these activities.

West Virginia

■ HB 2563 (Introduced 2/17/2009)

Allows state employees to take paid leave to attend parent-teacher conference for their children.



Bills providing a tax incentive for school involvement leave

Indiana

■ SB 427 (Introduced 1/12/2009)

Provides paid parental leave for school conferences when the conferences cannot be scheduled during the employee's nonworking hours; provides for a state tax credit for an employer that provides parental leave.

Louisiana

■ HB 269 (Introduced 4/9/2009)

Authorizes a corporate income tax deduction for employers who grant paid leave to employees to participate in their children's school activities during working hours.



South Carolina

■ HB 3865 (Introduced 4/1/2009)

Provides that an employee may be granted by his employer additional paid leave each year for the purpose of attending certain school conferences or activities during the employee's work hours or to engage in certain volunteer teaching activities in the schools; provides that the employers are entitled to a specified state income tax deduction for these activities.

The Network has compiled a Work-Family Bills and Statutes Database to help provide an overview of the bills that have been proposed and the laws that have been passed in various states that are relevant to work-family issues. This Database includes bills and statutes related to **school involvement leave** that have been proposed in previous and current legislative sessions. You can connect to this database at:

<http://wfnetwork.bc.edu/bills.php?area=policy>