

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

HB 2697 - SB 2655

March 1, 2024

SUMMARY OF BILL: Grants public charter school employees paid leave for six workweeks after the birth of a child or the placement of a child with the employee for adoption. Leave must count toward the eligible employee's use of leave required under *Family and Medical Leave Act* (FMLA).

FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- The proposed legislation will provide up to six paid workweeks for public charter school educators following the birth or still birth of the educator's child or after the educator's adoption of a newly placed minor child. The leave must qualify under FMLA and employees will not have to use their sick or annual leave.
- Public Chapter 216 of 2023 (PC 216) granted state employees a period of six workweeks for the birth of a child or the placement of a child with the employee for adoption.
- The estimated fiscal impact of PC 216 was based on federal data regarding FMLA leave among qualifying employees who took leave to care for a child and had an unmet need for leave.
- It is assumed that any public charter school employee will be included in the groups of employees who were considered in the estimated fiscal impact for PC 216; therefore, the estimated fiscal impact for expanding paid leave as a result of the proposed legislation is considered not significant.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner".

Krista Lee Carsner, Executive Director

/ah

HB 2697 - SB 2655