152nd GENERAL ASSEMBLY
FISCAL NOTE

BILL:	**HOUSE BILL NO. 279**
SPONSOR:	**Representative Heffernan**
DESCRIPTION:	**AN ACT TO AMEND TITLE 14 OF THE DELAWARE CODE RELATING TO BEREAVEMENT LEAVE.**

Assumptions:

1. This Act becomes effective upon the signature of the Governor.

2. This Act entitles teachers and other school employees to a maximum of five days of paid bereavement leave for the following occurrences of pregnancy loss:
    a. A miscarriage, defined as a loss of pregnancy prior to 20 weeks gestation.
    b. A stillbirth, defined as a loss of pregnancy from 20 weeks gestation or more.
    c. Other loss, defined as a diagnosis that negatively impacts pregnancy and loss of pregnancy including termination of pregnancy, regardless of medical necessity.

3. It is assumed that if a teacher is absent for the reasons listed above, a substitute teacher will need to be hired for each day absent. It is assumed that affected employees will utilize the full amount of allowable bereavement leave.

4. It is assumed that a Class A Substitute may be hired and be paid in accordance with the following salary classification schedule:
    a. The current rate for a Class A substitute teacher is $158.00 per day.
    b. Effective January 1, 2025, the rate for a Class A substitute teacher increases to $179.00 per day.

5. Per the Department of Education, there are approximately 21,096 full-time public education employees. Of this amount, approximately 10,074 are teachers.

6. According to the Department of Human Resources, there have been an average of 95 occurrences of pregnancy loss (as defined in § 5125 of Title 29 of the Delaware Code) for public education employees annually. For purposes of this analysis, it is assumed that at least 46 occurrences will be attributed to teachers.

7. It is assumed that the costs associated with hiring a substitute teacher will be paid through local funds. Costs include other employment costs at a rate of 9.21%.

Cost:

	Local School Funds
Fiscal Year 2025:	$41,999
Fiscal Year 2026:	$44,616
Fiscal Year 2027:	$44,616

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