152nd GENERAL ASSEMBLY
FISCAL NOTE

BILL:	**HOUSE BILL NO. 421**
SPONSOR:	**Representative Heffernan**
DESCRIPTION:	**AN ACT TO AMEND TITLE 14 OF THE DELAWARE CODE RELATING TO PAID TIME OFF FOR EDUCATION EMPLOYEES.**

Assumptions:

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

2. This Act allows education employees to be absent up to 3 days without loss of pay due to injury that occurred in the performance of duty. These days are available per incident and should be reinstated if additional incidents occur. To qualify for this leave, the injury must have taken place while the employee was in the performance of duty, be reported and substantiated, and a medical note must be provided for the days absent beyond the first day following the injury.

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 paid time off.

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. 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%.

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

7. Following a brief survey of Local Education Agencies (LEAs), instances of injury ranged significantly, and actual reported data is inconsistent. Some LEAs already have negotiated agreements to address this type of absence, but not all. Because actual instances of injury can not be determined, future year local costs are indeterminable.

Cost:

	Local School Funds
Fiscal Year 2025:	Indeterminable
Fiscal Year 2026:	Indeterminable
Fiscal Year 2027:	Indeterminable

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