FISCAL NOTE

Senate Bill 199

Committee: Ways and Means Education
Sponsor: Senator Vivian Davis Figures
Analyst: John Friedenreich
Date: 03/17/2025

Senate Bill 199 as passed the Senate would decrease the potential savings of certain state entities by: (1) an estimated average of $10,750 per eligible employee that utilizes eight weeks of paid leave in the event of a birth, miscarriage, stillbirth, or adoption of a child; and who otherwise would have utilized unpaid leave; or (2) by an estimated average of $2,600 per eligible employee that utilizes two weeks of paid leave.

Additionally, this bill would decrease the potential savings of the various local boards of education by: (1) an estimated average of $8,100 per eligible female employee that utilizes eight weeks of paid leave in the event of a birth, miscarriage, stillbirth, or adoption of a child; and who otherwise would have utilized unpaid leave; and (2) by an estimated average of $2,000 per eligible male employee that utilizes two weeks of paid leave.

Further, this bill would increase the obligations of the various local boards of education by $120 per day if a substitute teacher is employed, that otherwise would not have under existing law.

This bill would also provide that: (1) use of paid parental leave would not require the use of any accrued personal leave, sick leave, or any other leave or paid time off and would not be used to calculate retirement benefits; and (2) an employer clawback provision for employees that fail to comply with the return-to-work agreement.

Finally, this bill would increase the obligations of the State Personnel Department, the State Board of Education, and the Alabama Community College System to adopt rules and to administer the provisions of this bill.