



To: House Committee on Early Childhood
From: Lori Sattenspiel, Director of Legislative Services
Re: House Bill 2474
Date: March 15, 2021

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Chair Power, Vice Chairs Reynolds, and Zika, and members of the committee:

On behalf of OSBA membership, including 197 school districts and 19 Education Service Districts, we are submitting our concerns on the record for House Bill 2474.

House Bill 2474 would make changes to existing leave laws and would grant expanded leave to employees. The potential impacts of these changes, as well as those contained in HB 2419, are concerning to school districts. Staff leave provisions are part of nearly all contracts and, in most cases, are not only sufficient but are already robust.

Concerns:

This bill is not in the best interests of school districts and students. It could create a situation where adequate staffing suffers in favor of adding this additional leave for individual employees.

Small districts employing less than 25 will now face not only additional costs to cover those on leave, but the need to administer another leave program. These districts have extremely limited administrative staff, and the addition of more reporting requirements plus added costs, create a larger challenge for our smallest districts.

Page 6, Section 9 (3) is of specific concern. It would change who makes the determination as to the particular order in which accrued paid leave is to be used to the employee from the employer. (In the event there is a collective bargaining agreement the CBA makes the determination.) If there's no CBA the employer currently makes the determination. Having every individual employee with the ability to make that determination will be a record keeping nightmare.

We believe this bill extends leaves to such an extent that it will likely impact the ability of districts to meet the primary role of educating children.

Thank you.