

# OFFICE OF FISCAL ANALYSIS

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sHB-5165

AN ACT EXPANDING CONNECTICUT FAMILY AND MEDICAL  
LEAVE BENEFITS TO NONCERTIFIED SCHOOL EMPLOYEES.

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## ***OFA Fiscal Note***

***State Impact:*** None

***Municipal Impact:***

<b>Municipalities</b>	<b>Effect</b>	<b>FY 25 \$</b>	<b>FY 26 \$</b>
Local and Regional School Districts	STATE MANDATE <sup>1</sup> - Cost	Minimal	Minimal

## ***Explanation***

The bill results in a cost to local and regional school districts beginning in FY 25 by reducing the number of hours that certain non-certified school employees must have worked in the prior year in order to qualify for unpaid family and medical leave benefits.

To the extent that a non-certified employee (1) becomes eligible for these benefits due to the bill's lower threshold, and (2) takes unpaid leave, there is a cost to local and regional school districts to provide overtime for covering employees. Any cost is anticipated to be minimal.

## ***The Out Years***

The annualized ongoing fiscal impact identified above would continue into the future subject to the number of school employees who

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<sup>1</sup> State mandate is defined in Sec. 2-32b(2) of the Connecticut General Statutes, "state mandate" means any state initiated constitutional, statutory or executive action that requires a local government to establish, expand or modify its activities in such a way as to necessitate additional expenditures from local revenues.

choose to take these benefits as a result of the bill.