



Senate Education Committee

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BILL SUMMARY

Senate Bill 870, Printer's No. 935

Prime Sponsor: Eichelberger

A. SYNOPSIS:

Senate Bill 870 repeals certain provisions in the Public School Code relating to paid sick leave and sabbaticals.

B. BILL ANALYSIS:

The bill would repeal the following provisions relating to paid sick leave and sabbaticals that are currently required by statute:

- Each professional employee is entitled to 10 fully paid sick days per year.
- Any unused sick leave is accumulated from year to year, and all or any part of such accumulated leave may be taken with full pay in any one or more school years.
- Professional employees transferring to employment in another school district are entitled to take up to 25 days of accumulated sick leave with them.
- If there is a dispute over a professional employee's amount of accumulated sick leave, the employee has the right to appeal to the Secretary of Education.
- A professional employee is automatically eligible for 3 days paid leave in the event of a death in their immediate family (i.e., father, mother, brother, sister, son, daughter, husband, wife, parent-in-law, near relatives who lives in the same household or any person with whom the employee has made his home), although the board of directors may extend the period of absence with pay depending on the circumstances.
- A professional employee is automatically eligible for paid leave in the event he or she attends the funeral of a near-relative (i.e., first cousin, grandfather, grandmother, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, brother-in-law or sister-in-law).

- In the event a professional employee is prevented by illness from working, the school district may establish an alternative payment plan with the employee excluding Social Security deductions from their wages.
- Any professional employee who has completed 10 years of satisfactory service as a professional employee or administrative staff member is entitled to a sabbatical or leave of absence for professional development, restoration of health or for other purposes allowed by the school district. Sabbaticals may be for a half or full school term or for two half school terms during a period of two years.
- After each 7 years of additional service, an employee is allowed one leave of absence for professional development or for restoration of health.
- An employee on sabbatical leave receives at least 50% of his or her regular salary during the period he or she is on leave.

Under the bill, if a leave is granted to an employee participating in a distinguished educator program, the leave will not be subject to the sabbatical requirements repealed under this section.

Nothing in the bill would supersede or preempt any collective bargaining agreement in effect on the effective date of this act.

The bill shall take effect in 60 days.

C. SUMMARY OF RELEVANT EXISTING LAW:

The bill amends Section 1154 (relating to payments of salaries in cases of sickness, injury or death), Section 1154.1 (relating to alternative payment plan), Section 1166 (relating to persons entitled), Section 1169 (relating to salary while on leave), and Section 1195 (relating to distinguished educators program) of the act of March 10, 1949 (P.L. 30, No. 14), known as the Public School Code of 1949.