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FISCAL IMPACT REPORT

ORIGINAL DATE 2/3/17

SPONSOR Caballero LAST UPDATED _____ HB 265

SHORT TITLE Education Assistant Probation Period SB _____

ANALYST Fernandez

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY17	FY18	FY19	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total		Unknown				

(Parenthesis () Indicate Expenditure Decreases)

SOURCES OF INFORMATION

LFC Files

Responses Received From

Education Retirement Board (ERB)

No Response

Public Education Department (PED)

SUMMARY

Synopsis of Bill

House Bill 265 amends a section of the Public School Code to reduce the probationary period for nonlicensed school employees and licensed educational educational assistants to 1 year.

FISCAL IMPLICATIONS

With passage of this bill, nonlicensed employees and licensed educational assistants could only be terminated for just cause after one year which could result in fewer terminations of educational employees. It is unknown what the fiscal impact might be.

SIGNIFICANT ISSUES

Currently, the probationary period for all school employees is three years.

A local school board or governing authority of a state agency may terminate a nonlicensed school employee or a licensed educational assistant with less than one year of employment for any reason it deems sufficient.

Prior to terminating a nonlicensed or licensed educational assistant, the local school board or governing authority shall serve the employee or assistant with written notice of termination.

A licensed school employee employed by a school district or state agency for less than 3 consecutive years or a nonlicensed school employee or licensed educational assistant who has been employed for less than one year and receives a notice of termination may submit a written request to make a statement to the local school board or governing authority regarding the decision to terminate.

A licensed school employee who has been employed by a school district or state agency for three consecutive years or a nonlicensed school employee or licensed educational assistant who has been employed by a school district or state agency for one year or more may not be terminated without just cause.

CTF/jle