

**Department of Planning and Budget**  
**2025 General Assembly Session**  
**State Fiscal Impact Statement**

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**ORIGINAL**

**Bill Number:** HB1830

**Patron:** Simonds

**Bill Title:** School board policies; unpaid educational leave for certain employee association officers; purchase of service credit.

**Bill Summary:** Requires each school board to adopt a policy that requires the school board to approve unpaid educational leave for school board employees who are state employee association officers and for at least two school board employees who are local employee association officers for a maximum of four years per officer. The bill permits employee association officers approved for such leave to purchase service credit with the Virginia Retirement System for such period of leave.

**Budget Amendment Necessary:** No

**Items Impacted:** None

**Explanation:** This bill has no anticipated state fiscal impact. Any impact to local school divisions is indeterminate.

**Fiscal Analysis:** This bill should have a minimal impact on the Virginia Retirement System (VRS). Under VRS' current purchase of prior service rules, school boards have the option to report to VRS an employee who is on leave while serving as an officer of an employee association as being in an Educational Leave status for the duration of their time as an officer. Upon returning to a full-time, covered position, the employee, or the employer on the employee's behalf, may purchase service credit for the employee's time spent on Educational Leave pursuant to Va. Code § 51.1-142.2(A)(1) as a "leave of absence for educational purposes that was previously approved by the member's employer." The purchase of service credit for Educational Leave is controlled by the provisions of Code of Virginia § 51.1-142.2 and the total amount of service credit that may be purchased is typically limited to four years, so if an employee has purchased another service previously, this may limit the amount of service that may be purchased for time spent on Educational Leave. The bill requires school boards to place the employees covered by the bill on educational leave, eliminating the current discretion school boards possess regarding the leave status of such employees. Thus, while the bill may result in more individuals being eligible to purchase service credit for Educational Leave, the bill does not change or expand the current rules governing the eligibility or processes for purchasing service credit for Educational Leave and should not materially affect VRS.

**Other:** None