

**COMMONWEALTH OF KENTUCKY FISCAL NOTE STATEMENT
LEGISLATIVE RESEARCH COMMISSION
2025 REGULAR SESSION**

MEASURE

2025 BR NUMBER 382

SENATE BILL NUMBER 9

TITLE AN ACT relating to teacher benefit provisions and declaring an emergency.

SPONSOR Senator Jimmy Higdon

FISCAL SUMMARY

STATE FISCAL IMPACT: ☒ YES ☐ NO ☐ UNCERTAIN

OTHER FISCAL STATEMENT(S) THAT MAY APPLY: ☒ ACTUARIAL ANALYSIS
☐ LOCAL MANDATE ☐ CORRECTIONS IMPACT ☐ HEALTH BENEFIT MANDATE ☐ STATE
EMPLOYEE HEALTH PLAN IMPACT

APPROPRIATION UNIT(S) IMPACTED: Teachers' Retirement System

FUND(S) IMPACTED: ☐ GENERAL ☐ ROAD ☐ FEDERAL ☐ RESTRICTED Teachers'
Retirement System Investment Account

FISCAL ESTIMATES	2024-2025	2025-2026	ANNUAL IMPACT AT FULL IMPLEMENTATION
REVENUES			
EXPENDITURES		Indeterminable	
NET EFFECT		(Indeterminable)	

() indicates a decrease/negative

PURPOSE OF MEASURE: The purpose of the measure is to require local school districts to establish a policy providing up to 30 days of paid maternity leave for teachers and employees that give birth. Additionally, the measure provides that the state will pay the actuarial costs of Teachers' Retirement System (TRS) members' unused sick leave as of June 30, 2025, and up to 12 days more per year thereafter, with the last employer of record paying for the actuarial value of any additional days that may accrue. The measure also imposes several reporting requirements on local school districts to provide information to TRS. Additionally, the measure allows employers to provide up to \$1,000 per year for the first five years of contributing service to TRS as an incentive to attract new employees. Finally, the measure requires an Auditor of Public Accounts (APA) audit of TRS.

FISCAL EXPLANATION: The majority of the fiscal impacts associated with this measure will fall to local school districts. The measure requires TRS to pay for a special APA audit, representing a small indeterminable cost to TRS. The cost of the audit is the only state fiscal impact associated with the measure.

DATA SOURCE(S): LRC Staff

PREPARER: David Talley **NOTE NUMBER:** 74 **REVIEW:** JMR **DATE:** 2/21/2025