

School Visitation Leave

If a state does not appear on the following chart it is due to our not finding any evidence a statute exists for that state.

Click the letter corresponding to the state name below.

A | C | D | I | L | M | N | R | T | U | V

State	Statute
Arkansas	SR 16. Senate Resolution Urging Employers to Grant Leave to Employees for Involvement at their Children's Schools. Members of the Senate hereby urge Arkansas employers and employees who are parents of school children can get involved in their children's schools. Members of the Senate urge the State Department of Education to develop recommended strategies, which the staff of individual schools may use to establish parent involvement programs designed to meet the specific needs of their schools and those of working parents.
California	L 230.7; 230.8 School Attendance. No employer shall discharge or in any manner discriminate against an employee who is the parent or guardian of a pupil for taking time off to appear in the school of a pupil pursuant to a request made under Section 48900.1 of the Education Code, if the employee, prior to taking the time off, gives reasonable notice to the employer that he or she is requested to appear in the school. (a) (1) No employer who employs 25 or more employees working at the same location shall discharge or in any way discriminate against an employee who is a parent, guardian, or grandparent having custody, of one or more children in kindergarten or grades 1 to 12, inclusive, or attending a licensed child day care facility, for taking off up to 40 hours each year, not exceeding eight hours in any calendar month of the year, to participate in activities of the school or licensed child day care facility of any of his or her children, if the employee, prior to taking the time off, gives reasonable notice to the employer of the planned absence of the employee. (2) If both parents of a child are employed by the same employer at the same worksite, the entitlement under paragraph (1) of a planned absence as to that child applies, at any one time, only to the parent who first gives notice to the employer, such that the other parent may take a planned absence simultaneously as to that same child under the conditions described in paragraph (1) only if he or she obtains the employer's approval for the requested time off. (b) (1) The employee shall utilize existing vacation, personal leave, or compensatory time off for purposes of the planned absence authorized by this section, unless otherwise provided by a collective bargaining agreement entered into before January 1, 1995, and in effect on that date. An employee also may utilize time off without pay for this purpose, to the extent made available by his or her employer. The entitlement of any employee under this section shall not be diminished by any collective bargaining agreement term or condition that is agreed to on or after January 1, 1995. (2) Notwithstanding paragraph (1), in the event that all permanent, full-time employees of an employer are accorded vacation during the same period of time in the calendar year, an employee of that employer may not utilize that accrued vacation benefit at any other time for purposes of the planned absence authorized by this section. (c) The employee, if requested by the employer, shall provide documentation from the school or licensed child day care facility as proof that he or she participated in school or licensed child day care facility activities on a specific date and at a particular time.
Colorado	8-13.3-103 (1) an employee employed by an employer is entitled to take unpaid leave,

	<p>not to exceed six hours in any one-month period and not to exceed forty hours in any academic year, for the purpose of attending an academic activity for or with the employee's child. In the alternative, an employer and employee may agree to an arrangement allowing the employee to take paid leave to attend an academic activity and to work the amount of hours of paid leave taken at another time. (2) an employer may require that the leave be taken in no longer than three-hour increments and that the employee provide written verification from the school or school district of the academic activity. (3) an employee shall make a reasonable attempt to schedule academic activities for which leave may be taken under this section outside of regular work hours. In scheduling academic activities for which leave may be taken, schools and school districts shall make their best efforts to accommodate the schedules of employees with children in the school or school district. (4) in order to take leave under this section, an employee shall provide the employer with notice of the need for leave at least three days in advance of the academic activity. In the case of an emergency where the employee is not aware of the need for the leave three days in advance, the employee shall provide the employer with notice of the leave as soon as possible once he or she becomes aware of the need for the leave. The notice to the employer shall include the written verification specified in subsection (2) of this section, if required by the employer. (5) nothing in this section requires that parental leave be paid leave, nor shall this section be construed to prohibit an employer from providing its employees with leave provisions or leave benefits that are greater than the requirements for leave as described in this section. (6) an employee may elect to substitute accrued paid vacation leave, personal leave, or other paid leave for unpaid leave provided pursuant to this section. (7) an employer may satisfy the requirements of this section, and shall not be required to provide additional leave to its employees, if the employer: (a) makes available to its employees an amount of leave sufficient to meet the requirements of subsection (1) of this section; and (b) allows its employees to use the leave for the same purposes and under the same conditions as those applicable to leave under this article.</p>
<p>District of Columbia</p>	<p>§ 32-1202. Amount of leave; denial; form; notice. (a) Except as provided in this section, an employee who is a parent shall be entitled to a total of 24 hours leave during any 12 month period to attend or participate in a school-related event for his or her child. (b) Except as provided in this section, an employee shall be entitled to a day of leave each year on April 16th, the District of Columbia Emancipation Day. (c) An employer may deny the use of leave provided by subsections (a) and (b) of this section only if the granting of leave would disrupt the employer's business and make the achievement of production or service delivery unusually difficult. (d) The leave provided by this section may consist of unpaid leave unless the parent or employee elects to use any paid family, vacation, personal, compensatory, or leave bank leave that has been provided by the employer. (e) An employee shall notify the employer of the desire for leave to attend a school-related event or to celebrate the District of Columbia Emancipation Day at least 10 calendar days in advance, unless, in the case of a school event, the need to attend the school-related event cannot be reasonably foreseen.</p> <p>§ 32-1203. Effect of leave on employment benefits or seniority. An employee who takes leave pursuant to § 32-1202 shall not lose any employment benefit or seniority accrued before or during the date of such leave.</p>
<p>Illinois</p>	<p>820 ILCS 147/15) School conference and activity leave. (a) An employer must grant an employee leave of up to a total of 8 hours during any school year, and no more than 4 hours of which may be taken on any given day, to attend school conferences or classroom activities related to the employee's child if the conference or classroom activities cannot be scheduled during non-work hours; however, no leave may be taken by an employee of an employer that is subject to this Act unless the employee has exhausted all accrued vacation leave, personal leave, compensatory leave and any other</p>

	<p>leave that may be granted to the employee except sick leave and disability leave. Before arranging attendance at the conference or activity, the employee shall provide the employer with a written request for leave at least 7 days in advance of the time the employee is required to utilize the visitation right. In emergency situations, no more than 24 hours notice shall be required. The employee must consult with the employer to schedule the leave so as not to disrupt unduly the operations of the employer. (b) Nothing in this Act requires that the leave be paid. (c) For regularly scheduled, non-emergency visitations, schools shall make time available for visitation during both regular school hours and evening hours.</p> <p>(820 ILCS 147/35) Employee rights. No employee shall lose any employee benefits, except as provided for in Section 20 of this Act, for exercising his or her rights under this Act. Nothing in this Act shall be construed to affect an employer's obligation to comply with any collective bargaining agreement or employee benefit plan. Nothing in this Act shall prevent an employer from providing school visitation rights in excess of the requirements of this Act. The rights afforded by this Act shall not be diminished by any collective bargaining act or by any employee benefit plan.</p> <p>(820 ILCS 147/40 Applicability. This Act applies solely to public and private employers that employ at least 50 or more individuals in Illinois, and to their employees.</p>
Louisiana	<p>§1015.2. School and day care conference and activities leave. A. An employer may grant an employee leave from work of up to a total of sixteen hours during any twelve-month period to attend, observe, or participate in conferences or classroom activities related to the employee's dependent children for whom he is the legal guardian that are conducted at the child's school or day care center, if the conferences or classroom activities cannot reasonably be scheduled during the non-work hours of the employee. An employee who wishes to request leave under this Part shall provide reasonable notice to the employer prior to the leave and make a reasonable effort to schedule the leave so as not to unduly disrupt the operations of the employer. B. An employer is not required to pay an employee for any time taken as leave pursuant to Subsection A of this Section. However, an employee shall be permitted to substitute any accrued vacation time or other appropriate paid leave for any leave taken pursuant to this Section.</p>
Massachusetts	<p>Chapter 149: Section 52D. Family and medical leave; enforcement. (b) An eligible employee shall be entitled to a total of 24 hours of leave during any 12-month period, in addition to leave available under the federal act, to: (1) participate in school activities directly related to the educational advancement of a son or daughter of the employee, such as parent-teacher conferences or interviewing for a new school; (c) Unless this section provides otherwise, the terms of the federal act shall apply to leave under this section. As provided in section 102(d)(2)(A) of the federal act, 29 U.S.C. section 2612(d)(2)(A), an eligible employee may elect, or an employer may require the employee, to substitute any of the accrued paid vacation leave, personal leave, or medical or sick leave of the employee for any of the leave provided under this section, but nothing in this section shall require an employer to provide paid sick leave or paid medical leave in any situation in which the employer would not normally provide any such paid leave. Leave under this section may be taken intermittently or on a reduced leave schedule. (d) If the necessity for leave under this section is foreseeable, the employee shall provide the employer with not less than seven days' notice before the date the leave is to begin. If the necessity for leave is not foreseeable, the employee shall provide such notice as is practicable.</p>
Minnesota	<p>181.9412 School conference and activities leave. Subd. 2. Leave of 16 hours. An employer must grant an employee leave of up to a total of 16 hours during any 12-month period to attend school conferences or school-related activities related to the employee's child, provided the conferences or school-related activities cannot be scheduled during non-work hours. If the employee's child receives child care services as defined in section</p>

	<p>119B.011, subdivision 7, or attends a pre-kindergarten regular or special education program, the employee may use the leave time provided in this section to attend a conference or activity related to the employee's child, or to observe and monitor the services or program, provided the conference, activity, or observation cannot be scheduled during non-work hours. When the leave cannot be scheduled during non-work hours and the need for the leave is foreseeable, the employee must provide reasonable prior notice of the leave and make a reasonable effort to schedule the leave so as not to disrupt unduly the operations of the employer. Subd. 3. No pay required; substitute of paid leave. Nothing in this section requires that the leave be paid; except that an employee may substitute any accrued paid vacation leave or other appropriate paid leave for any part of the leave under this section.</p>
<p>Nevada</p>	<p>NRS 392 1. Except as otherwise provided in subsection 5, an employer shall grant a parent, guardian or custodian of a child who is enrolled in a public school leave from his place of employment for 4 hours per school year, which must be taken in increments of at least 1 hour, to: (a) Attend parent-teacher conferences; (b) Attend school-related activities during regular school hours; (c) Volunteer or otherwise be involved at the school in which his child is enrolled during regular school hours; and (d) Attend school-sponsored events. The leave must be at a time mutually agreed upon by the employer and the employee. 2. An employer may require: (a) An employee to provide a written request for the leave at least 5 school days before the leave is taken; and (b) An employee who takes leave pursuant to this section to provide documentation that during the time of the leave, the employee attended or was otherwise involved at the school or school-related activity for one of the purposes set forth in subsection 1. 3. An employer is not required to pay an employee for any leave taken pursuant to this section. 4. A parent, guardian or custodian must be granted leave in accordance with this section for each child of the parent, guardian or custodian who is enrolled in public school. 5. The provisions of this section do not apply if an employee is afforded pursuant to the provisions of a collective bargaining agreement: (a) At least 4 hours of leave or more per school year for the purposes set forth in subsection 1 and subject to the same provisions as subsections 2, 3 and 4; and (b) Substantially similar protections and remedies for violations by the employer as those that are set forth in NRS 392.920. 6. As used in this section, "employer" means any person who has 50 or more employees for each working day in each of 20 or more calendar weeks in the current calendar year.</p> <p>NRS 392.920 1. It is unlawful for an employer or his agent to: (a) Terminate the employment of , or to demote, suspend or otherwise discriminate against, a person who, as the parent, guardian or custodian of a child:(1) Appears at a conference requested by an administrator of the school attended by the child; (2) Is notified during his work by a school employee of an emergency regarding the child; or (3) Takes leave pursuant to section 1 of this act if the employer is subject to the requirements of that section; or (b) Assert to the person that his appearance or prospective appearance at such a conference , the receipt of such a notification during his work or leave taken pursuant to section 1 of this act will result in the termination of his employment or a demotion, suspension or other discrimination in the terms and conditions of his employment. 2. Any person who violates the provisions of subsection 1 is guilty of a misdemeanor. 3. A person who is discharged from employment or who is demoted, suspended or otherwise discriminated against in violation of subsection 1 may file a claim or complaint with the Labor Commissioner. The employer shall provide the person who is discharged from employment or discriminated against with all the forms necessary to request such a claim or complaint. If the Labor Commissioner determines that the claim or complaint is valid and enforceable, the Labor Commissioner shall provide notice and opportunity for a hearing pursuant to NRS 607.205 to 607.215, inclusive. 4. If the Labor Commissioner issues a written decision in favor of the employee, the Labor Commissioner may award in addition to any remedies and penalties provided in chapters 607 and 608 of NRS: (a) Wages and benefits lost as a result of the violation; (b) An order of reinstatement without</p>

loss of position, seniority or benefits; and (c) Damages equal to the amount of the lost wages and benefits . Sec. 4. 1. Except as otherwise provided in subsection 5, an employer shall grant a parent, guardian or custodian of a child who is enrolled in a private school leave from his place of employment for 4 hours per school year, which must be taken in increments of at least 1 hour, to: (a) Attend parent-teacher conferences; (b) Attend school-related activities during regular school hours; (c) Volunteer or otherwise be involved at the school in which his child is enrolled during regular school hours; and (d) Attend school-sponsored events. The leave must be at a time mutually agreed upon by the employer and the employee. 2. An employer may require: (a) An employee to provide a written request for the leave at least 5 school days before leave is taken; and (b) An employee who takes leave pursuant to this section to provide documentation that during the time of the leave, the employee attended or was otherwise involved at the private school or school-related activity for one of the purposes set forth in subsection 1. 3. An employer is not required to pay an employee for any leave taken pursuant to this section. 4. A parent, guardian or custodian must be granted leave in accordance with this section for each child of the parent, guardian or custodian who is enrolled in private school. 5. The provisions of this section do not apply if an employee is afforded pursuant to the provisions of a collective bargaining agreement: (a) At least 4 hours of leave or more per school year for the purposes set forth in subsection 1 and subject to the same provisions as subsections 2, 3 and 4; and (b) Substantially similar protections and remedies for violations by the employer as those that are set forth in section 5 of this act. 6. As used in this section, "employer" means any person who has 50 or more employees for each working day in each of 20 or more calendar weeks in the current calendar year. Sec. 5. 1. It is unlawful for an employer or his agent to: (a) Terminate the employment of, or to demote, suspend or otherwise discriminate against, a person who, as the parent, guardian or custodian of a child: (1) Appears at a conference requested by an administrator of the private school attended by the child; (2) Is notified during his work by a school employee of an emergency regarding the child; or (3) Takes leave pursuant to section 4 of this act if the employer is subject to the requirements of that section; or (b) Assert to the person that his appearance or prospective appearance at such a conference, the receipt of such a notification during his work or leave taken pursuant to section 4 of this act will result in the termination of his employment or a demotion, suspension or other discrimination in the terms and conditions of his employment. 2. Any person who violates the provisions of subsection 1 is guilty of a misdemeanor. 3. A person who is discharged from employment or who is demoted, suspended or otherwise discriminated against in violation of subsection 1 may file a claim or complaint with the Labor Commissioner. The employer shall provide the person who is discharged from employment or who is demoted, suspended or otherwise discriminated against with all the forms necessary to request such a claim or complaint. If the Labor Commissioner determines that the claim or complaint is valid and enforceable, the Labor Commissioner shall provide notice and an opportunity for a hearing pursuant to NRS 607.205 to 607.215, inclusive. 4. If the Labor of the employee, the Labor Commissioner may award in addition to any remedies and penalties set forth in chapters 607 and 608 of NRS: (a) Wages and benefits lost as a result of the violation; (b) An order of reinstatement without loss of position, seniority or benefits; and (c) Damages equal to the amount of the lost wages and benefits.

North Carolina

§ 95-28.3. Leave for parent involvement in schools. (a) It is the belief of the General Assembly that parent involvement is an essential component of school success and positive student outcomes. Therefore, employers shall grant four hours per year leave to any employee who is a parent, guardian, or person standing in loco parentis of a school-aged child so that the employee may attend or otherwise be involved at that child's school. However, any leave under this section is subject to the following conditions: (1) The leave shall be at a mutually agreed upon time between the employer and the employee. (2) The employer may require an employee to provide the employer with a written request for the leave at least 48 hours before the time desired for the leave. (3)

The employer may require that the employee furnish written verification from the child's school that the employee attended or was otherwise involved at that school during the time of the leave. (b) Employers shall not discharge, demote, or otherwise take an adverse employment action against an employee who requests or takes leave under this section. Nothing in this section shall require an employer to pay an employee for leave taken under this section. (c) An employee who is demoted or discharged or who has had an adverse employment action taken against him or her in violation of this section may bring a civil action within one year from the date of the alleged violation against the employer who violates this section and obtain either of the following: (1) Any wages or benefits lost as a result of the violation; or (2) An order of reinstatement without loss of position, seniority, wages, or benefits.

1601 PURPOSE A supervisor may approve Community Service Leave for employees as follows: (1) for parents for child involvement in the schools as defined in 21 NCAC 01E .1602; (2) for any employee to volunteer in the schools or in a Community Service Organization as defined in 21 NCAC 01E .1602; (3) for any employee to tutor or mentor in the schools as defined in 21 NCAC 01E .1602; or (4) for any employee to volunteer in a Public University, Community College or State agency as defined in 21 NCAC 01E .1602 provided that the service is outside of the employee's normal scope of duties and responsibilities and that the employee is not receiving any form of compensation for the services rendered.

1602 DEFINITIONS When used in this Section, these terms have the following meaning: (1) School - An elementary school, a middle school, a high school, or a child care program that is authorized to operate under the laws of the State of North Carolina. (2) Public University - A constituent institution of the University of North Carolina. (3) Community College - An educational institution that is a member of the North Carolina Community College System. (4) State Agency - A State government agency that is authorized to operate under the laws of the State of North Carolina. (5) Child - A son or daughter who is a biological child, an adopted child, a foster child, a step-child, a legal ward, or a child of an employee standing in loco parentis. (6) Community Service Organization - A non-profit, non-partisan community organization which is designated as an IRS Code 501(c)(3) agency, or a human service organization licensed or accredited by the State of North Carolina to serve citizens with special needs including children, youth, and the elderly.

1603 COVERED EMPLOYEES AND LEAVE CREDITS (a) An employee with a permanent, probationary, trainee or time-limited (pro-rated for part-time employees) whose service is satisfactory may be granted: (1) 24 hours of community service leave each year, or (2) In lieu of the 24 hour award as noted above, an employee may elect to receive one hour of community service leave for each week that schools are in session as documented by the elected board of the local education agency or the governing authority of any non-public school. This leave award shall be used exclusively for tutoring or mentoring a student in accordance with established standards rules and guidelines for such arrangements as determined and documented by joint agreement with the employee's agency or university and the school. (b) The 24 hours of paid leave shall be credited to employees on January 1 of each year, unless they choose the tutoring/mentoring option. New employees shall be credited with leave immediately upon their employment, prorated at two hours per month for the remainder of the calendar year.

1604 USES OF COMMUNITY SERVICE LEAVE Community service leave may be used for: (1) meeting with a teacher or administrator concerning the employee's child; (2) attending any function sponsored by the school in which the employee's child is participating. This provision shall only be utilized in conjunction with nonathletic programs that are a part or supplement to the school's academic or artistic program; (3) donating time to perform school-approved volunteer work approved by a teacher, school

	<p>administrator, or program administrator; (4) donating time to perform a service for a community service organization. It does not include attendance or participation in an event in which no service is performed; (5) performing volunteer work for a public university that is approved by a university administrator or other university official; (6) performing volunteer work for a community college that is approved by a community college administrator or other community college official; or (7) performing volunteer work for a State agency that is approved by the agency head or his/her designee.</p> <p>1605 AGENCY POLICY Each agency shall set forth a policy and procedure that shall be administered consistently and shall include: (1) Employees must receive approval from their supervisor to use this leave. The agency may require that the leave be taken at a time other than the one requested, based on the needs of the agency. The agency may require proof to the supervisor that leave taken is within the purpose of this policy. (2) If an employee transfers to another State agency, any balance of the community service leave not used shall be transferred to the new agency. (3) Leave not taken in a calendar year is forfeited; it shall not be carried over into the next calendar year. (4) Employees shall not be paid for this leave upon separation from State government. (5) Supervisors who approve community service leave shall maintain records indicating the number of employees involved and the number of hours used.</p> <p>1606 ADDITIONAL TIME FOR COMMUNITY SERVICE ACTIVITIES The agency may allow an employee additional time away from regular duties above the 24 hours of paid leave to perform community service activities with provisions for the employee to make up the time.</p>
Rhode Island	<p>§ 28-48-12 School involvement leave. - (a) An employee who has been employed by the same employer for twelve (12) consecutive months is entitled to a total of ten (10) hours of leave during any twelve (12) month period to attend school conferences or other school-related activities for a child of whom the employee is the parent, foster parent or guardian. (b) The employee must provide a twenty-four (24) hours prior notice of the leave and make a reasonable effort to schedule the leave so as not to disrupt the operations of the employer. (c) Nothing in this section shall be construed to require the leave be paid; except that an employee may substitute any accrued paid vacation leave or other appropriate paid leave for any part of the leave under this section.</p>
Tennessee	<p>HJR 56 The Tennessee legislature has passed a resolution encouraging all employers doing business in Tennessee to excuse from employment any employee with children enrolled in grades kindergarten through 12 in order that such employee may attend a parent-teacher conference or consult with the children's teachers or other school personnel; provided, that the employer is given 24 hours' notice of the necessity of such absence by the employee.</p> <p>49-6-7001(b), is amended by adding the following as a new, appropriately designated subdivision: (1) State employees with children enrolled in schools may, subject to department approval or the approval of the employees' immediate supervisor, take off up to one day a month from work to voluntarily participate in the educational and teaching process described in this subsection. Upon request of a state employee, a school shall provide documentation verifying such employee's participation in the educational and teaching process. 2. This act shall take effect July 1, 2006, the public welfare requiring it.</p>
Texas	<p>§ 661.206. Parent-Teacher Conference: Use of Sick Leave. (a) This section applies to a state employee who is a parent of a child who is a student attending a grade from pre-kindergarten through 12th grade. (b) An employee may use up to eight hours of sick leave each calendar year to attend parent-teacher conference sessions for the employee's children. (c) An employee shall give reasonable advance notice of the employee's intention to use the sick leave to attend a parent-teacher conference. (d) In this section: (1) "Employee" has the meaning assigned by Section 661.001. (2) "Parent" means a person standing in parental relation.</p>

<p>Utah</p>	<p>53A-1a-105. Parental participation in educational process -- Employer support. (1) The Legislature recognizes the importance of parental participation in the educational process in order for students to achieve and maintain high levels of performance. (2) It is, therefore, the policy of the state to: (a) encourage parents to provide a home environment that values education and send their children to school prepared to learn; (b) rely upon school districts and schools to provide opportunities for parents of students to be involved in establishing and implementing educational goals for their respective schools and students; and (c) expect employers to recognize the need for parents and members of the community to participate in the public education system in order to help students achieve and maintain excellence. (3) (a) Each local school board shall adopt a policy on parental involvement in the schools of the district. (b) The board shall design its policy to build consistent and effective communication among parents, teachers, and administrators. (c) The policy shall provide parents with the opportunity to be actively involved in their children's education and to be informed of: (i) the importance of the involvement of parents in directly affecting the success of their children's educational efforts; and (ii) groups and organizations that may provide instruction and training to parents to help improve their children's academic success and support their academic efforts.</p>
<p>Vermont</p>	<p>§ 472a. Short-term family leave. (a) In addition to the leave provided in section 472 of this title, an employee shall be entitled to take unpaid leave not to exceed four hours in any 30-day period and not to exceed 24 hours in any 12-month period. An employer may require that leave be taken in a minimum of two-hour segments and may be taken for any of the following purposes: (1) To participate in preschool or school activities directly related to the academic educational advancement of the employee's child, stepchild, foster child or ward who lives with the employee, such as a parent-teacher conference. (b) An employee shall make a reasonable attempt to schedule appointments for which leave may be taken under this section outside of regular work hours. In order to take leave under this section, an employee shall provide the employer with the earliest possible notice, but in no case later than seven days, before leave is to be taken except in the case of an emergency. In this subsection "emergency" means circumstances where the required seven day notice could have a significant adverse impact on the family member of the employee. (c) At the employee's discretion, the employee may use accrued paid leave, including vacation and personal leave.</p>