

Revised on 4/19/17 based on amendments adopted through 4/18/17.

**FISCAL NOTE**  
**LEGISLATIVE FISCAL ANALYST ESTIMATE**

<b>ESTIMATE OF FISCAL IMPACT – STATE AGENCIES</b> (See narrative for political subdivision estimates)				
	<b>FY 2017-18</b>		<b>FY 2018-19</b>	
	<b>EXPENDITURES</b>	<b>REVENUE</b>	<b>EXPENDITURES</b>	<b>REVENUE</b>
GENERAL FUNDS				
CASH FUNDS				
FEDERAL FUNDS				
OTHER FUNDS				
TOTAL FUNDS				

**Any Fiscal Notes received from state agencies and political subdivisions are attached following the Legislative Fiscal Analyst Estimate.**

LB 427 requires public, private, denominational or parochial schools to provide for private or appropriate facilities or accommodation for milk expression and storage for students attending such schools who are mothers.

The federal Fair Labor Standards Act requires employers to provide a place, other than a bathroom, for employees to express breast milk which is shielded from view and free from intrusion from coworkers and the public. Employers with less than 50 employees are not subject to the requirements, if the employer would have significant difficulty or expense.

It is assumed the bill will have no fiscal impact for schools with greater than 50 employees because the accommodation for milk expression is already being made for employees. It is possible there could be a one-time increase in expenditures for smaller schools to comply with the provisions of the bill.

The bill, as amended, includes some of the provisions of LB 428 which provide authorization for the State Department of Education (NDE) to develop and distribute a model policy to ensure the educational success of pregnant and parenting students on or before December 1, 2017.

Beginning, May 1, 2018, school districts are required to adopt written policies which provide standards and guidelines to accommodate absences related to pregnancy and child care for pregnant and parenting students. Such policies shall include procedures and provisions in conformance with the minimum standards set forth in any model policy developed by NDE or shall meet the minimum standards set forth in the bill. The new policies are to go into effect at the start of the FY2018-19 school year.

NDE may also offer training for teachers, counselors, and administrators on each school district's adopted policy and on the rights of pregnant and parenting students to receive a quality education.

NDE Expenditures: NDE may have an increased workload and minimal expenditures in FY18 if a model policy is adopted pursuant to the bill. The department indicates a model policy can be developed and distributed with existing staff and resources. The agency may fulfill the training provisions of the bill in conjunction with other training opportunities provided by department staff for educators.

School District Expenditures: School districts will have an increased workload and minimal expenditures to adopt written policies to conform to minimum standards included in a model policy developed by NDE or to adopt standards to conform to the requirements of the bill. It is possible there could be increased costs or workload for school districts pursuant to model policy recommendations, if NDE develops a model, or for school districts to conform to the requirements of the bill. Such increased costs may relate to providing alternative methods to keep a pregnant or parenting student in school such as tutoring visits. Increased workload for school staff may entail having staff assist parents in locating and placing children in child care facilities. There could be one-time facility costs for small schools (less than 50 employees) related to assuring private, hygienic spaces to express breast milk.