

HOUSE BILL 1759

By Ragan

AN ACT to amend Tennessee Code Annotated, Title 49,  
relative to bereavement leave.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 49, Chapter 5, Part 7, is amended by  
adding the following as a new section:

(a) As used in this section:

(1) "Employee" means a director of schools, school principal, school vice  
principal, school assistant principal, teaching supervisor, teacher, or teaching  
assistant employed by an LEA;

(2) "Immediate family" means an employee's spouse, child, stepchild,  
brother, sister, parent, grandparent, spouse's grandparent, parent-in-law, brother-  
in-law, sister-in-law, daughter-in-law, son-in-law, or grandchild; and

(3) "Proof of death" includes an obituary of an employee's immediate  
family member or a funeral program of an employee's immediate family member.

(b) Each local board of education shall adopt a bereavement leave policy that  
authorizes an employee three (3) days of bereavement leave for the death of a member  
of the employee's immediate family. An adopted bereavement leave policy must  
authorize an employee one (1) day of bereavement leave for the death of a member of  
the employee's family who is not immediate family.

(c)

(1) An adopted bereavement leave policy must authorize an employee  
one (1) day of bereavement leave, in addition to the bereavement leave  
described in subsection (b), for the death of the employee's immediate family

member if the employee's immediate family member's funeral service is located more than one hundred fifty (150) miles from where the employee resides. An employee who receives an additional day of bereavement leave under this subdivision (c)(1) must provide proof of the death of the employee's immediate family member and proof of the funeral service location.

(2) An adopted bereavement leave policy must authorize an employee two (2) days of bereavement leave, in addition to the bereavement leave described in subsection (b), for the death of the employee's immediate family member if the employee's immediate family member's funeral service is located more than seven hundred fifty (750) miles from where the employee resides. An employee who receives two (2) additional days of bereavement leave under this subdivision (c)(2) must provide proof of the death of the employee's immediate family member and proof of the funeral service location. An employee who receives leave pursuant to this subdivision (c)(2) shall not receive leave under subdivision (c)(1).

(d) Each local board of education shall adopt a policy that authorizes leave in the event of the death of an employee or student of the LEA. The policy must provide that the principal of the school the deceased student attended or the immediate supervisor of the deceased employee may grant bereavement leave to an appropriate number of employees for a sufficient amount of time for the employees to attend the funeral service, as specified in the local board of education's policy.

(e) Employees on bereavement leave pursuant to this section must receive full pay for each day of leave authorized by this section. Bereavement leave used by an employee pursuant to this section shall not be deducted from the employee's

accumulated sick, annual, or other leave balances, including, but not limited to, leave authorized pursuant to § 49-5-711.

SECTION 2. This act takes effect July 1, 2022, the public welfare requiring it.