

CHAPTER 215
EDUCATIONAL LEAVE AND ASSISTANCE
H.F. 713

AN ACT relating to educational leave and educational assistance for state employees.

Be It Enacted by the General Assembly of the State of Iowa:

Section 1. Section 79.1, unnumbered paragraph 8, Code 1985, is amended to read as follows:

The head of any department, agency, or commission may grant an educational leave to employees for whom the head of the department, agency, or commission is responsible pursuant to section 79.25 and funds appropriated by the general assembly may be used for such purposes. The head of such department, agency, or commission shall notify the legislative council and the state comptroller of all educational leaves granted within fifteen days of the granting of the educational leave. If the head of a department, agency or commission fails to notify the legislative council and state comptroller of an educational leave the expenditure of funds appropriated by the general assembly for the educational leave shall not be allowed.

Sec. 2. **NEW SECTION. 79.25 EDUCATIONAL LEAVE — EDUCATIONAL ASSISTANCE.**

1. **DEFINITIONS.** As used in this section, unless the context otherwise requires:

a. "Educational assistance" means reimbursement for tuition, fees, books or other expenses incurred by a state employee in taking coursework at an educational institution or attending a workshop, seminar or conference without a reduction in ordinary job responsibilities and that the appointing authority determines contributes to the growth and development of the employee in the employee's present position.

b. "Educational leave" means full or partial absence from an employee's ordinary job responsibilities either with full or partial pay or without pay, to attend a course of study at an educational institution or a course of study conducted by a reputable sponsor on behalf of an educational institution. Educational leave may include reimbursement for all or a portion of educational expenses incurred.

c. "Educational leave and educational assistance" do not apply to job training and employee development programs and departmental seminars that are conducted or sponsored by a state agency for the exclusive benefit of employees of that state agency.

2. **GENERAL APPLICABILITY.** The purpose of educational leave with full or partial pay and educational assistance is to assist state employees to develop skills that will improve their ability to perform their present job responsibilities or in the case of educational leave to also provide training and educational opportunities for employees of a state agency that will enable the agency director to better meet the staffing needs of the state agency.

The state comptroller shall not allow the payment of expenses for courses unless the department, agency or commission can demonstrate a relationship between the employee's job responsibilities and the courses to be taken or that the employee is required to learn new skills for which the department, agency or commission has a need.

3. REPORTING AND REVIEW.

a. The state comptroller shall periodically and at least annually review the implementation of educational leave and educational assistance programs by state agencies.

b. The head of each state agency, department or commission shall report to the state comptroller and the legislative council not later than October 1 of each year the direct and indirect costs to the agency of educational leave and educational assistance granted to agency employees during the preceding fiscal year. The report shall include an estimate of costs saved by the state agency, department or commission through the use of educational leave and educational assistance. As used in this subsection "indirect costs" includes but is not limited to, adjustments in employee work assignments and agency operations necessitated by educational leave or assistance.

c. The report to the state comptroller and legislative council shall identify the relationship of each course to the employee who is granted educational leave and how the course may improve the employee's job performance or the task to be accomplished within the agency.

d. The report to the state comptroller and the legislative council shall also include:

(1) The number of employees who were granted educational leave and the amount of tuition reimbursement allowed by the department, agency or commission.

(2) The number of employees who were granted a leave from work to attend the classes and who continued to receive their salary and the number of hours of work which those employees were excused.

(3) The number of employees who were granted a temporary leave of absence from work to attend the classes without pay and the amount of time missed.

Approved May 29, 1985

CHAPTER 216

SUN VALLEY LEGALIZING ACT

H.F. 762

AN ACT to legalize the proceedings for the organization, establishment, boundaries and election and tenure of office of the board of trustees of the Sun Valley sanitary district in the township of Union, county of Ringgold and declaring the district a duly and legally organized corporate body as provided by law and further declaring all trustees duly and legally elected and holding office as provided by law.

WHEREAS, The Sun Valley sanitary district in the township of Union, county of Ringgold, was organized, established and the boundaries created and a board of trustees elected at a special election held on February 26, 1985 under Iowa Code chapter 358 and the existence of the district and the tenure of office of the trustees is of general public interest and vital to the public interest and welfare of the area contained within the boundaries of the sanitary district; and