

1 State of Arkansas As Engrossed: H1/16/25 H1/23/25 H3/31/25

2 95th General Assembly

A Bill

3 Regular Session, 2025

HOUSE BILL 1017

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5 By: Representatives A. Collins, Springer, Gonzales Worthen, Barnett, Brooks

6 By: Senator B. Davis

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For An Act To Be Entitled

9 AN ACT TO AMEND THE LAW REGARDING PAID MATERNITY
10 LEAVE FOR PUBLIC SCHOOL EMPLOYEES; TO REQUIRE THE
11 DIVISION OF ELEMENTARY AND SECONDARY EDUCATION TO PAY
12 FOR ALL INCURRED COSTS FOR APPROVED PAID MATERNITY
13 LEAVE FOR PUBLIC SCHOOL EMPLOYEES; AND FOR OTHER
14 PURPOSES.

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Subtitle

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

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SECTION 1. Arkansas Code § 6-17-122 is amended to read as follows:

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6-17-122. Paid maternity leave – Definitions.

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(a)(1) ~~Education personnel employed by~~ An employee of a public school
30 district or an open-enrollment public charter school ~~that elect to~~
31 ~~participate under this section~~ shall be eligible for up to twelve (12) weeks
32 of paid maternity leave when the employee:

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(A) Has been employed by a public school district or an open-
34 enrollment public charter school for one (1) year or more;

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(B) Is female, and the leave is to be used for maternity
36 purposes following the:



1 (i) Birth of the employee's biological child;
 2 (ii) Placement of an adopted child under one (1) year of
 3 age in the home of the employee; or
 4 (iii) Foster placement of an infant under one (1) year of
 5 age; and

6 (C) Has not been disciplined for any leave abuse during the past
 7 year from the time of application.

8 (2) An employee shall not be eligible for an additional twelve
 9 (12) weeks of paid maternity leave under this section following the adoption
 10 of a child if the employee took twelve (12) weeks of paid maternity leave
 11 under this section after the initial foster placement of the same child in
 12 the employee's home.

13 (b) As used in this section:

14 ~~(1) "Cost-sharing" means joint, equal responsibility for the~~
 15 ~~cost shared between the State of Arkansas and a public school district or~~
 16 ~~open-enrollment public charter school that employs an individual considered~~
 17 ~~education personnel under this section;~~

18 ~~(2)(1) "Education personnel" "Employee" means an individual~~
 19 ~~employed full-time by a public school district or an open-enrollment public~~
 20 ~~charter school in Arkansas for more than one (1) year; and~~

21 ~~(3)(2) "Maternity leave" means partially or fully compensated~~
 22 ~~time away from work within the first twelve (12) weeks following the:~~

23 (A) Birth of a biological child to an ~~individual~~
 24 ~~considered education personnel under this section~~ employee; or

25 (B) Placement of an ~~adoptive~~ adopted child under one (1)
 26 year of age in the home of an ~~individual considered education personnel under~~
 27 ~~this section~~ employee; or

28 (C) Foster placement of an infant under one (1) year of
 29 age in the home of an employee.

30 (c)(1) The Division of Elementary and Secondary Education shall create
 31 and sign a standard ~~cost-sharing~~ agreement for ~~paid~~ maternity leave expenses
 32 ~~between~~ paid by the division ~~and~~ to a public school district or an open-
 33 enrollment public charter school ~~that elects to participate under this~~
 34 ~~section.~~

35 (2) ~~At a minimum, the cost-sharing~~ The agreement required under
 36 subdivision (c)(1) of this section shall obligate the ~~state and the public~~

1 ~~school district or open enrollment public charter school to each pay fifty~~
2 ~~percent (50%)~~ division to pay one hundred percent (100%) of incurred costs
3 for approved paid maternity leave.

4 (3) The division shall promulgate rules outlining:

5 (A) Management of ~~a cost-sharing~~ the agreement required
6 under subdivision (c)(1) of this section;

7 (B) Reimbursement processes; and

8 (C) Other related procedures required to implement this
9 section.

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11 /s/A. Collins

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14 **APPROVED: 4/21/25**
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