

1 State of Arkansas  
2 95th General Assembly  
3 Regular Session, 2025  
4

# A Bill

HOUSE BILL 1017

5 By: Representative A. Collins  
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## For An Act To Be Entitled

8  
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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18 TO AMEND THE LAW REGARDING PAID  
19 MATERNITY LEAVE FOR PUBLIC SCHOOL  
20 EMPLOYEES; AND TO REQUIRE THE DIVISION  
21 OF ELEMENTARY AND SECONDARY EDUCATION TO  
22 PAY FOR INCURRED COSTS FOR APPROVED PAID  
23 MATERNITY LEAVE.  
24

25 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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27 SECTION 1. Arkansas Code § 6-17-122 is amended to read as follows:  
28 6-17-122. Paid maternity leave – Definitions.

29 (a) ~~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:

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

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



1                   (A) Birth of the employee's biological child;

2                   (B) Placement of an adopted child under one (1) year of  
3 age in the home of the employee; or

4                   (C) Foster placement of an infant under one (1) year of  
5 age; and

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

8           (b) As used in this section:

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

13                   ~~(2)(1) "Education personnel" "Employee" means an individual~~  
14 ~~employed full-time by a public school district or an open-enrollment public~~  
15 ~~charter school in Arkansas for more than one (1) year; and~~

16                   ~~(3)(2) "Maternity leave" means partially or fully compensated~~  
17 ~~time away from work within the first twelve (12) weeks following the:~~

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

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

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

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

30                   (2) At a minimum, the ~~cost sharing~~ agreement required under  
31 subdivision (c)(1) of this section shall obligate the ~~state and the public~~  
32 ~~school district or open-enrollment public charter school to each pay fifty~~  
33 ~~percent (50%)~~ division to pay one hundred percent (100%) of incurred costs  
34 for approved paid maternity leave.

35           (3) The division shall promulgate rules outlining:

36                   (A) Management of a ~~cost sharing~~ the agreement required

1 under subdivision (c)(1) of this section;  
2 (B) Reimbursement processes; and  
3 (C) Other related procedures required to implement this  
4 section.  
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