

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

95th General Assembly

A Bill

Regular Session, 2025

HOUSE BILL 1017

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

By: Senator B. Davis

For An Act To Be Entitled

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

Subtitle

TO AMEND THE LAW REGARDING PAID
MATERNITY LEAVE FOR PUBLIC SCHOOL
EMPLOYEES; AND TO REQUIRE THE DIVISION
OF ELEMENTARY AND SECONDARY EDUCATION TO
PAY FOR INCURRED COSTS FOR APPROVED PAID
MATERNITY LEAVE.

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

SECTION 1. Arkansas Code § 6-17-122 is amended to read as follows:
6-17-122. Paid maternity leave – Definitions.

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

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

(B) Is female, and the leave is to be used for maternity
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)~~ (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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