

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

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AN ACT TO AMEND THE LAW REGARDING PAID MATERNITY

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LEAVE FOR PUBLIC SCHOOL EMPLOYEES; TO REQUIRE THE

11

DIVISION OF ELEMENTARY AND SECONDARY EDUCATION TO PAY

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FOR ALL INCURRED COSTS FOR APPROVED PAID MATERNITY

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LEAVE FOR PUBLIC SCHOOL EMPLOYEES; AND FOR OTHER

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PURPOSES.

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## Subtitle

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TO AMEND THE LAW REGARDING PAID

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MATERNITY LEAVE FOR PUBLIC SCHOOL

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EMPLOYEES; AND TO REQUIRE THE DIVISION

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OF ELEMENTARY AND SECONDARY EDUCATION TO

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PAY FOR INCURRED COSTS FOR APPROVED PAID

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MATERNITY LEAVE.

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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)(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:

33 (A) Has been employed by a public school district or an open-

34 enrollment public charter school for one (1) year or more;

35 (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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