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DIGEST

SB 157 Re-Reengrossed 2026 Regular Session Jenkins

Proposed law creates the "Parental Leave For Educators Act".

Proposed law provides for definitions and requires that every city, parish, and other local public school boards allow the appointment of substitute teachers when a teacher is on parental leave under the provisions of proposed law.

Proposed law prohibits an appointed substitute teacher from acquiring tenure rights or privileges, unless the substitute has been appointed to fill a regular vacancy and has the necessary qualifications.

Proposed law provides that an eligible employee who takes fewer than six weeks, or 240 hours, of paid parental leave must be entitled to reserve his remaining weeks of paid parental leave for use at a subsequently occurring qualifying event.

Proposed law provides that a full-time employee must be compensated at the rate of 100% of his base pay pursuant to present law. Proposed law further provides that a part-time employee must be compensated at the rate of 100% of his base pay for a period not to exceed six weeks based upon a prorated basis with the percentage of hours the employee normally works.

Proposed law allows both parents, if they are eligible employees, paid parental leave to be taken concurrently, consecutively, or at a different time as the other eligible employee.

Proposed law prohibits requiring the use of an eligible employee's sick, annual, or other accrued leave before taking paid parental leave. Proposed law further provides that paid parental leave must run concurrently with leave requested under the Family and Medical Leave Act "FMLA".

Proposed law provides that the granting of parental leave cannot affect any of the tenure rights the employee has acquired under present law.

Proposed law provides that each LEA must provide in writing to each employee upon hiring and annually thereafter all of the following:

- (1) Its policies and procedures.
- (2) The employee's right to parental leave benefits and the terms under which it may be used.
- (3) The amount of parental leave benefits available to the employee.

- (4) The procedure for applying for parental leave.
- (5) That discrimination and retaliatory actions against an employee, for requesting, applying for, or using parental leave benefits, are prohibited.

Proposed law provides for an employee to file a grievance within 24 months after a violation occurred if the employee believes that his rights were restrained, violated, denied, or otherwise discriminated against.

Proposed law provides for at least 12 months to elapse before an employee is eligible for another parental leave period.

Proposed law provides for an eligible employee to submit a request for paid parental leave form 30 days before the qualifying event to the local education agency. Proposed law further allows for the eligible employee to give written notice of the qualifying event to the local education agency as soon as reasonably possible if the qualifying event is less than the 30 day advance notice.

Proposed law provides for a severability clause.

Proposed law creates the "Paid Parental Leave For Educators Fund".

Implementation of the provisions of proposed law is subject to the appropriation of funds by the legislature for this purpose.

Effective upon signature of the governor or lapse of time for gubernatorial action.

(Adds R.S. 17:1214-1214.1, and 3996(B)(92); repeals R.S. 17:48, 500.2(A)(1)(b), 1202(A)(1)(b), 1206.2(A)(1)(b), and 1211)

Summary of Amendments Adopted by Senate

Committee Amendments Proposed by Senate Committee on Education to the original bill

1. Make technical changes.
2. Define eligible employee.
3. Clarify the definition of paid parental leave.
4. Allow for the position of an eligible employee to be filled when it has been temporarily vacated.
5. Require twelve months to elapse before an employee is eligible for another parental leave period.

6. Require submission of a request for paid parental leave form thirty days, with exceptions, before the qualifying event to the local education agency.
7. Repeal certain statutes.

Committee Amendments Proposed by Senate Committee on Finance to the engrossed bill

1. Provide that implementation of proposed law is subject to appropriation of funds by the legislature.
2. Delete the provision that proposed law is to be implemented by each city, parish, or other local public school board on January 1, 2027.
3. Make technical changes.

Senate Floor Amendments to reengrossed bill

1. Makes technical changes.
2. Clarifies language from "does not" to "shall not".