

---

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

---

SB 157 Re-Reengrossed

2026 Regular Session

Jenkins

Present law provides relative to maternal leave and adoptive leave for public school teachers, school employees, and school bus operators, as well as extended sick leave for personal illness related to pregnancy, illness of an infant, or required medical visits related to infant or maternal health. Proposed law removes present law and provides for paid parental leave, applicable to these employees at all public schools, including charter schools.

Proposed law applies parental leave requirements to qualifying events, defined as any of the following:

- (1) Before and after the birth of a child, including but not limited to prenatal and postnatal appointments.
- (2) Pregnancy loss, including stillbirth.
- (3) Placement of a child with the employee for adoption.
- (4) Placement of a child with the employee for foster care.

Proposed law requires each city, parish, or other local public school board to do the following:

- (1) Grant paid parental leave to an eligible employee who experiences a qualifying event, and as of the date of the qualifying event has been employed for at least 12 months.
- (2) Allow the position to be filled by the appointment of teachers or substitute teachers when it has been temporarily vacated by a teacher who has been granted paid parental leave.
- (3) Restore an eligible employee to the same position and same assignment at the same school held before the taking of paid parental leave upon return from such leave.
- (4) Allow an eligible employee to use paid parental leave continuously or intermittently, provided that the paid parental leave is used within 12 weeks of the qualifying event.
- (5) Prohibit an eligible employee who takes fewer than six weeks, or 240 hours, of paid parental leave from reserving his remaining weeks of paid parental leave for a subsequently occurring qualifying event.
- (6) Compensate a full-time employee at the rate of 100% of the employee's base pay for a period not to exceed six weeks during the available leave period.
- (7) Compensate a part-time employee at the rate of 100% of the employee's base pay for a period not to exceed six weeks, based on a prorated basis corresponding to the percentage of hours the employee normally works.
- (8) Prohibit the donation of paid parental leave to another employee or leave pool.
- (9) Allow 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.
- (10) Prohibit requiring the use of an eligible employee's sick, annual, or other accrued leave before taking paid parental leave.

Proposed law provides that at least 12 months shall elapse from the beginning of one parental leave period before an employee is eligible for another parental leave period and that for a new parental leave period, there must be a new qualifying event on or after the twelve month waiting period.

Proposed law provides that it shall be unlawful for:

- (1) A local education agency or any other person to commit interference or restrain or deny the exercise of, or the attempt to exercise, any right protected under proposed law.
- (2) A local education agency's absence control policy to count paid parental leave as an absence that may lead to or result in discipline, discharge, demotion, suspension, or any other adverse action.

Proposed law provides that:

- (1) The granting of paid parental leave shall not affect any of the tenure rights or privileges which the eligible employee may have acquired.
- (2) Proposed law shall not diminish an employer's obligation to comply with a collective bargaining agreement, an employer policy, an employment contract, or any applicable local, state, or federal law that provide more generous leave or more generous benefits.
- (3) An individual's rights, privileges, or remedies to paid parental leave and benefits shall not be diminished by a collective bargaining agreement entered into, retained, amended, or renewed, or an employer policy adopted, amended, or retained, after the effective date of proposed law.
- (4) Proposed law shall not diminish an individual's rights, privileges, or remedies under a collective bargaining agreement, employer policy, or employment contract, as applicable.
- (5) Any agreement by an individual to waive the individual's rights under proposed law is null and void as against public policy.

Proposed law requires each city, parish, or other local public school board to adopt policies and procedures to give effect to the intent and purposes of proposed law; provides, however, unless as otherwise indicated, the following proposed law applies:

- (1) Prior to taking paid parental leave, an eligible employee shall submit a request for paid parental leave form 30 days before the qualifying event to the local education agency; provides exceptions.
- (2) Employees shall complete a request for leave form developed by the superintendent prior to the granting of leave.
- (3) A local education agency shall require an employee requesting paid parental leave to produce supporting documents of his request.
- (4) Each local education agency shall provide written notice to each employee upon hiring and annually thereafter of all of the following:
  - (a) Its policies and procedures.
  - (b) The employee's right to parental leave benefits under proposed law and the terms under which it may be used.
  - (c) The amount of parental leave benefits available to the employee.
  - (d) The procedure for applying for parental leave.

- (e) That discrimination and retaliatory actions against an employee, for requesting, applying for, or using parental leave benefits, are prohibited by proposed law.
- (f) That the employee has a right to file a grievance against a local education agency for violating proposed law.

Proposed law provides that any eligible employee who believes that his rights under proposed law have been violated, restrained, or denied or that he has been discharged or otherwise discriminated against, may within 24 months after the violation occurs, or the employee should reasonably have known that the violation occurred, file a grievance pursuant to present law.

Proposed law requires, with exceptions, each local education agency to display and maintain a poster in a place accessible to employees at the employer's place of business that contains the information required by proposed law in a form approved by the state Dept. of Education (DOE).

Proposed law establishes, as a special fund in the state treasury, the Paid Parental Leave For Educators Fund. Provides that subject to an appropriation by the legislature, monies in the fund shall be used to fund the costs associated with reimbursing local education agencies for substitute employees to fill the position of an eligible employee on paid parental leave.

Proposed law requires DOE to reimburse a local education agency, from the Paid Parental Leave For Educators Fund, in an amount equal to the cost of substitute employees required to fill the position of an eligible employee on parental leave not to exceed six weeks. Requires DOE to use existing communication methods to inform workers and employers regarding the availability of paid parental leave benefits.

Proposed law provides that the rules and regulations necessary for the implementation of proposed law shall be adopted and promulgated by Nov. 1, 2026.

Proposed law provides that proposed law implementation is subject to the appropriation of funds by the legislature for this purpose.

Effective upon signature of 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".

Summary of Amendments Adopted by House

The Committee Amendments Proposed by House Committee on Education to the re-engrossed bill:

1. Require rather than authorize a local education agency to require an employee requesting parental leave to produce supporting documents of his request.