

2024 Regular Session

SENATE STUDY REQUEST NO. 3

BY SENATOR JENKINS

COMMITTEE STUDIES. Requests study of the feasibility of establishing state subsidized parental leave for K-12 educators.

1 A STUDY REQUEST

2 To request the Senate Committees on Education and Finance to study the feasibility of
3 establishing state subsidized parental leave for K-12 educators.

4 WHEREAS, it is a well recognized fact that paid parental leave has positive health
5 and economic benefits for educators and their families; and

6 WHEREAS, educators are the backbone of our society and teachers in many states,
7 including Louisiana, have no guarantee of paid parental leave; and

8 WHEREAS, research shows that paid parental leave improves infant mortality rates,
9 breastfeeding initiations and duration, and maternal mental health; and

10 WHEREAS, paid parental leave also supports adoptive parents by providing time to
11 resolve logistical issues and bond with their new child while easing the financial burden that
12 often comes with adoption; and

13 WHEREAS, studies have shown that fathers who take paternity leave experience
14 greater engagement in their child's life, which in turn has cognitive and developmental
15 advantages for children; and

16 WHEREAS, research shows that paid family leave helps increase employee retention
17 and decrease turnover, thereby reducing the state's cost for hiring and training; and

18 WHEREAS, without dedicated paid parental leave, educators often have no choice

1 but to use sick or vacation days when a new child arrives, which reduces their earned paid
2 leave for times when other family issues occur, such as doctor wellness appointments or
3 child sickness; and

4 WHEREAS, several states have enacted paid parental leave policies for their
5 educators including Tennessee, Georgia, South Carolina, and North Carolina and have
6 discovered that such policies have resulted in twenty percent fewer women leaving their jobs
7 in the first year after welcoming a child, and fifty percent fewer women leaving after five
8 years; and

9 WHEREAS, in Louisiana, any proposed legislation to enact a similar program will
10 result in an increase in state government expenditures and an impact on local expenditures;
11 and

12 WHEREAS, the state fiscal impact is due to the requirement that the Louisiana
13 Department of Education reimburse local education agencies for payments made to
14 substitute employees while a permanent employee is on paid leave; and

15 WHEREAS, paid parental leave would provide many teachers and support staff the
16 security that they will have a paycheck while they take the necessary personal time to
17 recover from childbirth or care for their new child.

18 THEREFORE, BE IT RESOLVED that the Senate of the Legislature of Louisiana
19 requests that the Senate Committees on Education and Finance meet and function as a joint
20 committee to study the feasibility of establishing state subsidized parental leave for K-12
21 educators.

22 BE IT FURTHER RESOLVED that a copy of this Study Request shall be transmitted
23 to the superintendent of the state Department of Education.

The original instrument and the following digest, which constitutes no part
of the legislative instrument, were prepared by Michael Bell.

SSR 3 Original

DIGEST
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Requests the Senate Committees on Education and Finance to study the feasibility of
establishing state subsidized parental leave for K-12 educators.