

<b>LFC Requester:</b>	
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**AGENCY BILL ANALYSIS - 2026 REGULAR SESSION**

**WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO**  
[AgencyAnalysis.nmlegis.gov](http://AgencyAnalysis.nmlegis.gov) and email to [billanalysis@dfa.nm.gov](mailto:billanalysis@dfa.nm.gov)  
*(Analysis must be uploaded as a PDF)*

**SECTION I: GENERAL INFORMATION**

*{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}*

**Date Prepared:** \_\_\_\_\_ *Check all that apply:*  
**Bill Number:** SB188 Original  Correction   
 Amendment  Substitute

**Sponsor:** M Stewart **Agency Name and Code** CYFD - 690  
**Short Title:** PAID PARENTAL LEAVE FOR SCHOOL EMPLOYEES **Number:** \_\_\_\_\_  
**Person Writing** Kathleen Hardy  
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**SECTION II: FISCAL IMPACT**

**APPROPRIATION (dollars in thousands)**

Appropriation		Recurring or Nonrecurring	Fund Affected
FY26	FY27		
	7,500.0	Recurring	General

**REVENUE (dollars in thousands)**

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY26	FY27	FY28		

(Parenthesis ( ) indicate revenue decreases)

**ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)**

	FY26	FY27	FY28	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
<b>Total</b>						

(Parenthesis ( ) Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:  
 Duplicates/Relates to Appropriation in the General Appropriation Act

## **SECTION III: NARRATIVE**

### **BILL SUMMARY**

Synopsis: This bill enacts the Paid Parental Leave for Qualified School Employees Act. This Act allows a qualified employee (defined as a full-time employee of a school district or charter school who has been employed for at least fifty-two consecutive weeks immediately preceding the commencement of parental leave and who meets the eligibility requirements established by department rule) of a school district or charter school to receive up to 12 weeks of parental leave within a consecutive 52 week period. While this parental leave is paid leave, and counts towards the employee's years of service, it has no inherent case value and cannot be paid out upon separation, used in calculation of retirement benefits, or reserved or saved for future qualifying events, with the exception of foster care placement qualifying events. Following this leave, the qualified employee must be restored to the position held before leave commenced, or placed in an equivalent position. The Public Education Department is directed to develop and administer a reimbursement process for these employees; and provide guidance to public schools as those schools establish and distribute written guidelines for this leave. The schools are required to submit data to PED; and PED is required to produce an annual report.

### **FISCAL IMPLICATIONS**

This bill appropriates \$7,500.0 from the state general fund to PED for expenditure in FY2027 and subsequent years, with no reversion.

There are no fiscal implications for CYFD. Teachers working for CYFD schools are already eligible for paid parental leave in addition to FMLA leave.

### **SIGNIFICANT ISSUES**

This bill is specific to employees of public school districts and charter schools. CYFD schools, being considered state institutions, are not considered public or charter schools for the purposes of the Public Education Act generally and this bill specifically. State employees are already eligible for paid parental leave in addition to FMLA leave for qualifying events.

### **PERFORMANCE IMPLICATIONS**

None for CYFD.

### **ADMINISTRATIVE IMPLICATIONS**

None for CYFD.

### **CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP**

None identified.

### **TECHNICAL ISSUES**

None identified.

### **OTHER SUBSTANTIVE ISSUES**

None identified.

### **ALTERNATIVES**

None proposed.

**WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL**

Status quo.

**AMENDMENTS**

None proposed.