

State Workers, Teachers to Get 12-Weeks of Paid Parental Leave

JUNE 22, 2018 - Delaware is poised to offer teachers and state workers the most generous parental leave benefit in the nation.

The Senate this week sent to Gov. Carney [a measure](#) to grant state and public school employees 12 weeks of paid parental that could be used by both parents upon the birth of a child or the adoption of a child (six years of age or younger).

According to an analysis by the Office of the Controller General, the proposal would initially cost taxpayers more than \$5.1 million annually, with local school districts picking up about a quarter of the expense.

Advocates, including Gov. Carney, maintain the benefit would be a potent employee recruitment tool, would enhance the health of the child, and result in stronger family bonds.



While debating the bill in the House earlier this month, State Rep. Ruth Briggs King, R-Georgetown, said the proposal sharply contrasts with other states offering parental leave. Unlike those programs, she noted that Delaware employees would not be required to help finance the benefit through payroll deductions; would receive 100 percent of their salary while on leave; and could claim the leave after only one year on the job.

Additionally, employees would have up to 12 months from the date of the birth or the adoption to utilize the benefit.

Gov. Carney will sign the measure. The benefit will take effect starting in April.