

# REPORT OF THE GENERAL GOVERNMENT SUBCOMMITTEE

(Cobb-Hunter, Hayes, Ballentine, Willis & Caskey - Staff Contact: Terikah Staggers)

---

---

## HOUSE BILL 4611

H.4611 -- Representatives T. Moore, Collins, C. Mitchell, B. Newton, Pope, Clyburn, Spann-Wilder, Martin, Teeple and Schuessler: A BILL TO AMEND THE SOUTH CAROLINA CODE OF LAWS BY AMENDING SECTIONS 8-11-150 AND 8-11-151, BOTH RELATING TO PAID PARENTAL LEAVE, SO AS TO PROVIDE THAT PAID PARENTAL LEAVE APPLIES TO STILLBIRTHS.

**Received by Ways and Means:** January 13, 2026

**Summary of Bill:**

This bill broadens the scope of paid parental leave by including stillbirths as a qualifying event. Eligible State and school district employees who experience stillbirth would be entitled to the same six, or two weeks of paid leave, as in the case of live birth. Employees who give live birth or experience a still birth are currently entitled to six weeks of paid parental leave. Employees who do not give birth are currently entitled to two weeks of paid leave.

**Estimated Revenue Impact:**

No impact on State or local revenue is anticipated.

**Subcommittee Action/Explanation**

General Government Subcommittee passed House Bill 4611 favorably.

**Full Committee Action/Explanation**

**Other Notes/Comments:**

- The South Carolina Human Resources Division currently interprets the law as providing parental leave in the event of stillbirth. Therefore, there is no effect on State expenditure.
- Local expenditure dependent on number of additional teachers subject to eligibility based on these changes, as well as other related factors. Impact is not expected to be significant.



# SOUTH CAROLINA REVENUE AND FISCAL AFFAIRS OFFICE

## STATEMENT OF ESTIMATED FISCAL IMPACT

WWW.RFA.SC.GOV • (803)734-3793

*This fiscal impact statement is produced in compliance with the South Carolina Code of Laws and House and Senate rules. The focus of the analysis is on governmental expenditure and revenue impacts and may not provide a comprehensive summary of the legislation.*

---

<b>Bill Number:</b>	H. 4611	Introduced on January 13, 2026
<b>Subject:</b>	Parental Leave	
<b>Requestor:</b>	House Ways and Means	
<b>RFA Analyst(s):</b>	Tipton	
<b>Impact Date:</b>	January 23, 2026	

---

### Fiscal Impact Summary

This bill adds “stillbirth” as defined in Section 44-63-55 to the list of qualifying events under which a state employee or an employee of a school district may be eligible for parental leave. Currently, qualifying events defined in statute include the birth of a newborn biological child to an eligible state employee or school district employee, the birth of a newborn child by a co-parent, or fostering a child in state custody. Eligible employees who experience a stillbirth may receive either six or two weeks of leave under the current parental leave program.

This bill will have no impact on state agencies, as the Department of Administration (Admin) indicates that the Division of State Human Resources (DSHR) has interpreted the current law to provide parental leave to covered employees who experience a stillbirth.

This bill is not expected to have a significant expenditure impact on school districts. The Department of Education (SCDE) surveyed all school districts in the state and received 23 responses that varied widely by district and cost assumptions used. Most responding districts indicate that their current parental leave policy includes stillbirths as a qualifying event, or that the addition of stillbirths would result in a minimal fiscal impact based on the low rate of stillbirths in the state. Some districts quantified the entire cost of parental leave for their district, or the cost per teacher using parental leave, and included already budgeted salary expenses. The total impact of this bill on districts will depend on the number of additional teachers that are eligible for parental leave under the bill, the substitute teacher rate in the district, and any ancillary costs incurred as a result of the additional parental leave, including instances of leave payout if an employee separates from covered employment. However, the impact is not expected to be significant given the limited scope of the change.

### Explanation of Fiscal Impact

#### Introduced on January 13, 2026

##### State Expenditure

This bill adds “stillbirth” as defined in Section 44-63-55 to the list of qualifying events under which a state employee or an employee of a school district may be eligible for parental leave. Currently, qualifying events defined in statute include the birth of a newborn biological child to an eligible state employee or school district employee, the birth of a newborn child by a co-parent, or fostering a child in state custody. Eligible employees who experience a stillbirth may

receive either six or two weeks of leave under the current parental leave program. This bill will have no impact on state agencies, as Admin indicates that DSHR has already interpreted the law to provide parental leave to employees who experience a stillbirth.

**State Revenue**

N/A

**Local Expenditure**

This bill adds “stillbirth” as defined in Section 44-63-55 to the list of qualifying events under which a school district employee may be eligible for parental leave. SCDE surveyed all school districts in the state and received 23 responses that varied widely by district and cost assumptions used. Most responding districts indicate that their current parental leave policy includes stillbirths as a qualifying event, or that the addition of stillbirths would result in a minimal fiscal impact. Some districts quantified the entire cost of parental leave for their district, or the cost per teacher using parental leave, and included already budgeted salary expenses. However, the total impact of this bill will depend on the number of additional teachers that are eligible for parental leave under the bill, the substitute teacher rate in the district, and any ancillary costs incurred as a result of the parental leave, including instances of leave payout if an employee separates from covered employment. Overall, the expenditure impact for school districts is not expected to be significant given the limited scope of the change.

**Local Revenue**

N/A



Frank A. Rainwater, Executive Director

**South Carolina General Assembly**  
126th Session, 2025-2026

**H. 4611**

**STATUS INFORMATION**

General Bill

Sponsors: Reps. T. Moore, Collins, C. Mitchell, B. Newton, Pope, Clyburn and Spann-Wilder

Document Path: LC-0404SA26.docx

Prefiled in the House on December 16, 2025

Currently residing in the House Committee on **Ways and Means**

Summary: Parental Leave

**HISTORY OF LEGISLATIVE ACTIONS**

<u>Date</u>	<u>Body</u>	<u>Action Description with journal page number</u>
12/16/2025	House	Prefiled
12/16/2025	House	Referred to Committee on <b>Ways and Means</b>

View the latest [legislative information](#) at the website

**VERSIONS OF THIS BILL**

12/17/2025

1  
2  
3  
4  
5  
6  
7  
8  
9  
10

## A BILL

11 TO AMEND THE SOUTH CAROLINA CODE OF LAWS BY AMENDING SECTIONS 8-11-150  
12 AND 8-11-151, BOTH RELATING TO PAID PARENTAL LEAVE, SO AS TO PROVIDE THAT  
13 PAID PARENTAL LEAVE APPLIES TO STILLBIRTHS.  
14

15 Be it enacted by the General Assembly of the State of South Carolina:

16

17 SECTION 1. Section 8-11-150 (A) and (B) of the S.C. Code is amended to read:

18

19 (A) For the purposes of this section:

20 (1) "Child" means a newborn biological child or foster of a child in state custody and under the  
21 age of eighteen. No child can have more than two parents eligible for paid parental leave.

22 (2) "Eligible state employee" means an employee occupying any percentage of a full-time  
23 equivalent position.

24 (3) "Paid parental leave" means six weeks of paid leave at one hundred percent of the eligible state  
25 employee's base pay or two weeks of paid leave at one hundred percent of the eligible state employee's  
26 base pay. Leave for part-time eligible state employees must be on a prorated basis corresponding to the  
27 percentage of hours they are normally scheduled to work.

28 (4) "Qualifying event" means the birth of a newborn biological child or stillbirth to an eligible  
29 state employee or after a co-parent's birth of a newborn child, stillbirth, or fostering a child in state  
30 custody.

31 (5) "Stillbirth" has the same meaning as defined in Section 44-63-55.

32 (B) Eligible state employees who are employed by this State, its departments, agencies, or  
33 institutions and who give birth or stillbirth are entitled to receive six weeks of paid parental leave. Other  
34 eligible state employees who do not give birth are entitled to receive two weeks of paid parental leave.

35

36 SECTION 2. Section 8-11-151(A) of the S.C. Code is amended to read:

37

38 (A) For the purposes of this section:

39 (1) "Child" means a newborn biological child or foster of a child in state custody and under the  
40 age of eighteen. No child can have more than two parents eligible for paid parental leave.

1 (2) "Eligible school district employee" means an employee defined by the Department of  
2 Education using the Professional Certified Staff system or any full-time equivalent position categorized  
3 as classified staff.

4 (3) "Paid parental leave," for the purpose of duration and percentage of base pay covered, has the  
5 same meaning as Section 8-11-150(3) for eligible school district employees.

6 (4) "Qualifying event" means the birth of a newborn biological child or stillbirth to an eligible  
7 school district employee or after a coparent's birth of a newborn child, stillbirth, or fostering a child in  
8 state custody.

9 (5) "Stillbirth" has the same meaning as defined in Section 44-63-55.

10  
11 SECTION 3. This act takes effect upon approval by the Governor.

12 ----XX----