



SOUTH CAROLINA REVENUE AND FISCAL AFFAIRS OFFICE

STATEMENT OF ESTIMATED FISCAL IMPACT

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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.

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