



**Department of Planning and Budget**  
**2025 General Assembly Session**  
**State Fiscal Impact Statement**

---

**Fiscal Analysis:** This bill directs the Department of Education to establish and administer a paid parental and family leave program. DOE anticipates the need for an additional position for a program coordinator to research, create and administer the program. DOE estimates a total cost of \$172,069 general fund per year beginning in FY26 including salary, benefits, and technology. This assumes \$110,000 for salary, \$52,069 for benefits, and \$10,000 for technology and travel allowances. DOE anticipates that if every school division were to participate in this program additional funding for administration may be required.

This bill provides that the program shall be funded with such funds as may be provided pursuant to the appropriation act, therefore any additional funding is dependent on the amount provided. At this time it is not possible to estimate the cost to fully fund paid parental and family leave for potentially eligible employees.

Per the Virginia Retirement System, the paid leave program created under this bill would be an offset from the Virginia Local Disability Program (VLDP). Because the employer pays the Short Term Disability benefit, there would be added complexities for the employers from an administrative and payroll perspective. Any actual impact to local school divisions is indeterminate.

**Other:** None.