

Bill No.: _____
Requested: _____
Committee: _____

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By: **Prince George’s County Delegation**

A BILL ENTITLED

1 AN ACT concerning

2 **Prince George’s County – Income Tax – Credit for Employers Providing**
3 **Parental Engagement Leave**

4 **PG 409–25**

5 FOR the purpose of allowing employers in Prince George’s County who provide certain
6 parental engagement leave to certain qualified employees during the taxable year a
7 credit against the State income tax; requiring the State Department of Education, in
8 consultation with the Comptroller, to develop and make available a certain
9 certification form; requiring a certain qualified employee to obtain the signatures of
10 a certain Prince George’s County Board of Education member and certain Prince
11 George’s County school personnel under certain circumstances; making the credit
12 refundable under certain circumstances; and generally relating to a credit against
13 the State income tax for employers in Prince George’s County who provide parental
14 engagement leave to qualified employees.

15 BY adding to
16 Article – Tax – General
17 Section 10–758
18 Annotated Code of Maryland
19 (2022 Replacement Volume and 2024 Supplement)

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.
[Brackets] indicate matter deleted from existing law.



1 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
2 That the Laws of Maryland read as follows:

3 **Article – Tax – General**

4 **10-758.**

5 (A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS
6 INDICATED.

7 (2) “COUNTY BOARD” MEANS THE PRINCE GEORGE’S COUNTY
8 BOARD OF EDUCATION.

9 (3) “PARENTAL ENGAGEMENT LEAVE” MEANS LEAVE AWAY FROM
10 WORK PROVIDED IN ACCORDANCE WITH SUBSECTION (C) OF THIS SECTION.

11 (4) “QUALIFIED EMPLOYEE” MEANS AN INDIVIDUAL WHO:

12 (I) 1. IS THE PARENT OF A SCHOOL STUDENT; OR

13 2. HAS LEGAL CUSTODY OF A SCHOOL STUDENT AS A
14 LEGAL GUARDIAN; AND

15 (II) USES PARENTAL ENGAGEMENT LEAVE IN ACCORDANCE
16 WITH AN EMPLOYER POLICY.

17 (5) “SCHOOL” MEANS A PUBLIC OR NONPUBLIC ELEMENTARY OR
18 SECONDARY SCHOOL IN PRINCE GEORGE’S COUNTY, INCLUDING A CHARTER
19 SCHOOL.

20 (B) SUBJECT TO THE LIMITATIONS OF THIS SECTION, AN EMPLOYER IN
21 PRINCE GEORGE’S COUNTY THAT PROVIDES PARENTAL ENGAGEMENT LEAVE TO
22 ITS EMPLOYEES DURING THE TAXABLE YEAR IN ACCORDANCE WITH SUBSECTION (C)
23 OF THIS SECTION MAY CLAIM A CREDIT AGAINST THE STATE INCOME TAX:

24 (1) IN THE AMOUNT CALCULATED UNDER SUBSECTION (D) OF THIS
25 SECTION; AND

1 **(2) AFTER ATTACHING THE CERTIFICATION FORM REQUIRED UNDER**
2 **SUBSECTION (E) OF THIS SECTION TO THE INCOME TAX RETURN OF THE EMPLOYER.**

3 **(C) (1) SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION, ANY**
4 **PARENTAL ENGAGEMENT LEAVE PROVIDED UNDER THIS SECTION SHALL BE:**

5 **(I) PROVIDED AT THE DISCRETION OF AN EMPLOYER FOR THE**
6 **BENEFIT OF A QUALIFIED EMPLOYEE OF THE EMPLOYER;**

7 **(II) USED FOR ALLOWING THE QUALIFIED EMPLOYEE TO**
8 **ATTEND SCHOOL-RELATED MEETINGS OR EVENTS AT THE SCHOOL IN WHICH THE**
9 **STUDENT OF THE QUALIFIED EMPLOYEE IS ENROLLED;**

10 **(III) ESTABLISHED BY WRITTEN POLICY;**

11 **(IV) AT LEAST 10 BUT NOT MORE THAN 20 HOURS OF LEAVE PER**
12 **QUALIFIED EMPLOYEE;**

13 **(V) PAID AT THE SAME WAGE RATE AS THE QUALIFIED**
14 **EMPLOYEE NORMALLY EARNS; AND**

15 **(VI) SUPPLEMENTAL TO, WITHOUT SUPPLANTING, ANY OTHER**
16 **LEAVE OR BENEFITS PROVIDED BY THE EMPLOYER TO THE QUALIFIED EMPLOYEE.**

17 **(2) AN EMPLOYER THAT PROVIDES PARENTAL ENGAGEMENT LEAVE**
18 **UNDER THIS SUBSECTION SHALL PROHIBIT:**

19 **(I) A QUALIFIED EMPLOYEE FROM EXHAUSTING THE**
20 **QUALIFIED EMPLOYEE'S ENTIRE LEAVE BALANCE IN FEWER THAN THREE**
21 **OCCURRENCES OF LEAVE USAGE; AND**

22 **(II) THE TRANSFER OF HOURS OF PARENTAL ENGAGEMENT**
23 **LEAVE BETWEEN EMPLOYEES.**

24 **(D) (1) (I) SUBJECT TO SUBPARAGRAPH (II) OF THIS PARAGRAPH, THE**
25 **AMOUNT OF THE CREDIT UNDER THIS SECTION SHALL BE THE PRODUCT OF A**
26 **QUALIFIED EMPLOYEE'S HOURLY WAGE RATE AND THE NUMBER OF PARENTAL**
27 **ENGAGEMENT LEAVE HOURS USED BY THE QUALIFIED EMPLOYEE DURING THE**

1 TAXABLE YEAR.

2 (II) THE HOURLY WAGE RATE FOR A SALARIED EMPLOYEE
3 SHALL BE DETERMINED BASED ON THE MINIMUM WEEKLY NUMBER OF HOURS THAT
4 THE QUALIFIED EMPLOYEE IS REQUIRED TO WORK UNDER THE QUALIFIED
5 EMPLOYEE'S HIRING AGREEMENT.

6 (2) FOR ANY TAXABLE YEAR:

7 (I) AN EMPLOYER MAY CLAIM THE CREDIT FOR MORE THAN
8 ONE QUALIFIED EMPLOYEE, REGARDLESS OF WHETHER ANOTHER QUALIFIED
9 EMPLOYEE HAS USED PARENTAL ENGAGEMENT LEAVE FOR THE SAME STUDENT;
10 AND

11 (II) THE AGGREGATE AMOUNT OF THE CREDIT ALLOWED UNDER
12 THIS SECTION MAY NOT EXCEED \$800 FOR EACH QUALIFIED EMPLOYEE OF AN
13 EMPLOYER.

14 (3) AN EMPLOYER MAY NOT CLAIM THE CREDIT FOR A QUALIFIED
15 EMPLOYEE WHO HAS NOT WORKED AT LEAST 30 DAYS DURING THE TAXABLE YEAR
16 FOR THE EMPLOYER.

17 (E) (1) TO RECEIVE THE CREDIT UNDER THIS SECTION, AN EMPLOYER
18 SHALL:

19 (I) OBTAIN FROM EACH QUALIFIED EMPLOYEE FOR WHOM THE
20 CREDIT IS SOUGHT A CERTIFICATION FORM UNDER THIS SUBSECTION; AND

21 (II) ATTACH EACH CERTIFICATION FORM TO THE INCOME TAX
22 RETURN OF THE EMPLOYER.

23 (2) THE STATE DEPARTMENT OF EDUCATION SHALL, IN
24 CONSULTATION WITH THE COMPTROLLER, DEVELOP AND MAKE AVAILABLE A
25 CERTIFICATION FORM TO BE USED IN ACCORDANCE WITH PARAGRAPH (3) OF THIS
26 SUBSECTION.

27 (3) (I) AS A CONDITION OF USING PARENTAL ENGAGEMENT LEAVE
28 UNDER THIS SECTION, A QUALIFIED EMPLOYEE SHALL AGREE TO OBTAIN FROM THE

1 APPROPRIATE SCHOOL OFFICIALS PROOF OF ATTENDING THE SCHOOL-RELATED
2 MEETING OR EVENT FOR WHICH THE LEAVE IS USED BY SUBMITTING THE
3 CERTIFICATION FORM TO:

4 1. IF THE STUDENT OF THE QUALIFIED EMPLOYEE IS
5 ENROLLED IN A PUBLIC SCHOOL, THE SCHOOL PRINCIPAL AND COUNTY BOARD
6 MEMBER WHO REPRESENTS THE SCHOOL; OR

7 2. IF THE STUDENT OF THE QUALIFIED EMPLOYEE IS
8 ENROLLED IN A NONPUBLIC SCHOOL, THE SCHOOL PRINCIPAL AND ANOTHER
9 ADMINISTRATOR OF THE SCHOOL.

10 (II) A COUNTY BOARD MEMBER OR SCHOOL PRINCIPAL OR
11 ADMINISTRATOR SHALL PROMPTLY SIGN AND RETURN A CERTIFICATION FORM TO A
12 QUALIFIED EMPLOYEE WHO ATTENDS A SCHOOL-RELATED MEETING OR EVENT.

13 (III) A QUALIFIED EMPLOYEE SHALL PROMPTLY RETURN A
14 SIGNED CERTIFICATION FORM TO THE QUALIFIED EMPLOYEE'S EMPLOYER.

15 (F) IF THE CREDIT ALLOWED UNDER THIS SECTION IN ANY TAXABLE YEAR
16 EXCEEDS THE STATE INCOME TAX FOR THAT TAXABLE YEAR, THE EMPLOYER MAY
17 CLAIM A REFUND IN THE AMOUNT OF THE EXCESS.

18 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
19 1, 2025, and shall be applicable to all taxable years beginning after December 31, 2024.