

# HOUSE BILL 370

Q3, F1, F3  
HB 377/25 – W&M

6lr1076

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By: Prince George's County Delegation

Introduced and read first time: January 19, 2026

Assigned to: Ways and Means

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## A BILL ENTITLED

1 AN ACT concerning

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

4 **PG 419-26**

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 2025 Supplement)

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

22 **Article – Tax – General**

23 **10-758.**

24 **(A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS**

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 INDICATED.

2 (2) "COUNTY BOARD" MEANS THE PRINCE GEORGE'S COUNTY  
3 BOARD OF EDUCATION.

4 (3) "PARENTAL ENGAGEMENT LEAVE" MEANS LEAVE AWAY FROM  
5 WORK PROVIDED IN ACCORDANCE WITH SUBSECTION (C) OF THIS SECTION.

6 (4) "QUALIFIED EMPLOYEE" MEANS AN INDIVIDUAL WHO:

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

8 2. HAS LEGAL CUSTODY OF A SCHOOL STUDENT AS A  
9 LEGAL GUARDIAN; AND

10 (II) USES PARENTAL ENGAGEMENT LEAVE IN ACCORDANCE  
11 WITH AN EMPLOYER POLICY.

12 (5) "SCHOOL" MEANS A PUBLIC OR NONPUBLIC ELEMENTARY OR  
13 SECONDARY SCHOOL IN PRINCE GEORGE'S COUNTY, INCLUDING A CHARTER  
14 SCHOOL.

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

19 (1) IN THE AMOUNT CALCULATED UNDER SUBSECTION (D) OF THIS  
20 SECTION; AND

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

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

25 (I) PROVIDED AT THE DISCRETION OF AN EMPLOYER FOR THE  
26 BENEFIT OF A QUALIFIED EMPLOYEE OF THE EMPLOYER;

27 (II) USED FOR ALLOWING THE QUALIFIED EMPLOYEE TO  
28 ATTEND SCHOOL-RELATED MEETINGS OR EVENTS AT THE SCHOOL IN WHICH THE  
29 STUDENT OF THE QUALIFIED EMPLOYEE IS ENROLLED;

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

2 (IV) AT LEAST 10 BUT NOT MORE THAN 20 HOURS OF LEAVE PER  
3 QUALIFIED EMPLOYEE;

4 (v) PAID AT THE SAME WAGE RATE AS THE QUALIFIED  
5 EMPLOYEE NORMALLY EARNS; AND

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

10 (I) A QUALIFIED EMPLOYEE FROM EXHAUSTING THE  
11 QUALIFIED EMPLOYEE'S ENTIRE LEAVE BALANCE IN FEWER THAN THREE  
12 OCCURRENCES OF LEAVE USAGE; AND

15 (D) (1) (I) SUBJECT TO SUBPARAGRAPH (II) OF THIS PARAGRAPH, THE  
16 AMOUNT OF THE CREDIT UNDER THIS SECTION SHALL BE THE PRODUCT OF A  
17 QUALIFIED EMPLOYEE'S HOURLY WAGE RATE AND THE NUMBER OF PARENTAL  
18 ENGAGEMENT LEAVE HOURS USED BY THE QUALIFIED EMPLOYEE DURING THE  
19 TAXABLE YEAR.

24 (2) FOR ANY TAXABLE YEAR:

25 (I) AN EMPLOYER MAY CLAIM THE CREDIT FOR MORE THAN  
26 ONE QUALIFIED EMPLOYEE, REGARDLESS OF WHETHER ANOTHER QUALIFIED  
27 EMPLOYEE HAS USED PARENTAL ENGAGEMENT LEAVE FOR THE SAME STUDENT;  
28 AND

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

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

8 (II) ATTACH EACH CERTIFICATION FORM TO THE INCOME TAX  
9 RETURN OF THE EMPLOYER.

10 (2) THE STATE DEPARTMENT OF EDUCATION SHALL, IN  
11 CONSULTATION WITH THE COMPTROLLER, DEVELOP AND MAKE AVAILABLE A  
12 CERTIFICATION FORM TO BE USED IN ACCORDANCE WITH PARAGRAPH (3) OF THIS  
13 SUBSECTION.

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

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

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

1 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July  
2 1, 2026, and shall be applicable to all taxable years beginning after December 31, 2025.