26   (1) As used in this section:

27   (a) "Parental leave" means leave hours an LEA provides to a parental leave eligible

28   employee.

29   (b) "Parental leave eligible employee" means an LEA employee who accrues paid leave

30   benefits in accordance with the LEA's leave policies and is:

31   (i) a birth parent as defined in Section 78B-6-103;

32   (ii) legally adopting a minor child, unless the individual is the spouse of the

33   pre-existing parent;

34   (iii) the intended parent of a child born under a validated gestational agreement in

35   accordance with Title 78B, Chapter 15, Part 8, Gestational Agreement; or

36   (iv) appointed the legal guardian of a minor child or incapacitated adult.

37   (c) "Postpartum recovery leave" means leave hours a state employer provides to a

38   postpartum recovery leave eligible employee to recover from childbirth.

39   (d) "Postpartum recovery leave eligible employee" means an employee:

40   Ĥ→ [(i) whom an LEA employs as a general education or special education teacher;

41   ——— (ii)] (i) ←Ĥ who accrues paid leave benefits in accordance with the LEA's leave policies;

41a and

42   Ĥ→ [(iii)] (ii) ←Ĥ who gives birth to a child.

43   (e) "Qualified employee" means:

44   (i) a parental leave eligible employee; or

45   (ii) a postpartum recovery leave eligible employee.

46   (f) "Retaliatory action" means to do any of the following regarding an employee:

47   (i) dismiss the employee;

48   (ii) reduce the employee's compensation;

49   (iii) fail to increase the employee's compensation by an amount to which the employee

50   is otherwise entitled to or was promised;

51   (iv) fail to promote the employee if the employee would have otherwise been

52   promoted; or

53   (v) threaten to take an action described in Subsections (1)(f)(i) through (iv).

54   (2) Beginning July 1, 2027, an LEA shall:

55   (a) develop leave policies that:

56   (i) provides for the use and administration of parental leave and postpartum recovery