

A full-time employee may request a leave of absence for the birth of a child. An employee shall request a leave of absence at least three (3) months prior to expected delivery. The initial and terminal dates of the leave of absence shall be included in the request, but shall not exceed one (1) full year and shall not begin until thirty (30) days following the initial request. The employee shall be granted sick leave pay during that period when said employee is physically unable to perform contractual duties due to a physical limitation imposed by pregnancy or childbirth if said employee has accrued sick leave available to use. A leave may be renewed upon application to and the recommendation of the President.

It is the policy of the college to provide parental leave benefits in accordance with the Amendments to Title VII of the Civil Rights Act of 1964, the Pregnancy Discrimination Act of 1978, the Family and Medical Leave Act, and applicable state laws.

Adopted:  
Amended: December 3, 2019  
Legal Ref: