

AR GCC/GDC-R Paid Parental Leave

Issued 9/22

This policy is effective from ~~October 1, 2022-June 30, 2023~~ **July 1, 2023- June 30, 2024. This pilot could end before June 30, 2023, if funding becomes unavailable. This pilot could end before June 30, 2024 due to changes in funding.**

Paid Parental Leave for Newborn Biological Child or Foster of a Child

Eligible District employees who are employed by the District and who give birth are entitled to receive six weeks of paid parental leave upon the occurrence of a qualifying event. Other eligible District employees who do not give birth are entitled to receive two weeks of paid parental leave upon the occurrence of a qualifying event.

- 'Child' means a newborn biological child or foster of a child in state custody and under the age of 18. No child can have more than two parents eligible for paid parental leave.
- 'Eligible District employee' means an employee occupying any percentage of a full-time equivalent position.
- 'Paid parental leave' means six weeks of paid leave at 100 percent of the eligible District employee's base pay or two weeks of paid leave at 100 percent of the eligible District employee's base pay. Leave for part-time eligible District employees must be on a prorated basis corresponding to the percentage of hours they are normally scheduled to work.
- 'Qualifying event' means the birth of a newborn biological child to an eligible District employee or after a co-parent's birth of a newborn child or fostering a child in state custody.

Paid parental leave usage includes the following:

- The entitlement of this leave expires at the end of the 12-month period beginning on the date of such birth or initial legal placement. An eligible District employee shall receive no more than one occurrence of six or two weeks of paid parental leave for any 12-month period, even if more than one qualifying event occurs. However, nothing in this item prohibits a foster parent from requesting and receiving approval for parental leave in nonconsecutive one-week time periods.
- If the leave is not used by the eligible District employee before the end of the 12-month period after the qualifying event, such leave does not accumulate for subsequent use. Paid parental leave may not be donated. Any leave remaining at the end of the 12-month period or at separation of employment is forfeited.
- Days of paid parental leave taken under this policy must be taken consecutively, except that foster parents may request and receive approval for parental leave in nonconsecutive one-week time periods.
- If both parents are eligible District employees, paid parental leave may be taken concurrently, consecutively, or a different time as the other eligible District employee.
- District holidays listed in Board policy will not be counted against paid parental leave.
- Paid parental leave must run concurrently with leave taken pursuant to the Family Medical and Leave Act (FMLA) and any other unpaid leave to which the eligible District employee may be entitled as a result of the qualifying event. However, leave granted under this section is with pay and is not sick leave and therefore does not deduct from the eligible District employee's accrued leave balance. An eligible District employee does not have to exhaust all other forms of leave before being eligible to take leave granted under this section. Eligible District employees shall accrue sick leave at the normal rate while on this leave, if applicable.

Paid Parental Leave for Adoption of a Child

Eligible District employees who are employed by the District and are primarily responsible for furnishing the care and nurture of the child, are entitled to six weeks of paid parental leave upon the occurrence of a qualifying event. Eligible District employees who are employed by the District who are not primarily responsible for furnishing the care and nurture of the child, are entitled to two weeks of paid parental leave upon the occurrence of a qualifying event.

- 'Child' means a child initially legally placed for adoption and under the age of 18. No child can have more than two parents eligible for paid parental leave.
- 'Eligible District employee' means an employee occupying any percentage of a full-time equivalent position.
- 'Paid parental leave' means six weeks of paid leave at 100 percent of the eligible District employee's base pay or two weeks of paid leave at 100 percent of the eligible District employee's base pay. Leave for part-time eligible District employees must be on a prorated basis corresponding to the percentage of hours they are normally scheduled to work.
- 'Qualifying event' means the initial legal placement of a child by adoption.

Paid parental leave usage includes the following:

- The entitlement of this leave expires at the end of the 12-month period beginning on the date of initial legal placement. An eligible District employee shall receive no more than one occurrence of six or two weeks of paid parental leave for any 12-month period, even if more than one qualifying event occurs.
- If the leave is not used by the eligible District employee before the end of the 12-month period after the qualifying event, such leave does not accumulate for subsequent use. Paid parental leave may not be donated. Any leave remaining at the end of the 12-month period or at separation of employment is forfeited.
- Days of paid parental leave taken under this policy must be taken consecutively.
- If both parents are eligible District employees, paid parental leave may be taken concurrently, consecutively, or a different time as the other eligible District employee.
- District holidays listed in Board policy will not be counted against paid parental leave.
- Paid parental leave must run concurrently with leave taken pursuant to the FMLA and any other unpaid leave to which the eligible District employee may be entitled as a result of the qualifying event. However, leave granted under this section is with pay and is not sick leave and therefore does not deduct from the eligible District employee's accrued leave balance. An eligible District employee does not have to exhaust all other forms of leave before being eligible to take leave granted under this section. Eligible District employees shall accrue sick leave at the normal rate while on this leave, if applicable.

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York 3/Rock Hill School District
