

## **Motion to Adopt the Parental Leave Policy (12/5/2025)**

### Motion

FEC moves that the faculty adopt the revised Parental Leave Policy in the Faculty Handbook. This updated version ensures that the policy for tenure-track faculty is consistent with the provisions of the Collective Bargaining Agreement (CBA), promoting clarity and coherence.

### **Revised Language**

#### III. PARENTAL LEAVE FOR FACULTY

The following applies to leaves of absence related to the birth or adoption of a child. All provisions and applications of this policy are meant to be consistent, at a minimum, with state and federal law, including the Family and Medical Leave Act (FMLA) and the New York State Paid Family Leave Act, as applicable. Absence under the Faculty Parental Leave Policy will run concurrently with short term disability, as applicable, and Family and Medical Leave.

The provisions of the Collective Bargaining Agreement between Skidmore College and the Service Employees International Union (SEIU) Local 200 United for Non-Tenure Track Faculty govern the paid family leave for birth or adoption benefits available to non-tenure track faculty.

Faculty applying for leave under this policy will complete a Faculty Parental Leave Application form. Further information about this benefit and the form are available online at:

[Online Link To Come]

#### A. Faculty Parental Leave Options

##### 1. Birth Parent or Primary Caregiver of an Adopted Child

A full-time faculty member with at least one year of full-time continuous employment is eligible for paid leave for a semester. This pay will combine 8 weeks full disability pay (or equivalent for adoptions) and full pay under this policy for the remainder of the semester surrounding or following the disability period.

A full-time faculty member with less than one year of full-time continuous employment is eligible for a combination of 8 weeks of disability at partial pay based on NYS Disability benefits rate (equivalent for adoptions), and remainder of the semester surrounding or following the disability period at half-pay for a semester.

Faculty who will be absent from the College due to giving birth will also be responsible for completing a Notice and Proof of Disability Claim Form provided by Human Resources and forwarding the claim form to their physician for completion. The physician will return the form to Human Resources. Completion of these forms will allow paid and unpaid leave under this policy as outlined below under Faculty Parental Leave Options.

In the event a faculty member who gave birth chooses to return to the classroom during the 8-week short-term disability period, it is required that the faculty member's physician complete and return a Physician's Release for Work form to Human Resources indicating the faculty member may return to full employment and specifying whether there are any restrictions. The C/PD, in conjunction with the DOF/VPAA, will determine if restrictions can be accommodated. The C/PD, in conjunction with the

DOF/VPAA, may also offer the faculty member special project work for the remainder of the semester, if available.

If a full-time faculty member that is a birth parent, or primary caregiver for an adopted child, gives birth or adopts a child twelve (12) or fewer weeks before the start of the spring semester (defined as the date classes begin), the faculty member may elect leave for the fall semester. Alternatively, they may elect leave for the spring semester. In the spring semester leave circumstance, due to the eight (8) weeks of disability period in the fall semester, fall teaching responsibilities will be determined in consultation with the C/PD and the DOF/VPAA, and may include special project work (to the extent available) and/or courses taught in a compressed format.

A part-time faculty member with at least 4 weeks of part-time continuous employment is eligible for 8 weeks of disability at partial pay based on NYS Disability benefits rate (equivalent for adoptions). The remainder of the semester surrounding or following the disability period would be unpaid.

## 2. Non-Birth Parent or Co-equal Caregiver of an Adopted Child

A full-time faculty member with at least one year of full-time continuous employment is eligible for paid leave for a semester within twelve (12) months of the birth or adoption of a child.

A full-time faculty member with less than one year of full-time continuous employment is eligible for leave at half-pay for a semester within twelve (12) months of the birth or adoption of a child.

## 3. Teaching Load Reduction Across Semesters

A full-time faculty member who has at least one year of full-time continuous employment, in consultation with their C/PD, may request that their reduced teaching load for Faculty Parental Leave be split over two (2) consecutive semesters, within the twelve (12) months of the birth or adoption of a child. The semester-equivalent reduced teaching load, and proportional reduction in service commitments if applicable, must be requested on the Faculty Parental Leave Application form. One semester will be designated as the semester of full pay Faculty Parental Leave for benefits tracking purposes.

## B. Librarians

Librarians are eligible for the College's Short-Term Disability, FMLA, and New York Paid Family Leave policies in accordance with those policies.

## C. Parental leave does not extend an appointment

Nothing in this benefit should be interpreted as extending a faculty member's appointment.

Faculty members who wish to stop the tenure clock must make the request in writing to the Dean of the Faculty/Vice President for Academic Affairs no later than May 15 prior to the semester in which the tenure review is scheduled to occur (Faculty Handbook, Part One, Article VII, E, 4).

Note: Administrators holding faculty rank are not eligible for this policy. The College maintains the sole authority to approve the requested leave and reserves the right to change, revise, or terminate this policy at its sole discretion.