

PARENTAL LEAVE

**PROPOSAL FROM THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION TO THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT**

Wednesday, September 25, 2024

6.9 PARENTAL LEAVE

6.9.1 Disabilities associated with pregnancy, childbirth or related medical conditions shall be treated as any other temporary disability. In addition, unit members shall be entitled to use accrued vacation for such disabilities.

6.9.2 The District shall provide eligible unit members with paid Parental Leave pursuant to Education Code section 87780.1.

[Note: Per Education Code Section 87780.1, as amended effective January 1, 2019.]

***.** Paid Parental Leave. The paid parental leave provisions below shall be effective as of ____.

***.** Eligibility. Faculty members whose initial date of hire is at least twelve (12) months prior to taking parental leave. Faculty members are not required to have worked a minimum of 1,250 hours in the twelve (12) months prior to the leave in order to be eligible for paid parental leave.

***.** Purpose. Eligible faculty members shall receive their full salary for a maximum of twenty-four (24) workweeks for leave taken for the reason of the birth of a child or the placement of a child with the faculty member in connection with the adoption or foster care of the child. Thereafter, faculty members who continue to be absent from duty under this section, shall receive fifty percent (50%) of their salary for up to eight (8) workweeks. Faculty members are ineligible for paid parent leave during intersessions. Faculty members shall be authorized to use any accrued leave, including sick leave and unbanked time, to supplement the paid leave for up to eight (8) workweeks. Faculty may elect to convert each unbanked LHE to five (5), eight (8) hour days of work. Faculty may also unbank additional LHE to complete to full semester at this same rate. No faculty shall be paid in excess of one-hundred percent (100%) of their salary during the period of parental leave.

***.** Use. Paid parental leave must be taken within twelve (12) months of the date of birth or placement of the child with the faculty member.

The twenty-four (24) workweeks do not have to be taken consecutively. Where both parents of the child for whom leave is taken are employed by the district, any amount of

parental leave taken by one parent shall not diminish the twenty-four (24) workweeks of parental leave to which the parent may be entitled.

***.** Maximum Duration. Paid parental leave shall be exhausted after twenty-four (24) workweeks. A faculty member shall not be entitled to more than twenty-four (24) workweeks of paid parental leave in any twelve (12) month period.

***.** Unpaid Parental Leave. Upon written request, a faculty member may request additional unpaid leave. Parental leave shall be granted for a maximum of six (6) months, whether paid or unpaid. Consideration will be given to granting an extension of the leave, if requested, until the beginning to the next school semester should the expiration of the six (6) months of parental leave occur during the school year.