I am delighted to announce some important changes to the College’s parental leave policies for both faculty and staff. It is my hope that these changes will enable the wider scholarly and teaching community to more equitably balance family and work obligations. I am so grateful for all you do to support our community and to do your best to make our College a wonderful place to work.

Staff Parental Leave

Rhodes currently provides sixteen (16) weeks of FMLA leave for the birth or adoption of a child. Staff who are otherwise eligible for FMLA leave (full-time and at least one year of service) may request FMLA leave for the placement of a child with the employee for foster care. Under the new FMLA policy, six (6) weeks of that leave will be paid for the Rhodes employee who is the primary caregiver of the minor child and two (2) weeks of that leave will be paid for the Rhodes employee who is in the secondary caregiver for the child. This paid leave must be taken within 12 months of the birth, adoption, or state placement of the child and must be taken in consecutive weeks.

The six weeks of paid parental leave include any holidays during that time, with the exception of the Thanksgiving, Christmas, and New Year’s holidays.

This paid parental leave is available to full-time staff with at least one year of full-time service at Rhodes at the time of the event (birth, adoption, etc.). Staff who are otherwise eligible for FMLA leave but not eligible for paid parental leave under this policy must follow the terms of the College’s FMLA policy.

To request FMLA leave, please contact Claire Shapiro in HR if you have any questions about these new policies, which will go into effect immediately.

This paid parental leave is available to full-time staff with at least one year of full-time service at Rhodes at the time of the event (birth, adoption, etc.). Staff who are otherwise eligible for FMLA leave but not eligible for paid parental leave under this policy must follow the terms of the College’s FMLA policy.

I am delighted to announce some important changes to the College’s parental leave policies for both staff and faculty. It is my hope that the addition of paid parental leave for faculty, for whom parental leave was previously unpaid, and the extension of paid parental leave for staff, for whom paid parental leave was previously limited, will enable the wider scholarly and teaching community to more equitably balance family and work obligations. I am so grateful for all you do to support our community and to make our College a wonderful place to work.

Eligibility: Tenured Faculty or Faculty on Probationary Appointments who have been employed by the College for at least one year and who have been granted tenure, promotion to the rank of full professor, faculty status on tenure track, or terminal year contract will be eligible for this paid leave. Faculty who are otherwise eligible for FMLA leave but not eligible for paid parental leave under this policy must follow the terms of the College’s FMLA policy.

Benefit: One semester paid leave of absence for the primary caregiver parent of the minor child placed for adoption, or placement of a child for foster care.

Utilizing the Benefit:

The benefits under this policy may be taken in one semester. A semester begins on the first day of classes and ends on the last day of classes. Leave under this policy must be taken in consecutive weeks.

- The Parental Leave under this policy may be taken during the semester in which the child is born. If a faculty member is eligible for adoption or in a subsequent semester that begins no later than six months after the birth or placement for adoption of the child with the faculty member, leave under this policy will not be available when taking a full semester of leave for the adoption or placement.

- While on parental leave, the employee may not work secondary jobs.

- If an employee does not return to work after parental leave and gives proper advance notice (two weeks), they may be reimbursed for the College funding for payment of compensated paid work on an as-needed basis.

Faculty Parental Leave Policy

Eligibility: Tenured Faculty or Faculty on Probationary Appointments who have been employed by the College for at least one year and who have been granted tenure, promotion to the rank of full professor, faculty status on tenure track, or terminal year contract will be eligible for this paid leave. Faculty who are otherwise eligible for FMLA leave but not eligible for paid parental leave under this policy must follow the terms of the College’s FMLA policy.

Benefit: One semester paid leave of absence for the primary caregiver parent of the minor child placed for adoption, or placement of a child for foster care.

Utilizing the Benefit:

- Leave under this policy must be taken in one semester. A semester begins on the first day of classes and ends on the last day of classes. Leave under this policy must be taken in consecutive weeks.

- The Parental Leave under this policy may be taken during the semester in which the child is born. If a faculty member is eligible for adoption or in a subsequent semester that begins no later than six months after the birth or placement for adoption of the child with the faculty member, leave under this policy will not be available when taking a full semester of leave for the adoption or placement.

- While on parental leave, the employee may not work secondary jobs.

- If an employee does not return to work after parental leave and gives proper advance notice (two weeks), they may be reimbursed for the College funding for payment of compensated paid work on an as-needed basis.

Faculty who are otherwise eligible for FMLA leave but not eligible for paid parental leave under this policy must follow the terms of the College’s FMLA policy.

- A primary caregiver is the faculty member who is primarily responsible for the day-to-day custody, care and control of the child. A request for Parental Leave must be accompanied by an Affidavit of primary caregiver status. The affidavit form is available in Human Resources.

- A primary caregiver is the faculty member who is primarily responsible for the day-to-day custody, care and control of the child. A request for Parental Leave must be accompanied by an Affidavit of primary caregiver status. The affidavit form is available in Human Resources.

- A faculty member taking Parental Leave will receive the same benefits as she or he would have received if she or he had not taken leave, under the same terms and through the same processes. However, leave under this policy will not count toward sabbatical leave.

- The number of children involved does not increase the length of paid parental leave.

- One semester paid leave of absence for the primary caregiver parent of the minor child placed for adoption, or placement of a child for foster care.

- A faculty member taking Parental Leave will receive the same benefits as she or he would have received if she or he had not taken leave, under the same terms and through the same processes. However, leave under this policy will not count toward sabbatical leave.

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