

## **FACULTY PARENTAL LEAVE POLICY**

Skidmore College is committed to supporting faculty members by providing them with clear and reasonable options

# FACULTY PARENTAL LEAVE OPTIONS

## **Full-time Faculty Member Who is considered the Birth Parent or Primary Caregiver**

### **Full-time Faculty Member for Less Than One Continuous Year**

#### **Birth or adoption occurring between Aug 1 and May 31**

A combination of 8 weeks of disability at partial pay based on NYS Disability benefits rate (equivalent for adoptions), and remainder of the semester prior to and after the disability period at half-pay for the semester.

#### **Birth or adoption occurring between June 1 and July 31**

A combination of 8 weeks of disability at partial pay based on NYS Disability benefits rate (or equivalent for adoptions) and unpaid leave.

### **Full-time Faculty Member for At Least One Continuous Year (birth parent or primary caregiver)**

#### **Birth or adoption occurring between Aug 1 and May 31**

Eligible for paid leave for the entire 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 before and after disability period.

#### **Birth or adoption occurring between June 1 and July 31**

Eligible for a one course teaching reduction with no salary reduction for term before or after the birth or adoption;

**Or**