

1 PARENTAL LEAVE

2 PROPOSAL FROM THE
3 PASADENA CITY COLLEGE FACULTY ASSOCIATION TO THE
4 PASADENA AREA COMMUNITY COLLEGE DISTRICT
5 June 30, 2022
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8 **Paid Parental Leave.** The paid parental leave provisions below shall be effective as of July 1,
9 2022.

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11 **Eligibility.** Faculty members whose initial date of hire is at least twelve (12) months prior to
12 taking parental leave. Faculty members are not required to have worked a minimum of 1,250
13 hours in the twelve (12) months prior to the leave in order to be eligible for paid parental leave.
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15 **Purpose.** Eligible faculty members shall receive their full salary for a maximum of sixteen (16)
16 workweeks for leave taken for the reason of the birth of a child or the placement of a child with
17 the faculty member in connection with the adoption or foster care of the child. Thereafter,
18 faculty members who continue to be absent from duty under this section, shall receive fifty
19 percent (50%) of their salary for up to eight (6) workweeks. Faculty members are ineligible for
20 paid parent leave during intersessions. Faculty members shall be authorized to use any accrued
21 leave, including sick leave to supplement the paid leave for up to eight (6) workweeks. No
22 faculty shall be paid in excess of one-hundred percent (100%) of their salary during the period of
23 parental leave.
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25 **Use.** Paid parental leave must be taken within twelve (12) months of the date of birth or
26 placement of the child with the faculty member. The sixteen (16) workweeks do not have to be
27 taken consecutively. Where both parents of the child for whom leave is taken are employed by
28 the district, any amount of parental leave taken by one parent shall not diminish the sixteen (16)
29 workweeks of parental leave to which the parent may be entitled.
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31 **Maximum Duration.** Paid parental leave shall be exhausted after sixteen (16) workweeks. A
32 faculty member shall not be entitled to more than sixteen (16) workweeks of paid parental leave
33 in any twelve (12) month period.
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35 **Unpaid Parental Leave.** Upon written request, a faculty member may request additional unpaid
36 leave. Parental leave shall be granted for a maximum of six (6) months, whether paid or unpaid.
37 Consideration will be given to granting an extension of the leave, if requested, until the
38 beginning to the next school semester should the expiration of the six (6) months of parental
39 leave occur during the school year.