

Northfield Parental Leave Survey
8/21/2018

Location	Carleton College Campus Handbook	Northfield Public Schools Policy	Post Consumer Brands (PCB) Policy	St. Olaf College staff policy
Purpose	Any regular, benefit-eligible exempt or non-exempt staff member who becomes either a birth or adoptive parent and who is the primary caregiver (designated biological or adoptive parent) may receive up to 12 weeks of paid parental leave. Primary caregiver = 12 weeks, secondary caregiver = 3 weeks.	Following FMLA policy and Minnesota parenting leave laws, teacher agreement allows up to 10 paid parental leave days for Moms and Dads.	The purpose of PCB's Parental Leave Policy is to provide all new parents, regardless of gender or familial make-up, additional flexibility and time to bond with their new child, adjust to their family situation, and balance professional obligations.	When employees become new parents, whether natural or adoptive, a parental leave may be available under the FMLA, the Minnesota Parental Leave Act, or both.
Covered Workers	To qualify to receive paid parental leave, a staff member must have worked continuously at the college as regular benefit-eligible for at least one year. If the primary and secondary caregivers are both Carleton employees, the parental leave granted to the family will be a total of 12 weeks and will be shared by the caregivers.	Employees who have worked for the school district at least 12 months, worked an average number of hours per week equal to one-half of the FTE during the 12-month period preceding the leave, and who have requested and received FMLA leave.	An employee who has been employed by the Company for at least one continuous year (12 months).	Employee (mother) who has been employed by St. Olaf for at least one continuous year (12 months) and has worked at least one-half time (but fewer than 1,250 hours) are entitled to six weeks Parental Leave or at least 1,250 hours entitled to twelve weeks FMLA).

Max. Leave Duration for Mothers	3 weeks paid parental leave. A parental leave will run concurrently with any FMLA leave. Maximum amount of paid Parental/FMLA leave will not exceed 12 weeks.	8 weeks of pay after the birth of a child for the disability period after giving birth. 10 days of parental leave. 2 days personal leave. Employees that are members can also draw from our District-wide sick leave bank. Up to 12 weeks running concurrent with FMLA.	2 weeks of paid parental leave (up to 80 hours). Leave runs concurrently with FMLA. 12 weeks	Exempt use sick time; non-exempt use PTO; Non-exempt eligible for short-term disability (60% of wage for 6 or 8 weeks depending on delivery). Self insured for short term disability & use PTO for first 5 business days Exempt: 6-8 weeks paid salary continuation then accrued leave benefits.
Max. Leave Duration for Fathers/Partners	3 weeks paid parental leave. A parental leave will run concurrently with any FMLA leave. Maximum amount of paid Parental/FMLA leave will not exceed 12 weeks.	10 days of parental leave available for Dad under teacher agreement. Dads can also use the "sick leave - other code while spouse is hospitalized with the new baby. 2 personal days they can choose to use for this purpose to equal 15 days maximum paid leave to run concurrently with FMLA. 12 weeks.	2 weeks of paid parental leave (up to 80 hours). Leave runs concurrently with FMLA. 12 weeks	Two weeks parental leave.
Max. Leave Duration for Adoptive Parents/Other Types of Caregiving	Maximum amount of paid and unpaid Parental/FMLA leave will not exceed 12 weeks.	Maximum amount of leave (paid and unpaid) will not exceed 12 weeks.	Maximum amount of leave (paid and unpaid) will not exceed 12 weeks.	Maximum amount of leave (paid and unpaid) will not exceed 12 weeks.
Amount of Benefit/Percentage of Pay	100% of regular pay for 12 weeks for primary or 3 weeks for secondary caregivers.	100% of regular pay as outlined above.	100% of regular pay for 2 weeks.	Moms: 60% pay while on short term disability 6-8 weeks. Dads: 2 weeks pay. Can supplement leave with PTO.
Mechanism for Payment	Funded by Carleton College	Funded by Northfield Public Schools	Funded by PCB	Funded by St. Olaf

Interaction with other Forms of Leave	Parental leave will run concurrently with FMLA leave.	Will run concurrently with FMLA and with parenting leave under state law.	Will run concurrently with FMLA leave and other state or locally required leave time, as applicable.	Will run concurrently with FMLA leave and other state or locally required leave time, as applicable.
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For **non-exempt staff**, they are eligible for short-term disability the first of the month following hire. STD pays at 60% for the length of disability as determined by the physician for up to 6 months. For maternity, this is usually 6 or 8 weeks depending on delivery. Employee can use PTO to fill in the other 40%. If they choose to take the full 12 weeks, after STD ends they must use PTO or take it unpaid. They must be employed for a year and work **at least** 1,250 hours to qualify for FMLA. First year staff can get the STD but not FMLA. For **exempt staff**, they must be employed for 1 year and work at least 1,250 hours to qualify for FMLA and Salary Continuation. (Salary continuation is like STD.) Salary continuation pays at 100% for 6 - 8 weeks depending on delivery. They can continue their leave beyond 6 or 8 weeks but must use vacation or take it unpaid. For **Faculty**, similar to the exempt staff, must be employed for 1 year and work 1,250 to qualify for child bearing leave (6 or weeks of paid leave while considered disabled post delivery. Caveats: tenured or tenure tracked employees can get child bearing leave immediately. Non-tenured must wait 1 year. After child bearing leave ends, the faculty member can use child-rearing leave and get a course release for the remainder of the semester. This is minimize any class disruptions to students. For **parent males**, non-exempt staff can use up to 2 weeks of PTO. Exempt males can use up to 2 weeks of sick time. Male faculty can use either 2 weeks of sick time or take the child rearing course release. Each must meet the length of service requirement according to their status (exempt, non-exempt, faculty). We have made exceptions for faculty members who have been employed less than 1 year to get 2 weeks of sick pay while they are on a maternity leave.