

Personnel

Board of Trustees Policy

SUBJECT: Leave of Absence Without Pay for Child Rearing Purposes	NUMBER: 2.5
	DATE: November 15, 1982 Resolution #82-172
	SUPERSEDES:

This policy directly relates to the Leave of Absence Without Pay for Child Rearing Purposes of the SUNY Schenectady Board of Trustees, as hereto attached.

SUNY SCHENECTADY

Policy on Leave of Absence Without Pay for Child Rearing Purposes

Neither the College, nor any agreement, mandates unpaid leaves of absence in the case of pregnancy related benefits. Disability due to pregnancy shall be treated as any other disability with respect to the terms and provisions of any agreement.

Professional staff members may apply for child rearing leave of absence without pay when the requested child rearing leave immediately follows the staff member's period of pregnancy related disability. Leaves of absence for child rearing purposes will not exceed twelve (12) months inclusive of the period of pregnancy related disability. Leaves of absence should, where possible, terminate with semester openings or closings.

Authority to grant leaves of absence without pay for child rearing purposes will be forwarded to the Board of Trustees for action upon recommendation of the President. The request for a child rearing leave of absence without pay should be made as early as possible. Upon the staff members failure to notify the President at least 45 days prior to the expiration of the leave as to whether or not the staff member will return to duty shall be deemed a voluntary resignation from employment upon termination of leave.

Professional staff members on leave of absence without pay will receive no economic fringe benefits paid by the College while on leave. Arrangements may be made by the individual to maintain health insurance at the expense of the individual while on leave.

Approved by Board Resolution #82-172
11/15/82