



POLICY: 6Hx28: 3D-06.1.1

Responsible Executive: Vice President,
Organizational Development and Human
Resources

Policy Contacts: Assistant Vice
President, Human Resources

Specific Authority: 1001.64, F.S.

Law Implemented: 1001.64, F.S.

Effective Date: 04-24-2019

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Paid Parenting Leave for Full-Time Employees

Policy Statement:

- I. Valencia College provides paid parenting leave to eligible employees for the purpose of recovery from the birth of a child and/or for activities related to the care and well-being of their newborn or adopted child under 5 years of age. The purpose of the paid parenting leave policy is to give parents flexibility and time to bond with their new child, adjust to their new family situation, and balance their professional obligations. If applicable, this leave will run concurrently with Family and Medical Leave Act (FMLA) leave, and in cases where an employee is eligible for FMLA leave, the period the employee is placed on paid parenting leave will count toward the twelve (12) weeks of FMLA Leave.
- II. The College President or designee shall establish procedures to implement this policy.

Policy History:

Adopted 10-22-2014; Amended 4-24-2019; Formerly Total Rewards: Parenting Leave

Related Policies:

College Policy 6H28: 3D-06.1 Family and Medical Leave

Procedures:

The following procedures outline definitions, eligibility criteria, application process, duration and paid benefits, coordination with other types of leaves, and expectations of future service in accordance with this policy:

I. Definitions:

- A. **Eligible Employee:** An employee must have been employed by the college in a full-time position for at least one continuous year (12 months). A continuous year is defined as any rolling twelve-month period measured backward from the start date of the parenting leave. [Note: Current part-time employees and current employees in temporary or most grant positions are not eligible for paid parenting leave. For specific information regarding the eligibility of grant positions, contact Organizational Development and Human Resources at leaveandaccess@valenciacollege.edu or 407-582-4748(HR4U).]
- B. **Parent:** An individual who is a birth mother, a birth father, a domestic partner or spouse of the birth mother, a domestic partner or spouse of the birth father, an adoptive mother or father, a domestic partner or spouse of an adoptive mother or father.
- C. **Paid Parenting Leave:** A period of a paid leave of absence (the usage of which does not reduce an eligible employee's accrued balance of any other paid leave such as sick, vacation, or personal leave) to be taken and completed within the first 6 months following one of the below qualifying reasons:
 - 1. Recovery from the birth of an eligible employee's child and/or to care/bond with the child;
 - 2. New placement of an eligible child with an eligible employee for adoption or foster care and to care/bond with the newly placed child. (Note: Placement does not include the adoption of a stepchild or a foster child who has already been a member of the employee's household and has an existing parent-child relationship with the adopting parent.)

- ### **II. Application for Paid Parenting Leave:** An employee requesting paid parenting leave must consult with Organizational Development and Human Resources (ODHR) to determine eligibility and, if available, to plan/coordinate the paid parenting leave with other forms of leave (paid or unpaid), and the employee's department/work unit. In all cases, within five (5) business days of the receipt of the request for leave, ODHR will forward the appropriate documentation to the employee and the employee shall submit the completed applicable forms and supporting documentation to ODHR for review and approval:

A. Application for paid parenting leave (Note: The employee shall obtain supervisor signature on this form prior to submission.)

B. Expectation of Future Service Form

C. Supporting Documentation, may include without limitation:

1. Birth certificate; or;
2. Appropriate adoption documentation, such as a letter from an adoption agency, or from the attorney representing the adoptive parent in cases of private adoptions. (Note: Employees should contact ODHR for guidance on eligible events)

An employee seeking paid parenting leave must provide to the college appropriate advance notice of the leave. Requests shall be made at least thirty (30) calendar days in advance where the leave is foreseeable. Where the leave is not foreseeable the request should be made as soon as practical. Once ODHR provides an eligible employee with the appropriate paid parenting leave application form, the employee has fifteen (15) calendar days to submit the completed form along with applicable supporting documentation to ODHR. Failure to return any of the required documentation may result in delay of the evaluation for approval of the leave until such time as the forms are provided. Employees shall be notified if additional information is required and will be provided seven (7) calendar days to supplement the missing information/documentation.

III. Duration and Paid Benefits: Within a rolling twelve (12) month period, an eligible employee may receive up to a maximum of 30 continuous business days of paid parenting leave to be taken and completed within the first six (6) months following the birth of adoption of a child or event; multiple births (e.g., twins) and simultaneously adoptions are considered one “event”.

A. All paid parenting leave shall be available to be taken on a continuous basis and completed within a 6-month period commencing immediately following the birth or adoption of a child. Paid parenting leave may begin immediately prior to an adoption if deemed by the college to be necessary to fulfill legal requirements with respect to the adoption. An employee who adopts a spouse’s or partner’s child(ren) is not eligible for this benefit. Upon an employee’s return to work following paid parenting leave, any unused paid parenting leave shall be forfeited by that employee and considered non-cumulative, non-compensable, and non-transferable.

B. If an official college observed holiday(s) or paid non-duty day(s) occur(s) during the eligible employees’ paid parenting leave, the eligible employee will receive holiday pay in lieu of a paid parenting day, provided the eligible employee is in a paid leave status the full workday before and the full workday after the official college observed holiday(s) or paid non-duty day(s).

- C. An employee may use paid parenting leave for one event in a rolling 12-month period. The first day of paid parenting leave shall establish a 12-month period; a new paid parenting leave period shall not begin until the previous 12-month period has expired.
- D. An employee on paid parenting leave is an employee for purposes of participating in the programs and of receiving the benefits made available by or through the college or state to employees. During the duration of the paid parenting leave, the college shall continue all payments and payroll deductions as required by law and as specified by the employee in accordance with college procedures. Employees on paid parenting leave will continue to accrue vacation and sick leave as prescribed in college policy/procedure.

IV. Coordination With Other Types of Paid Leave: Organizational Development and Human Resources will determine eligibility and, work with employees to plan/coordinate the paid parenting leave with other forms of leave (paid or unpaid), and the employee's department/work unit.

- A. Family and Medical Leave (FMLA) – Paid parenting leave shall run concurrently with FMLA leave, as applicable. For more information, see College Policy 3D-06.1 Family and Medical Leave.

V. Return to Work: Employees using Paid Parenting Leave for the purpose of recovery from the birth of a child and returning to work from such leave are required to report to work on the first business day following the end of the Paid Parenting Leave or the end of any other combined forms of leave as outlined in Procedures Section IV.

- A. If the need for such leave is less than originally set forth in the eligible employee's request and appropriate documentation, the employee is responsible for notifying ODHR as soon as possible and required to return to work as soon as the need concludes for Paid Parenting Leave or combined leaves as outlined in Procedures Section IV.
- B. At the conclusion of an approved paid parenting leave or the conclusion of any other approved combined forms of leave as outlined in Procedures Section IV, the eligible employee must be able to perform all of their essential functions with or without a reasonable accommodation(s). Should an employee have a need for a reasonable accommodation(s), it is the employee's responsibility to make such request to a representative from ODHR Leave & Access Services as outlined in College Policy 6Hx28: 2-02 Workplace Accommodations for Applicants and Employees.

VI. Expectation of Future Service. Paid parenting leave is only awarded with the express provision that the recipient will be expected to continue working in full-time service at the college for at least six full months after completion of the paid parenting leave. The recipient employee's failure to return to and remain in Valencia College employment for all or part of the required six-month post-parenting leave period (beyond properly reported,

approved, and documented leave taken in accordance with Valencia's policies and procedures) may result in the imposition of the responsibility on the part of the recipient employee to reimburse the college an amount of money equivalent to a portion of the value of the paid parenting leave taken (the gross salary paid to the recipient during the term of the paid parenting leave).

Procedure History:

Adopted 10-22-2014; Amended 9-22-2015; Amended 4-24-2019; Amended 10-13-2022; Amended 10-19-2022; Amended 11-08-2022; Amended 05-15-2023; Amended 04-16-2024

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