

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