



MONTCLAIR STATE
UNIVERSITY

University Senate

Recommendation regarding Information on Parental-Leave Policies and Procedures

February 26, 2020 - Approved by the University Senate

The University Senate recommends that the Administration clarify policies and procedures for members of the Faculty and specialists who require maternal-health leave during the academic term, and that relevant information, including an overview of options for leave, be made available in an easily understood format.

The University Senate recommends adoption of a policy that, for members of the Faculty and Instructional/Clinical Specialists who become new parents, by birth or adoption, the total teaching 'load' (TCH) should be allocated among the two semesters in a manner that accommodates and supports the new parent in caring for, and bonding with, their child. This Recommendation does not address the total TCH requirement for any individual in a given academic year.

Moreover, the following should be clearly addressed by the policies of the University: In the event that complications during childbirth cause a Faculty member or Specialist to exhaust their earned sick leave:

1. Under what conditions can sick leave be donated?
2. What options exist to avoid stopping the tenure clock (for pre-tenure members of the Faculty)?

This Recommendation does not address any terms and conditions of work subject to collective bargaining, except insofar as to recommend that such terms and conditions should be presented and described in a manner that is easily accessible and understandable by employees of the University.

Rationale

The “maternity leave” provision of the State-wide contract is sick leave under a different name (XXVI.D, E). However, the population most likely to take “maternity leave” (i.e., in their childbearing years) is the population least likely to have accrued significant sick leave. Moreover, Faculty and Instructional/Clinical Specialists do not have vacation leave and FMLA Leave is only available to those employees who have worked at the institution for 12 months.

The language in the current HR guidelines related to leaves of absence is directed largely toward 12-month employees for which timing is more straightforward and does not address the flexibility that can be built into teaching responsibilities. (See <<https://www.montclair.edu/human-resources/leaves-of-absence>>)