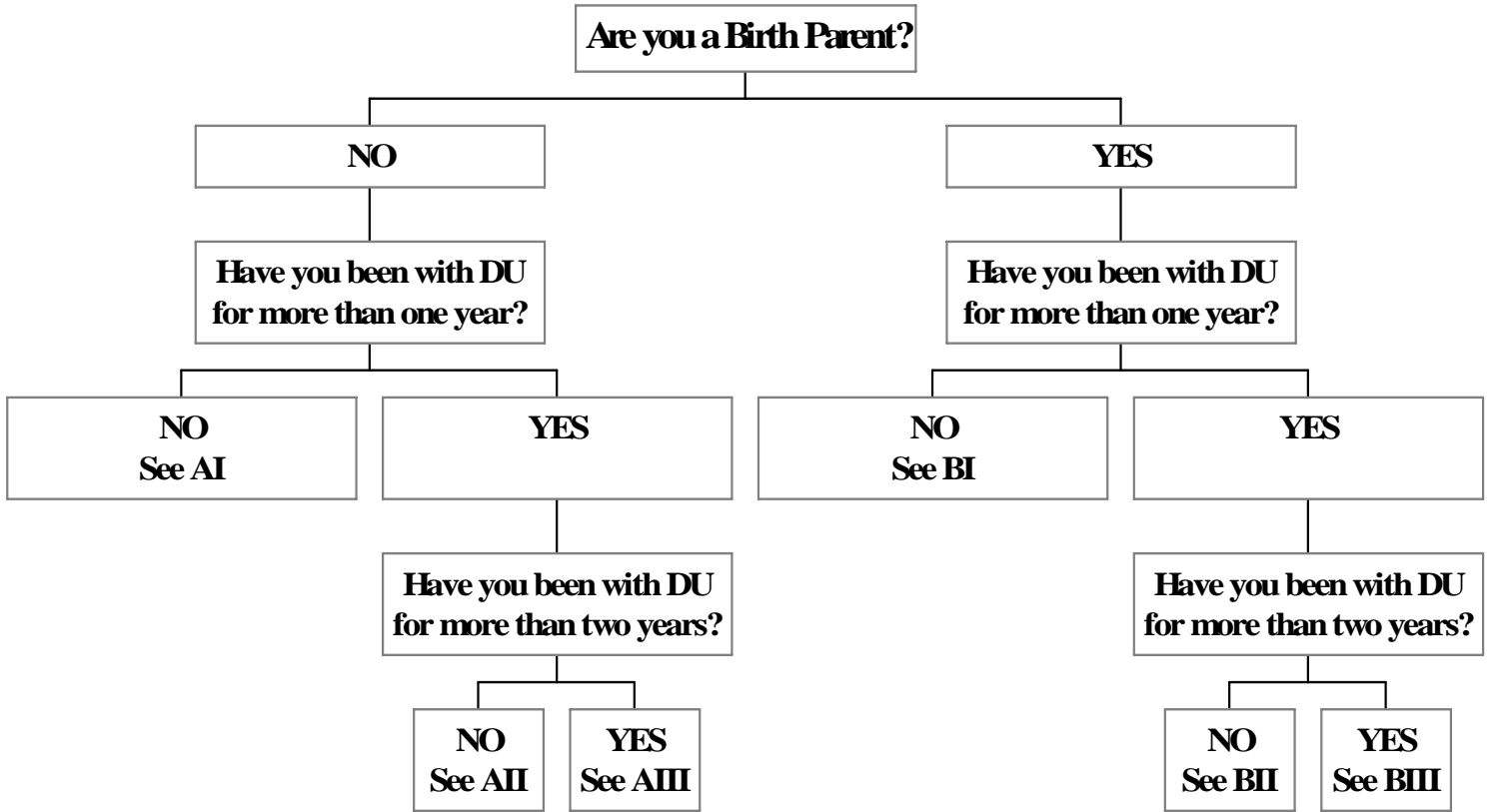


Staff Parental Leave Flowchart



Staff Parental Leave Pay Schedules
Non-Birth Parent
A

I Non-Birth Parent with less than one year of service:

<u>DAYS</u>	<u>PARENTAL LEAVE</u>	<u>SICK/VACATION</u>
1-70	34%	66%

II Non-Birth Parent with between one and two years of service:

<u>DAYS</u>	<u>PARENTAL LEAVE</u>	<u>SICK/VACATION</u>
1-70	66%	34%
71-84 **	0%	100%

III Non-Birth Parent with more than two years of service:

<u>DAYS</u>	<u>PARENTAL LEAVE</u>	<u>SICK/VACATION</u>
1-70	100%	0%
71-84 **	0%	100%

** Two weeks additional unpaid FMLA time

Staff Parental Leave Pay Schedules
Birth Parent
B

I Birth Parent with less than one year of service:

<u>DAYS</u>	<u>SHORT TERM DISABILITY</u>	<u>PARENTAL LEAVE</u>	<u>SICK/VACATION</u>
1-14	0%	34%	66%
15-42*	60%	34%	6%
43-70	0%	34%	66%

II Birth Parent with between one and two years of service:

<u>DAYS</u>	<u>SHORT TERM DISABILITY</u>	<u>PARENTAL LEAVE</u>	<u>SICK/VACATION</u>
1-14	0%	66%	34%
15-42*	60%	34%	6%
43-70	0%	66%	34%
71-84**	0%	0%	100%

III Birth Parent with more than two years of service:

<u>DAYS</u>	<u>SHORT TERM DISABILITY</u>	<u>PARENTAL LEAVE</u>	<u>SICK/VACATION</u>
1-14	0%	100%	0%
15-42*	60%	40%	0%
43-70	0%	100%	0%
71-84**	0%	0%	100%

* Separate check generated from carrier and sent directly to employee's home address

** Two weeks additional unpaid FMLA time