

Board Policy P-2: Paid Parental Leave

REFERENCES

[P-2: Administrative Procedures, Paid Parental Leave](#)
[Utah Code §63A-17-511, Postpartum Recovery Leave](#)

THE POLICY

The Salt Lake City School District Board of Education recognizes the benefits of providing paid parental leave to enable employees to care for and bond with their new child. The board believes this policy is an essential component in cultivating a workplace environment that is supportive of employees as they briefly shift their focus from earning income to bonding with their child and adapting to the demands of parenting. This policy will be in effect for births, adoptions, and certain legal guardianships occurring on or after July 1, 2022.

The purpose of this policy is to provide district employees with needed flexibility and time to bond with their new child and adjust to their new family situation. This policy will run concurrently with Family and Medical Leave Act (FMLA) leave, as applicable.

The district has set forth its specific processes for implementing this board policy through the accompanying administrative procedures.