Paid Parental Leave

June 26, 2023



Paid Parental Leave Act

Eligible District employees who are employed by the District and who give birth are entitled to receive up to six weeks of paid parental leave upon the occurrence of a qualifying event.

AN ACT TO AMEND THE SOUTH CAROLINA CODE OF LAWS BY ADDING SECTION 8-11-151 SO AS TO DEFINE TERMS AND TO PROVIDE PAID PARENTAL LEAVE UPON A QUALIFYING EVENT FOR ELIGIBLE SCHOOL DISTRICT EMPLOYEES; AND BY ADDING SECTION 8-11-156 SO AS TO DEFINE TERMS AND TO PROVIDE PAID PARENTAL LEAVE UPON THE INITIAL PLACEMENT OF A CHILD BY ADOPTION FOR ELIGIBLE SCHOOL DISTRICT EMPLOYEES.

District Five
OF LEXINGTON & RICHLAND COUNTIES

SC Code of Laws Section 8-11-156

School Districts must decide eligible employees:

Means an employee defined by the Department of Education using the Professional Certified Staff system

OR

Administrative Recommendation:

Means an employee defined by the Department of Education using the Professional Certified Staff system any full-time equivalent position categorized as classified staff.

SC Code of Laws Section 8-11-151

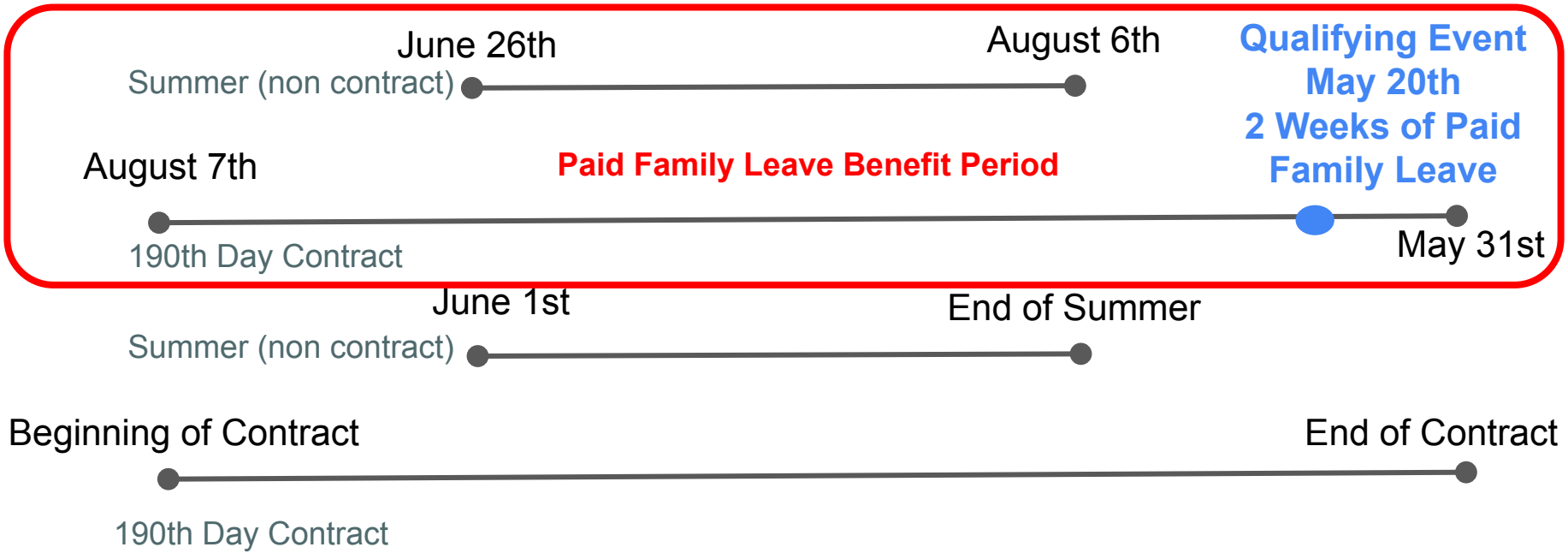
School Districts must decide period of paid parental leave:

When an eligible District employee's entitlement to leave under this policy extends beyond their designated term of employment for their contractual term, the employee may continue their period of paid parental leave in the subsequent contractual term, provided the employee remains an eligible District employee. **(Option A)**

OR

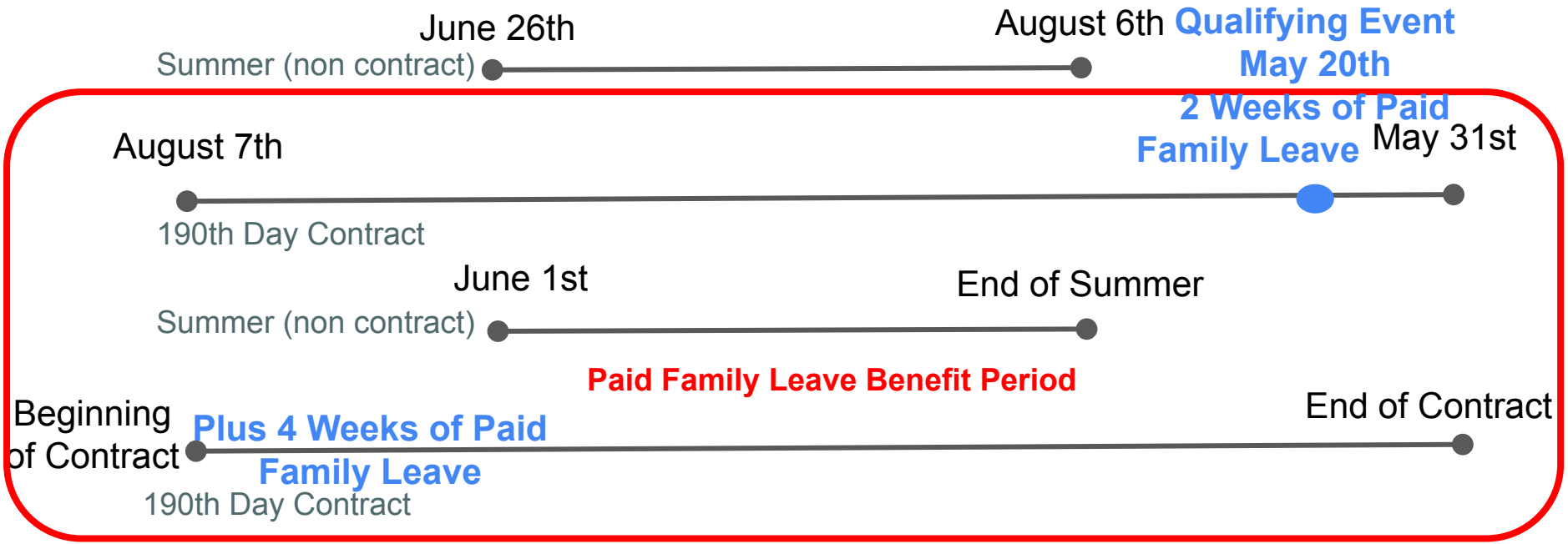
When an eligible District employee's entitlement to leave under this policy extends beyond their designated term of employment for their contractual term, the employee's period of paid parental leave will not continue in the subsequent contractual term. **(Option B)**

SC Code of Laws Section 8-11-151
Option B



District holidays and vacation on the District calendar must not be counted against paid parental leave.

SC Code of Laws Section 8-11-151
Option A



District holidays and vacation on the District calendar must not be counted against paid parental leave.

SC Code of Laws Section 8-11-151

School Districts must decide period of paid parental leave::

Administrative Recommendation:
When an eligible District employee's entitlement to leave under this policy extends beyond their designated term of employment for their contractual term, the employee may continue their period of paid parental leave in the subsequent contractual term, provided the employee remains an eligible District employee. **(Option A)**

OR

When an eligible District employee's entitlement to leave under this policy extends beyond their designated term of employment for their contractual term, the employee's period of paid parental leave will not continue in the subsequent contractual term. **(Option B)**

WE LVE & GRW
our students!