

CU Boulder Parental Leave

Updated November 1, 2018

Parental Leave Components	Boulder Tenure/ Tenure Track Faculty <i>incl. Continuing Ed Instructors, Engineering and Computer Science exceptions</i>	Boulder Other Nine-Month Faculty <i>ex. Instructors</i>	Faculty on 12-Month or Continuous Appointments <i>ex. Research Professors, Research Associates, PRAs, and Post-Doctoral Associates</i>	University Staff	Classified Staff
Policy	APS 5019	APS 5019	APS 5019	APS 5019	APS 5019
	Boulder Campus Policy	Boulder Campus Policy	Boulder Campus Policy	Boulder Campus Policy	Boulder Campus Policy
Eligibility	50% or greater, non-temporary appointment and 12 months of consecutive employment	50% or greater, non-temporary appointment and 12 months of consecutive employment	50% or greater, non-temporary appointment and 12 months of consecutive employment	50% or greater, non-temporary appointment and 12 months of consecutive employment	50% or greater, non-temporary appointment and 12 months of consecutive employment
Benefit	One semester of leave within the first 12 months of the qualifying event	18 weeks of leave within the first 12 months of qualifying event	6 months unpaid leave within first 12 months of qualifying event	6 months unpaid leave within first 12 months of qualifying event	6 months unpaid leave within first 12 months of qualifying event
Paid Parental Leave	Full pay for one semester/ Library faculty full pay for 6 months	Six weeks of paid parental leave; exhaust sick leave; the remaining weeks are paid at 50% time	Six weeks of paid parental leave	Six weeks of paid parental leave	Six weeks of paid parental leave
Other Leave/Pay		<u>Must</u> exhaust sick leave before 50% time is paid	May use vacation leave, sick leave and/or leave without pay	May use vacation leave, sick leave and/or leave without pay	<u>Must</u> use all vacation and sick leave before leave without pay
Notes	Provost office pays Dean the replacement teaching cost (up to 2 courses); No replacement funds are provided for Library Faculty	School/College pay replacement costs for courses			
Resource	Office of Faculty Affairs	Dean's Office and Office of Faculty Affairs	Human Resources	Human Resources	Human Resources

*This reference chart is not intended to replace the APS or Boulder campus parental leave policy; any discrepancies will default to the policies

CU Boulder Campus Parental Leave Resources:

<https://www.colorado.edu/hr/policies-guidance/paid-parental-leave-guidance>