

STATE BOARD OF COMMUNITY COLLEGES
Paid Parental Leave

Situation: At the September State Board meeting, after discussion of paid parental leave, the Personnel Committee directed staff to prepare an item for consideration at a future meeting that would implement paid parental leave for the System Office.

Background: On May 23, 2019, Governor Cooper issued Executive Order 95, extending paid parental leave to those state employees under the oversight of the Governor. Effective September 1, 2019, these employees will receive eight weeks of paid parental leave after giving birth to a child. Employees can also receive four weeks of paid parental leave after a partner gives birth or to care for a child after an adoption, foster care placement, or other legal placement of a child with an employee.

An employee is eligible for this leave if they have been continuously employed by the State for the immediate twelve preceding months.

The Executive Order encourages, but does not require, agencies outside of the Governor's oversight to comply with the Order. If such an agency decides to provide paid parental leave, direct costs associated with the leave will need to be absorbed within existing funds.

Under G.S. 115D-3, the State Board has the authority to adopt policies, regulations, and standards which it deems necessary for the operation of the System Office.

Action: The State Board is asked to approve this resolution authorizing the provision of paid parental leave to employees both subject to and exempt from the North Carolina Human Resources Act. If approved, the Committee would consider conforming changes to the EPA Policy Manual at its next regular meeting.

Resolution
North Carolina State Board of Community Colleges

***Paid Parental Leave Benefit for
System Office Employees***

WHEREAS, on May 23, 2019, Governor Cooper signed Executive Order No. 95, which provides paid parental leave to state employees for which the Governor has oversight responsibility; and

WHEREAS, the Executive Order invites state entities not subject to the Governor's oversight to extend paid parental leave to their employees; and

WHEREAS, the State Board of Community Colleges has the statutory authority to adopt and administer policies which it deems necessary for the operation of the System Office; and

WHEREAS, the State Board of Community Colleges wishes to extend paid parental leave to all employees of the System Office.

NOW, THEREFORE, BE IT RESOLVED, that the State Board of Community Colleges hereby extends paid parental leave to all System Office employees, effective January 1, 2020, as described in Executive Order 95 and pursuant to the Paid Parental Leave Guidelines published by the Office of State Human Resources.

Adopted on this 15th Day of November 2019, in the City of Raleigh.

Dr. Breeden Blackwell, Chair
State Board of Community Colleges

Mr. Peter Hans, President
NC Community College System