

## 8.7 FACULTY MATERNITY LEAVE BENEFITS POLICY

Benefited members of the faculty giving birth are entitled to maternity leave benefits. Maternity leave benefits shall release the faculty member from all employment-related duties for up to six (6) weeks from the date of delivery. During any portion of those six weeks for which the faculty member is under contract, this benefit consists of a leave with full payment of the faculty member's base salary for that portion of the contract.

The faculty maternity leave benefit is distinct from any other benefits provided by UND or guaranteed under federal or state law. Application of the maternity leave policy shall not diminish such other benefits.

Although not part of the policy, the following illustrations were discussed by the Senate when the policy was reviewed and voted upon.

### Illustrations

#1

- 9 month contract
- birth on October 1

6 weeks maternity leave begins on date of delivery

#2

- 9 month contract
- birth on May 1

maternity leave begins on date of delivery and extends to end of contract – May 15

#3

- 9 month contract
- birth on August 1

maternity leave begins on first day of contract – August 16 – and extends until September 12 (6 weeks from August 1)

#4

- 9 month contract plus summer contract

maternity leave period could extend into summer contract period or begin in summer contract period

#5

- 9 month contract
- birth on October 1

maternity leave from October 1 to November 12

- mother's medical condition prevents return to work

sick leave benefit (if available: short term up to 13.5 days at 100% pay, then long term for up to 5 months at 75% pay) begins on November 12

#6

- 9 month contract
- birth on October 1

maternity leave from October 1 to November 12

- child's medical condition prevents return to work, or

- mother wishes to remain with child after November 12  
federal Family Medical Leave Act benefit (unpaid leave) begins on November 13 and extends for up to 12 weeks

#7

- 9 month contract

- birth on October 1

maternity leave from October 1 to November 12

- return to work on November 13 but not assigned responsibility for teaching during that semester

faculty member's assignment of responsibilities for the contract period may be adjusted with full pay without teaching responsibility for all or part of the contract period

*2/5/09, Approved by University Senate*

*3/26/09, Approved by President Kelley*