

# Agreement on Parental Accommodations

February 1, 2006

Wright State University and the AAUP-WSU agree that the following accommodations for new parents satisfy fully the requirements set forth in Appendix G of the 2005-2008 Collective Bargaining Agreement (CBA). These provisions are effective immediately.

## Parental Teaching Relief

Parental Teaching Relief is intended to provide a birth or adoptive parent with additional time to care for a newborn or newly-adopted child under the age of six. Eligible Members may choose to take either one full quarter with no teaching responsibilities or two quarters with 50% of that Member's customary teaching load without loss of pay. Teaching relief quarters must be started within one year of the birth or adoption.

### Eligibility

- The Member must, during the teaching relief quarter(s), be the primary caretaker of his or her newborn or newly adopted child under six for at least 25 hours per week, from Monday through Friday, between the hours of 8 a.m. and 10 p.m.

### Application

1. Parental Teaching Relief will be granted if requested by a Member who meets the requirements for eligibility.
2. Requests must be submitted to the Provost as much in advance as is reasonably possible. A copy of the request must also be sent to the AAUP-WSU.
3. Requests must include a signed statement that the individual will satisfy the requirement for eligibility, as defined above.

## Annual Evaluation of New Parents

All Members who have a newly born or adopted child under the age of six may, upon request, receive the average evaluation score in their department for annual evaluation in the year in which the child was born or adopted, or in one of the following two years. Thus, a Member with a child born or adopted in 2006 has the option of receiving an average evaluation score for 2006, 2007, or 2008. The request must be made no later than December 31 of the year for which the average evaluation score is requested.

## Class Scheduling

When preparing teaching schedules and other assignments, department chairs and deans are encouraged to consider the child care responsibilities of Members with children under

the age of six. Member's schedule requests will be considered but cannot be guaranteed, and reasonable adjustments to accommodate their parenting responsibilities shall not be construed as preferential treatment of those Members.

#### Support for Ongoing Professional Commitments

Members may apply to their dean for support to maintain their laboratory operations or other ongoing professional commitments during the year following the birth or adoption of a child under six.

#### Parental Accommodations in the 2005-2008 CBA

In addition to the provisions described above, Members should note the existing provisions of the CBA regarding--

- sick leave and FMLA (Article 28 and Sections 30.1-30.25),
- unpaid child care leave (Sections 30.3-30.3.3),
- partial unpaid leave (Section 30.8), and
- probationary period extensions (13.3.6-13.3.7.2).

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Paulette Olson, President, AAUP-WSU

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William E. Rickert, Associate Provost

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Rudy Fichtenbaum, Chief Negotiator  
AAUP-WSU