

STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION

STATEMENT OF POLICY

POLICY NUMBER: 8-3-107

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POLICY TITLE: PAID PARENTAL LEAVE

LEGAL AUTHORITY: Section 8-11-150 (A) of the South Carolina Code of Laws, and Section 8-11-155 of the South Carolina Code of Laws, As Amended.

DIVISION OF RESPONSIBILITY: Human Resource Services

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DATE APPROVED BY BOARD: November 15, 2022

DATE OF LAST REVISION: November 15, 2022

**DISCLAIMER**

**PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE SC STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION / THE SC TECHNICAL COLLEGE SYSTEM. THE STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.**

It is the policy of the State Board for Technical and Comprehensive Education (SBTCE) that six weeks or two weeks of paid parental leave for all eligible employees shall be granted in accordance with applicable state and federal laws and regulations.

All leave procedures will be subject to review and audit by the SBTCE and the South Carolina Department of Administration's Division of State Human Resources to ensure compliance with applicable State and Federal requirements.