

Parental Leave and its impacts on educators within public schools.

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Abstract

Public Law 103-3 cited as the Family and Medical leave Act of 1993, was enacted to grant family and temporary medical leave under certain circumstances. The Family Medical Leave Act (FMLA) was created for Americans who feel that their career takes valuable time away from their children and loved ones. FMLA allows eligible employees up to 12- weeks of unpaid leave for medical recovery, childbirth, child adoption, foster placement, and military. While also assuring the employee job security. In 2021, Georgia's new parental leave policy entitles its employees to three weeks of paid leave that can be taken concurrently with FMLA. This policy also assures employee job security. This policy analysis reviews analyzes the Georgia policy and Paid Parental Leave Policy and its impact on pPublic sSchool teachers. Additionally, this analysis gives detailed insight into why Paid Parental Leave is perceived as either beneficial or harmful for these educators and their families, children. Datum were was collected through the process of researching existing literature and interviews. Interviews will be conducted with Human Resource personnel within Cobb County. Upon each interview, the researcher's field notes will be transcribed. The field notes will be analyzed thoroughly and organized into themes. Field notes will be reviewed three times and then placed onto index cards to generate initial codes. After codes are generated and checked, then the researcher will search for the themes that show a pattern. The pieces that reoccur will be

reviewed and identified. This research aims to examine why most United States citizens do not receive parental leave benefits. And more specifically, The perceptions of impact in the areas of of the lack of parental leave has on teachers in public and private schools social, emotional, and emotionally, socially, and financial are reviewed.

Keywords: leave, parental leave, policy, children, teachers, employees