

MATERNITY/ADOPTIVE/CHILD CARE LEAVE

Paid Leave

Maternity Disability Leave

Sick Leave as set forth in BP 4361.1 may be used for disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and recovery therefrom, provided that a leave without pay has not already been requested and granted. The provisions of maternity disability leave shall not be used for child care or child rearing.

Provisions

The leave shall start at the time the physician's's statement certifies the commencement of the disability and shall continue for a period of six weeks after the birth of the child, or at the time specified in the physician's statement.

Compensation

Personnel shall suffer no loss of pay as long as they are utilizing maternity disability leave, provided they have not exhausted their accumulated sick leave. Personnel who have exhausted their sick leave and are still eligible for maternity disability leave will continue to receive one-half of their regular compensation, up to a maximum of 100 days.

Unpaid Leave

Child Care Leave

A leave of absence of up to one year may be granted upon request without pay to any management, supervisory or confidential employee for the purpose of raising each of his/her natural or adopted children, provided the child is under 18 years of age.

Child care leaves beginning with the birth of the child shall end with the end of either semester. The Superintendent shall have the right to grant leaves ending at other times if so requested by the employee

Child care leaves taken in a school year other than that in which the child is born shall be granted for one or two consecutive semesters, depending upon the request of the employee. The Superintendent shall have the right to grant leaves for other periods of time less than one full year if so requested by the employee.

MATERNITY/ADOPTIVE/CHILD CARE LEAVE (continued)

The employee may elect to continue his/her health and welfare coverage by prepaying the total cost to the district, providing it is acceptable to the insurance carrier.

There shall be no diminuation of employment status while on child care leave except that no person shall be entitled to compensation increments, nor shall time taken for child care leave count toward longevity increments.

The Superintendent shall have the right to deny requests for child care leave providing he/she gives the applicant the reasons for the denial.