

PERSONNEL

03.2233

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- CLASSIFIED PERSONNEL -

MaternityParental Leave for Childbirth or Adoption

DISTRICT PAID PARENTAL~~SICK~~ LEAVE

Childbirth and recovery therefrom, ~~or adoption which prevent the employee from performing assigned duties,~~ shall entitle the employee to up to thirty-five (35) paid contract days of Parental Leave immediately following the qualifying event. sick leave benefits as provided in Board Policy 03.1232. An employee may use sick leave days, beyond the thirty-five (35) days provided by the Board when the need is verified by a signed physician's statement.

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~~An illness of the newborn shall entitle the employee to sick leave benefits as provided in Board Policy 03.2232.~~

~~An employee may use up to thirty (30) days of sick leave following the birth or adoption of a child or children. Additional sick leave days may be used when the need is verified by a physician's statement.~~

UNPAID EXTENDED MATERNITY LEAVE

On written request, the parent of a newborn or the employee who adopts a child or children shall be granted unpaid leave of absence not to exceed the remainder of the semester in which the birth or placement occurs. Thereafter, leave may be extended in increments of one (1) semester, not to exceed two (2) consecutive school years.¹

Employees on maternity leave shall notify the Superintendent in writing of their intent to return to the school system on or before the date prescribed in Policy 03.223. Failure to do so will render the position vacant.

Employees taking a maternity leave will be entitled on return to a similar position for which they are qualified, if available. Placement in the same position or the same building cannot be guaranteed.

FMLA

In compliance with the Family and Medical Leave Act of 1993, eligible employees are entitled to up to twelve (12) workweeks of unpaid leave to care for the employee's child after birth or placement of a child with the employee for adoption or foster care. Leave to care for an employee's healthy newborn baby or minor child who is adopted or accepted for foster care must be taken within twelve (12) months of the birth or placement of the child.

REFERENCE:

¹KRS 161.770
Family & Medical Leave Act of 1993

RELATED POLICIES:

03.223; 03.2232; 03.22322