

PERSONNEL

03.1233

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- CERTIFIED PERSONNEL -

Maternity Parental 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 03.1232.~~

~~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 (KRS 161.770)

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 occurred. Thereafter, leave may be extended in increments of one (1) semester, not to exceed two (2) consecutive school years.

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 03.123. Employees who fail to notify the Superintendent of their return by the date prescribed in Policy 03.123 cannot be guaranteed employment for the following school year.

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 for 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.

REQUEST FOR MEDICAL INFORMATION

Per KRS 161.770, the Board may only request medical information necessary to decide whether to grant a leave of absence; shall not request or retain unnecessary medical information; and shall not disclose any medical information received, except as permitted by state and federal law.

REFERENCES:

KRS 161.155; KRS 161.770
OAG 80-151; OAG 84-43; OAG 86-66
Family and Medical Leave Act of 1993

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(CONTINUED)

MaternityParental Leave for Childbirth or Adoption

RELATED POLICIES:

03.123; 03.1232; 03.12322