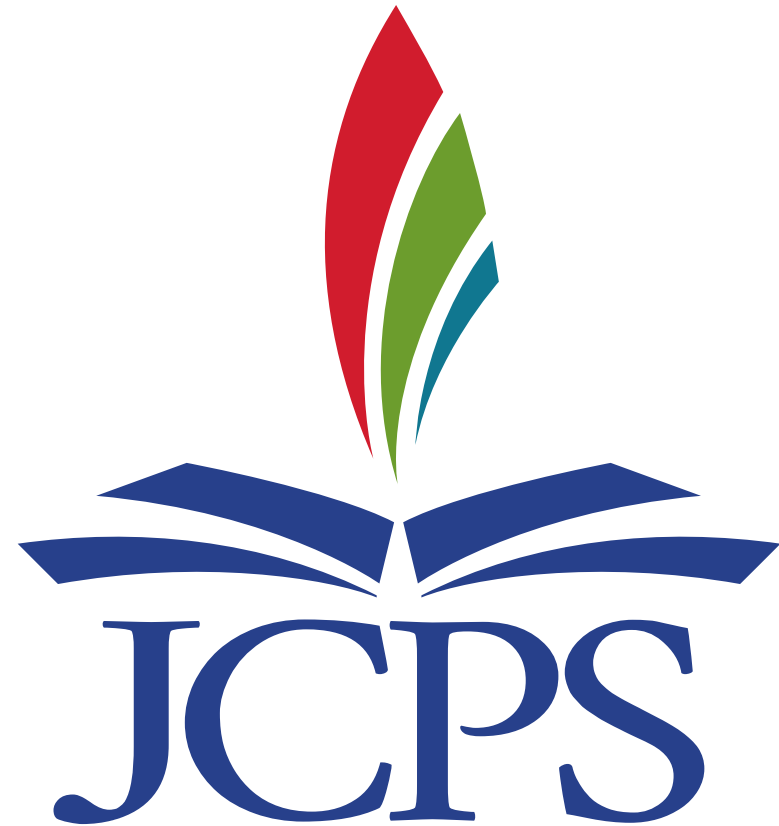


Paid Parental Leave Policy

Jefferson County Board of Education, June 25, 2024



JCPS Paid Parental Leave - Key Provisions

- Provides 30 days of paid leave upon the birth or adoption of a child.
- Available to all full-time or permanent part-time employees after six calendar months of employment.
- Available to all eligible employees who become parents regardless of gender.
- Begins immediately on the employee's first contract work day after the birth or adoption of a child and must be taken on a continuous basis.
- Does not accrue, and expires at the end of 30 contract work days.
- Begins July 1, 2024.
- Counts against an employee's entitlement for unpaid Family Medical Leave (FMLA) or Medical Leave.