

- CLASSIFIED PERSONNEL -

Parental Leave

PAID SICK LEAVE

Childbirth and recovery therefrom, which prevent the employee from performing assigned duties, shall entitle the employee to sick leave benefits as provided in Board Policy 03.2232.

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 immediately 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.

PAID MATERNITY LEAVE (KRS 161.155)

A teacher or employee who gives birth to a child may be provided up to thirty (30) paid maternity leave days. Paid maternity leave days may be used immediately following the birth of a child and shall be used within six calendar weeks of birth.

The maternity leave days shall be used without deduction of salary and shall be used prior to the teacher or employee using any other leave. Any maternity leave days unused by the teacher or employee beyond six calendar weeks following birth of a child shall not transfer into sick leave or be converted to any other leave type and shall expire upon return to work.

Additional sick leave days may be used when the need is verified by a physician's statement. Additional sick leave days, not to exceed thirty (30), may be used when the need is verified by a physician's statement and is within twelve (12) calendar weeks of the birth of a child.

UNPAID ~~PARENTAL 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 twelve (12) workweeks.

Employees on ~~parental 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 ~~parental maternity~~ leave will be entitled on return to a comparable position for which they are qualified. Placement in the same position or the same school 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.

Parental Leave

LEAVE LIMIT

Maternity and pParental leave following birth of a child shall be limited to twelve (12) workweeks per qualifying event.

REFERENCES:

Family & Medical Leave Act of 1993

RELATED POLICIES:

03.223; 03.2232; 03.22322