

- CERTIFIED PERSONNEL -

Paid Parental Leave

PAID PARENTAL LEAVE

An eligible employee shall be granted up to thirty (30) days of paid parental leave once each rolling twelve (12)-month period if the employee becomes a parent by the birth or adoption of a child or children under the following conditions:

1. The employee shall submit a written request on a form provided by the Human Resources Division, to be submitted at least thirty (30) calendar days prior to the expected start date of the leave, or as soon as is practicable given the circumstances.
2. The leave shall be taken on continuous basis for the contract days of the employee’s role group on the District’s Working Calendar.
3. The leave shall begin immediately on the employee’s first contract day after the birth or adoption of the child or children.
4. The leave shall not accrue and shall expire at the end of thirty (30) contract days of the employee’s role group on ~~om~~ the District’s Working Calendar.
5. Paid parental leave used by an employee shall count against the workweek entitlement for unpaid Family and Medical Leave Act (FMLA) leave and Board Policy 03.12322, including the limits in place for eligible spouses who are employed by the District and are eligible for leave.

5.6. An employee may use up to thirty (30) days of paid sick leave immediately following paid parental leave.

EMPLOYEE ELIGIBILITY FOR PAID PARENTAL LEAVE

An employee is eligible for paid parental leave if the employee has been a full-time or permanent part-time employee of the District for at least six (6) months from date of initial hire, assigned to an approved District Working Calendar, and in active pay status or on an approved leave during the employee’s scheduled work year.

Temporary, seasonal and substitute employees and student workers are not eligible for paid parental leave.

An employee who does not qualify for paid parental leave may use any other leave that is available to the employee in accordance with District leave policies.

RELATED POLICIES:

03.122; 03.123; 03.1231; 03.1232; 03.12322; 03.1233; 03.12332

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2. The leave shall be taken on continuous basis for the contract days of the employee’s role group on the District’s Working Calendar.
3. The leave shall begin immediately on the employee’s first contract day after upon the birth or adoption of the child or children.
4. The leave shall not accrue and shall expire at the end of thirty (30) contract days of the employee’s role group on ~~on~~ the District’s Working Calendar.
5. Paid parental leave used by an employee shall count against the workweek entitlement for unpaid Family and Medical Leave Act (FMLA) leave and Board Policy 03.22322, including the limits in place for eligible spouses who are employed by the District and are eligible for leave.

5.6. An employee may use up to thirty (30) days of paid sick leave immediately following paid parental leave.

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An employee who does not qualify for paid parental leave may use any other leave that is available to the employee in accordance with District leave policies.

RELATED POLICIES:

03.222; 03.223; 03.2231; 03.2232; 0 03.22322; 03.2233; 03.12332

Adopted/Amended: 6/25/2024

Order #: 2024-90

Persons Over Compulsory Attendance Age

ENROLLMENT OF RESIDENT STUDENTS OVER AGE TWENTY-ONE (21)

~~A person who turns twenty-one (21) years old before the school year begins is ineligible to enroll in the District. A student currently enrolled in the District who reaches the age of twenty-one (21) his/her/their twenty-first (21st) birthday after the school year begins shall be eligible to remain enrolled as follows a student until the end of the semester, subject to the exceptions below:-~~

- ~~1. A student who turns twenty-one (21) years old during the first, second or third grading periods shall be eligible to remain enrolled only until the end of the third grading period;~~
- ~~2. A student who turns twenty-one (21) years old between the third and fourth grading periods shall be eligible to remain enrolled only until the start of the fourth grading period; and~~
- ~~3. A student turns twenty-one (21) years old during the fourth, fifth or sixth grading periods, shall be eligible to remain enrolled until the end of the sixth grading period.~~

~~A veteran of the Armed Forces whose secondary school attendance was interrupted due to induction or enlistment in the Armed Forces shall be permitted to enroll to work toward completion of graduation requirements without tuition.²~~

EXCEPTIONS

A veteran of the Armed Forces whose secondary school attendance was interrupted due to induction or enlistment in the Armed Forces shall be permitted to enroll to work toward completion of graduation requirements without tuition.²

The District may provide an approved high school program to a student who is a refugee or legal alien until the student graduates or until the end of the school year in which the student reaches the age of twenty-one (21), whichever comes first.³

The District may provide a virtual high school completion program for persons twenty-one (21) years of age or older as permitted by [KRS 158.100](#).³

STUDENTS WITH DISABILITIES

In cases which involve students with disabilities, the procedures mandated by federal and state law for such students shall be followed.¹

REFERENCES:

¹20 U.S.C. § 1412

²[KRS 158.105](#)

³[KRS 158.100](#)

[KRS 157.200](#)

[KRS 157.360](#)

[KRS 158.140](#)

[KRS 159.010](#)

[KRS 159.030](#)

[704 KAR 003:305](#)

[707 KAR 001:290](#)

RELATED POLICY:

08.4

Adopted/Amended: 3/26/2024

Order #: 2024-43