

Military leave will be granted to those eligible. The employment status of employees shall not be affected by virtue of his or her induction or call to active duty in any branch of the armed forces of the United States of America or the State of California.

## ARTICLE 16

## PARENTAL LEAVE

A. NOTIFICATION

Staff members who must take leave under this provision must give the District adequate notice in order that appropriate provision may be made to cover the staff member's assignment.

B. LEAVE PERIOD

The staff member may request leave at any time during her pregnancy. The leave request shall be accompanied by a letter from her physician indicating expected date of birth.

A staff member who is disabled on account of pregnancy, childbirth or a related medical condition may request a pregnancy-related disability leave. This leave may be for the period the unit member's doctor verifies that the unit member is disabled by pregnancy, childbirth, or a related medical condition, and that the unit member is unable to perform her job, up to a maximum of four months. This leave is in addition to any family care or medical leave to which the staff member may be entitled. A staff member may use her paid sick leave and then differential pay during this period.

The date of commencement of leave shall be set by the Board on recommendation of the staff member's physician, or lacking such recommendation, upon recommendation of the superintendent.

The staff member on leave for maternity shall return to duty after convalescence from childbirth. The convalescent period shall be determined by the staff member's physician. If the staff member wishes to extend the leave beyond the convalescent period, she must request a general leave which may be granted for a period not to exceed one school year. General leaves under this regulation may be extended up to one year at the discretion of the Board.

C. COMPENSATION

If the staff member should be unable to perform her assigned duties because of pregnancy, sick leave provisions shall apply to the extent of the employee's sick leave entitlement. Any request for sick leave benefits under these provisions beyond the five days, shall be accompanied by a physician's statement describing the patient's illness resulting from the pregnancy.

D. PATERNITY

A staff member whose wife's delivery date falls during the academic year may use up to three (3) days personal necessity leave for absences required by her pregnancy or delivery.