

A. Maternity Leave

Upon request and proper certification by a physician, an unpaid leave of absence may be granted by the Board of Education because of pregnancy or convalescence following childbirth, to any regularly employed female employee.

Upon reemployment following a maternity leave, the employee shall have reinstated all benefits provided for within the specific provisions of this Agreement.

No teacher shall be permitted to return to work until (a) conclusion of the post-natal period or post-natal examination, or (b) without written authorization that the teacher is physically able and capable of performing all duties and functions of the job and does not create an exposure of liability or industrial risk, and (c) a position is available at such time. Otherwise, the normal return from a maternity and child rearing leave shall be the commencement of the next semester. If a staff-member wishes to extend the normal post-natal convalescent period, she must request such leave of the Board, which they may grant for a period not to exceed one year. The maximum duration of a maternity leave shall not be granted in excess of one year.

B. Pregnancy Disability Leave

Paid pregnancy disability leave of absence shall be granted to an employee as follows:

An employee who is pregnant may continue in active employment as late into her pregnancy as her health permits and as certified by a physician. Disability, as certified by her attending physician, caused or contributed to by pregnancy, miscarriage, abortion, child birth, or recovery there from is considered, for all job related purposes, a temporary disability and shall be treated as such under the sick leave provisions of this Agreement. This leave is an unpaid leave and may be in addition to family care of medical leave to which the employee may be entitled. An employee may use any accumulated paid sick leave and differential pay to which the employee may be entitled. The District Accountant is available for assistance and will provide further information upon request.

C. Parental Leave

Except in unusual circumstances, the Board of Education shall grant an employee an unpaid parental leave, if requested. This leave shall normally not exceed one (1) year in length including the time spent on maternity leave. The termination date shall, whenever possible, coincide with the start of a new semester.

An employee may be granted a parental leave when adopting an infant child. The leave shall not normally exceed one (1) year in length and the termination date shall, whenever possible, coincide with the start of a new semester.

ARTICLE 15
PARENTAL LEAVE - Continued

D. Paternity Leave

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