



Book	Policy Manual
Section	6000 - Personnel
Title	Family and Medical Leave Act
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### FAMILY AND MEDICAL LEAVE ACT

The Board of Education, in accordance with the Family and Medical Leave Act of 1993 (FMLA), gives "eligible" employees of the District the right to take unpaid leave for a period of up to twelve (12) workweeks in a twelve-month period as determined by the District. The District will compute the twelve-month period according to the following time frame: a "rolling" twelve-month period will be used that is measured backward from the date an employee uses any FMLA leave.

Employees are "eligible" if they have been employed by the District for at least twelve (12) months and for at least 1,250 hours of service during the previous twelve-month period. Full-time teachers are deemed to meet the 1,250 hour test. The law covers both full-time and part-time employees.

Qualified employees may be granted leave for one (1) or more of the following reasons:

- a. The birth of a child and care for the infant;
- b. Adoption of a child and care for the infant;
- c. The placement with the employee of a child in foster care;
- d. To care for a spouse, child or parent who has a serious health condition as defined by the FMLA;
- e. A serious health condition of the employee, as defined by the FMLA, that prevents the employee from performing his/her job.

~~At the Board of Education's or employee's option, certain types of paid leave may be substituted for unpaid leave.—~~The Board of Education requires all eligible employees to utilize accrued paid leave concurrently during the period of unpaid FMLA leave even when the employee has not elected to do so.

An employee on FMLA leave is also entitled to have health benefits maintained while on leave. If an employee was paying all or part of the premium payments prior to leave, the employee will continue to pay his/her share during the leave period.

In most instances, an employee has a right to return to the same position or an equivalent position with equivalent pay, benefits and working conditions at the conclusion of the leave.

The Board of Education has a right to thirty (30) days advance notice from the employee where practicable. In addition, the Board may require an employee to submit certification from a health care provider to substantiate that the leave is due to the serious health condition of the employee or the employee's immediate family member. Failure to comply with these requirements may result in the denial of FMLA leave. The Board may also require that an employee present a certification of fitness to return to work when the absence was caused by the employee's serious health condition. The Board of Education has the right to deny restoration to employment if the employee does not furnish the certificate of fitness.

A notice which explains the FMLA's provisions and provides information concerning the procedures for filing complaints of violations of the FMLA shall be posted in each school building.

Administration is directed to develop regulations to implement this policy, informing employees of their rights and responsibilities under the FMLA.

Legal

Family and Medical Leave Act of 1993

Public Law 103-3

29 Code of Federal Regulations (CFR) Part 825

U.S. Dept. of Labor, Wage and Hour Division: Fact Sheet #28A: Employee Protections under the Family and Medical Leave Act