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Statement of.....

Policy and Responsibility

SUBJECT: PARENTAL LEAVE – ARTICLE 6

6.1.0 Parental Leave General Provisions

6.1.1 Entitlement. Career educators shall qualify for Parental Leave under the provision of Section 4.2.4 (Article 4 – Sick Leave). Provisional educators shall qualify for Parental Leave under the provision of Section 4.2.3 (Article 4 – Sick Leave). Parental Leave absences shall relate to absence limits as prescribed in Article 4 – Sick Leave during the contract year, but shall not relate to succeeding contract years except as expressly provided otherwise.

6.1.2 Purpose. Such leave shall be for pregnancy which precludes the Teacher from carrying out her regularly assigned duties.

6.1.3 Length of Leave. Parental leave may be taken by a Teacher who gives birth for six (6) weeks [30 days] following the birth of a child. If the birth is by caesarian section, this period will be extended for 2 more weeks. Parental Leave may be taken by a Teacher whose spouse gives birth for 1 week [5 days] following the birth of a child. If the birth is by caesarian section, this period will be extended 2 more days.

6.1.4 Extraordinary Cases. The teacher may appeal to the Superintendent for additional Parental Leave if there are medical reasons substantiated by a physician. Additional days of leave with pay or at the cost of a substitute may be granted.

6.1.5 Funding. The Parental Leave policy will be funded under the base factor calculated for the sick leave as outlined in section 4.1.7. Parental Leave days will be subject to excess charges that may occur at the end of the year. The abuse or misuse of the Parental Leave policy shall be grounds for dismissal.